

CITY COUNCIL MEETING AGENDA

September 26, 2024

6:00 PM

Central Point City Hall, Council Chambers

140 S 3rd St, Central Point, OR

www.centralpointoregon.gov



10. Meeting Called to Order

20. Pledge of Allegiance

30. Roll Call

40. Presentation

- A. Northwest Accreditation Alliance
Scott Logue, Police Chief

50. Public Comments

The City Council sets aside 20 minutes for in-person public comments on non-agenda items. Comments are limited to three (3) minutes per individual, five (5) minutes per group or organization. Please complete a public comment form before speaking.

The City Council encourages written comments. Please submit your comments by regular mail to City Council, 140 S Third St, or by email to meetings@centralpointoregon.gov. Comments must be received by noon on the date of the meeting to be noted in the record. Please include the date of the Council meeting with your comments.

60. Consent Agenda

- A. Approval of September 12, 2024, Meeting Minutes

70. Items Removed from the Consent Agenda

80. Ordinances and Resolutions

- A. Resolution Approving the 2025 Revised Management Compensation Plan
Elizabeth Simas, HR Director
- B. Resolution of Intent Initiating Easement Vacation - Mitchell's Landing
Sydney Dreyer, City Attorney

90. Business

- A. Rogue Disposal Rate Increases Effective 1-1-25
Chris Clayton, City Manager

100. Mayor's Report

110. City Manager's Report

120. Council Reports

130. Department Reports

140. Executive Session

The City Council will adjourn to executive session under the provisions of ORS 192.660. Under the provisions of the Oregon Public Meetings Law, the proceedings of an executive session are not for publication or broadcast.

150. 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 541-423-1015 (voice), or by e-mail to rachel.neuenschwander@centralpointoregon.gov. Si necesita traductor en español o servicios de discapacidades (ADA) para asistir a una junta pública de la ciudad por favor llame con 72 hora de anticipación al 541-664-3321 ext. 201.

CITY COUNCIL MEETING MINUTES

September 12, 2024

6:00 PM

Central Point City Hall, Council Chambers

140 S 3rd St, Central Point, OR

www.centralpointoregon.gov



1 Meeting Called to Order

2 Pledge of Allegiance

3 Roll Call

The following members were present: Mayor Hank Williams, At Large Rob Hernandez, Ward IV Taneea Browning, At Large Michael Parsons, Ward II Kelley Johnson, Ward III Melody Thueson, Ward I Neil Olsen

The following staff were also present: City Manager Chris Clayton, City Attorney Sydnee Dreyer, Parks and Public Works Director Matt Samitore, Planning Director Stephanie Powers, Police Captain

4 Presentation

A. Envision Bear Creek Presentation

Parks & Public Works Director Matt Samitore introduced Steve Lambert from Jackson County, Mike Sellinger from Alta Consulting, and Brian Barr from Rogue River Watershed Council to present to the Council the Bear Creek Envision Presentation regarding the need for long-term funding, priority of maintenance, and the safety of Bear Creek Greenway. This presentation has been or will be given to all the cities with portions of the Greenway in their jurisdiction.

5 Public Comments

Central Point Resident Ty Sonnin in the Boes subdivision has concerns

about the plans for the development of the Bear Creek Greenway park and is hoping that the residents in the area will receive a notification meeting regarding the project.

Central Point resident Larry Moss in the Boes Subdivision also has concerns over the proposals for the park and has not heard anything further information since the open house on October 18, 2023.

6 Consent Agenda

A. Approval of August 22, 2024, Meeting Minutes

Motion: Approve

Moved By: Michael Parsons **Seconded by:** Tanea Browning

Roll Call: Members Tanea Browning, Hank Williams, Rob Hernandez, Michael Parsons, Kelley Johnson, Neil Olsen, Melody Thueson voted yes. None voted no.

7 Items Removed from the Consent Agenda

8 Ordinances and Resolutions

A. Second Reading Ordinance Amending CPMC 8.08.020.E

City Attorney Sydnee Dreyer presented to the council the second reading of an Ordinance amending CPMC 8.08.020.E. There were no changes since the first reading.

Motion: Approve

Moved By: Rob Hernandez **Seconded by:** Michael Parsons

Roll Call: Members Tanea Browning, Hank Williams, Rob Hernandez, Michael Parsons, Kelley Johnson, Neil Olsen, Melody Thueson voted yes. None voted no.

Rob Hernandez moved to approve Ordinance No. 2118 an Ordinance Amending in Part CPMC Chapter 8.08.020.E Regarding Weed Abatement Liens.

9 Business

A. League of Oregon Cities 2024 Legislative Priorities

City Manager Chris Clayton presented to the council the League of Oregon Cities 2024 Legislative Priorities. The city will be working with United Strategies on the legislative issues that the city would like to focus on. The five legislative priorities for Central Point are based on the information from the 2024 Legislative Voter Guide and considering the city's needs, he recommended the following priorities:

1. Infrastructure Funding (Water, Sewer, Stormwater, and Roads)
3. Behavioral Health Enhancements
5. Community Safety and Neighborhood Livability
6. Recreational Immunity
8. 2025 Transportation Package

The council agreed with the recommendations, with a suggestion of removing number six (6) Recreational Immunity and adding number two (2) Shelter and Homeless Response.

Motion: Approve

Moved By: Rob Hernandez

Seconded by: Neil Olsen

Roll Call: Members Tanea Browning, Hank Williams, Rob Hernandez, Michael Parsons, Kelley Johnson, Neil Olsen, Melody Thueson voted yes. None voted no.

Rob Hernandez moved to approve the 2024 LOC legislative priorities as presented with items 1,2,3,5 and 8.

B. Planning Commission Report

Planning Director Stephanie Powers presented to the council the September 3, 2024, Planning Commission meeting. There were three (3) quasi-judicial public hearings on the agenda, including a site plan and architectural review for Grocery Outlet supermarket, and the Sunnybrook Village master plan and tentative subdivision plan for property within the Eastside Transit Oriented Development (ETOD) Overlay area.

10 Mayor's Report

Mayor Hank Williams had nothing to report.

11 City Manager's Report

City Manager Chris Clayton reported that:

- The financial statements are presented quarterly, and recently, he has started looking at cash balances for each fund and went over how the funds have fluctuated from June 20, 2024, to September 10, 2024.
- He, Matt Samitore, and Rob Hernandez met with Boise Cascade, and they are considering contributing to the Little League project. Rogue Credit Union is donating 50,000 for all the scoreboards.
- The crossing signal at 3rd and Pine was hacked this week. The password has been changed, which should prevent this from happening again.
- He attended a League of Oregon Cities meeting today in Ashland with Tanea Browning and Rob Hernandez regarding revenue stabilization and property tax reform.
- Melody Thueson will be leaving the council soon. He and the Mayor will be interviewing the gentleman Melody suggested next week.
- A complaint was received regarding the signs on the right-of-way, especially around Twin Creeks. Code enforcement is working to resolve this issue.
- He offered his compliments to Matt Samitore, Mike McClenathan, and Kenny Parent for helping with the spending restrictions in the Water Fund.

12 Council Reports

Council Member Melody Thueson reported that she attended the School Board Meeting

Council Member Mike Parsons reported that:

- He attended the joint study session.
- He attended the Planning Commission meeting.

Council Member Rob Hernandez reported that:

- He attended the joint study session.
- He met with Chris Clayton, Matt Samitore, Nikki Petersen, and Boise Cascade at the Little League Fields.

- He attended the League of Oregon Cities meeting in Ashland with Chris Clayton and Tanea Browning.
- He attended the Crater Foundation meeting

Council Member Kelly Johnson reported that:

- She attended the joint study session.
- She attended the RVCOG Board Meeting - there was not a quorum.

Council Member Tanea Browning reported that:

- She attended the League of Oregon Cities meeting in Ashland with Chris Clayton and Rob Hernandez.
- She attended the SOREDI meeting.
- She attended the League of Oregon Cities executive committee Zoom meeting.
- She was invited to the NW Rural Infrastructure Strategies Investment Summit in Skamania as past president and Western municipal chair of the League of Oregon Cities.
- She attended a salmon watch training.
- She is working on the innovation hub event to help communicate the work of the innovation hub and what it is.

Council Member Neil Olsen reported that:

- He attended the joint study session.
- He attended the Planning Commission meeting

13 Department Reports

Planning Director Stephanie Powers reported that:

- The CFEC Town Hall meeting is to ensure that citizens know about it and how it will impact Central Point.
- She may request an extension to delay the CFEC project, so she will keep the council updated with the new timeline.
- She has been working on code amendments to titles 16 and 17, that go along with the CFEC.

- There will not be a Planning Commission meeting in October. There will be a meeting in November, with an item from Goodwill.
- The CAC meeting will be in the second week of October.

Parks and Public Works Director Matt Samitore reported that:

- The Safe Route to School Grant that the state has agreed to include all four (4) elementary schools - they will be talking to parents and teachers regarding their thoughts on safe routes to schools on September 18th and 19th.
- Dave Jacob helped the city receive a grant for the small playground for Pfaff Park.

14 Adjournment

Neil Olsen moved to adjourn, all said aye and the meeting was adjourned at 7:36 PM.

The foregoing minutes of the September 12, 2024, Council meeting were approved by the City Council at its meeting of _____, 2024.

Dated:

Mayor Hank Williams

ATTEST:

City Recorder



DEPARTMENT: Administration

MEETING DATE: September 26, 2024

STAFF CONTACT: Elizabeth Simas, HR Director

SUBJECT: Resolution Approving the 2025 Revised Management Compensation Plan

SUMMARY AND BACKGROUND:

In December 2010, the council adopted a Management Compensation Plan (MCP). The plan specifies that the City maintains a competitive compensation plan to attract and retain qualified staff.

The following changes are proposed to the MCP document effective 1/1/25:

- 5.2.4 Sign on Bonus. The sign-on bonus is at the discretion of the City Manager and has been \$7,500 since 2010, when the Management Compensation Plan was adopted. The CPI-U since 2010 has increased almost 40% whereas this amount has not been increased. Although currently we do not have any job openings that this bonus would apply to, we are proposing to bring it closer to the current dollar value. We are proposing to increase the sign-on bonus up to \$10,000, which is a 33% increase.
- 5.2.5 Relocation Assistance. The relocation assistance provision has been in place since 2010 in the amount of \$5,000 for a new hire relocating within the City limits and \$2,500 for those relocating to the Urban Growth Boundary (UGB). The proposal is to increase it up to \$7,000/\$3,500, which is a 40% increase. Relocation assistance is not frequently used. However, should the City find the need to hire a manager from outside the area, this provision helps with recruiting.
- 5.3.1 Health Insurance: As previously discussed at the July 11, 2024, City Council Meeting, the City received notice from CIS Insurance that health insurance premiums are increasing by nearly 9% for coverage beginning January 1, 2025. Following that meeting, we surveyed participants in each tier of coverage that receives HRA-VEBA contributions and the surveyed employees wished to reduce their share of the premium for employee only, employee and spouse, and employee plus one child premium and reduce the City's HRA-VEBA contribution by an equal amount. This change does not increase costs for the City.

We are switching life insurance and Long-Term Disability (LTD) carriers to CIS/The Hartford. With this change, the City's premium for life insurance decreases by approximately \$3,800 annually whereas the LTD premium increases by \$2,500 annually with a net savings to the City of \$1,300 annually. The long-term disability provides a greater maximum benefit than the current plan. For employees electing voluntary life, the premiums are significantly less than the current plan; it saves our employees approximately \$7,000 annually.

- 5.3.3 Life Insurance. We are changing life insurance administrators to CIS/The Hartford. Because of this change, the maximum life insurance coverage decreases from \$250,000 to \$200,000. We do not have any managers that receive over \$200,000 in coverage, so this does not have an impact on individual managers.
- 5.3.4 Long Term Disability. We are changing Long Term Disability Carriers to CIS/The Hartford. Current coverage is for 66 2/3% of salary up to \$3,000 and will change to 50% of salary to a maximum of \$10,000.
- Appendix A. Minimum and maximum wages were increased by 2.5% per 3.1.1 Changes to Salary Ranges. The CPI-U July 2023 – July 2024 was 2.9%. Changes to the pay scale will not impact individual employee's wages. Pay increases are performance based as outlined in 3.4 Individual Pay Changes.
- Minor language changes to grammar or job titles. No financial impact on these changes.

FINANCIAL ANALYSIS:

These proposed changes to the Management Compensation Plan are within the City's budget. The Life Insurance and LTD changes are cost savings to the City and our managers. The Sign-on Bonus and Relocation Assistance changes do not currently have a fiscal impact. The 2.5% increase to the salary scale has the potential to increase payroll expenses for the 2024/2025 budget by approximately \$8,000 (\$6,000 salary and \$2,000 payroll costs).

LEGAL ANALYSIS:

N/A

COUNCIL GOALS/STRATEGIC PLAN ANALYSIS:

The City of Central Point Strategic Plan 2040 sets a road map for the city council, management, and employees to guide them when making organizational decisions. The proposed changes to the Management Compensation address the following goal as set out by the Strategic Plan 2040 by establishing a competitive compensation.

- Responsible Governance – Goal 3A – Hire and retain quality employees who are skilled, solution-oriented and people-minded. Strategy 1 – Establish a competitive compensation (salary and benefits) package.

ATTACHMENTS/EXHIBITS:

1. MCP Draft effective 010125
2. 2025-1 DRAFT Pay Plan 010125
3. Resolution MCP 092624(2)

STAFF RECOMMENDATION:

Staff recommends approving the 2025 Revised Management Compensation Plan.

RECOMMENDED MOTION:

Motion to approve Resolution No. _____, a Resolution approving the 2025 Revised Management Compensation Plan.



City of Central Point

Management Compensation Plan

Chris Clayton, City Manager

ADOPTED BY COUNCIL December 9, 2010

REVISED -September 26, 2024

EFFECTIVE January 1, 2025

Contents

Introduction.....	1
Section 1 – The Management Team	4
Section 2 – Management Compensation Plan	5
Section 3 – Salary Ranges	7
Section 4 – Performance Evaluation.....	11
Section 5 – Total Compensation Package.....	15
Section 6 – Comparable Market Defined	23
Section 7 – Conclusion	24
Appendix A – Salary Schedule	25

**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.**

INTRODUCTION

Our City

Central Point is a small town, with a population of almost 19,700, in beautiful southern Oregon. It borders a city of approximately 90,900 and smaller communities with populations of less than 10,000. 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.

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 City Attorney, City Recorder, Building Director, Finance Director, Human Resources Director, Information Technology Director, Planning Director, Parks and Public Works Director, and Police Chief.

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

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 MCP.

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.

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.

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.

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 has 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

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 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.

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?

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.

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-monthly 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 managers.

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. Rehired PERS Retiree's PERS contributions and benefits are subject to current PERS statutory provisions and limitations.

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. A manager may contribute up to 3% of their salary and the City will match the employee's contribution up to 3%.

5.2.4 Sign on Bonus At the sole discretion of the City Manager, a one-time sign on bonus of up to \$10,000 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 \$7,000 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 \$3,500. 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 thirty-five dollars (\$35) 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.

5.2.8 Assistant City Manager Assignment. A manager designated as Assistant City Manager shall receive up to 10% assignment pay above their current base wage for the duration of the assignment.

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.

5.3.1 Health Insurance Through December 31, 2024, the City will pay 100% of the cost of Employee Only coverage and 90% of the difference between the cost of the insurance selected and Employee Only coverage. Effective for coverage beginning January 1, 2025, the City will pay 90% of the total health insurance premium with employees paying the remaining 10% of the premium, of the insurance tier they elect, through payroll deduction. Managers who are “part-time without benefits” are not eligible for health insurance. Employees electing employee only coverage will receive an additional semi-monthly HRA-VEBA contribution of \$150.00; employee and spouse coverage will receive \$62.50; employee plus one child will receive \$82.50 and employee and child(ren) will receive a \$30.00 semi-monthly contribution to HRA-VEBA. Managers electing family coverage will not receive an additional contribution to HRA-VEBA. The City reserves the right to adjust these contribution amounts in the event health insurance premiums increase or decrease.

For January 2025 coverage, employees were surveyed by their coverage tier and were given the option to reduce their portion of health insurance premium by an equal reduction in the HRA-VEBA contribution for that tier. As a result of the survey, the semi-monthly insurance premium and HRA-VEBA contributions were reduced for the following tiers: employee only coverage by \$25; employee and spouse coverage by \$12.50; and employee plus one child by \$32.50.

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 and accidental death and disability (AD&D) in the amount of the annual base salary to a maximum of \$200,000 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. Beginning January 1, 2025, the coverage will change to a benefit of 50% of base salary, up to a maximum of \$10,000 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

Legal holidays and floating holidays are eight (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.

Managers working a 4-10 schedule shall use two (2) hours of other leave which may be vacation, comp time, management leave, or floating holiday to "make-up" the two hours. A manager may not flex their schedule to avoid using two hours of other leave.

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 Director 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 (0-48 months)	10 days (80 hours)
5 th through 8 th year of service (49-96 months)	15 days (120 hours)
9 th through 12 th year of service (97-144 months)	20 days (160 hours)
12+ years of service and beyond (145+ months)	25 days (200 hours)

One-time Longevity Award: On the anniversary of the 15th, 20th, 25th, and 30th year of service, the employee shall receive a one-time award of 40 hours of vacation.

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.

Managers that go into an unpaid status or utilize Paid Leave Oregon shall have their vacation accrual prorated based on hours in a City paid status. 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. Managers that go into an unpaid status or utilize Paid Leave Oregon shall have their sick leave accrual prorated based on hours in a City paid status.

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.

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.

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.

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 comparable 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 December, 2023 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 comparable 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, 2025 includes Cost of Living Adjustment 2.5% to the minimum salary and the maximum salary.

Band	Tier	Position	Minimum	Maximum
C	C1	Human Resources Assistant (non-exempt)	\$4,098	\$5,234
R	ET	City Recorder	\$5,901	\$8,320
I	T2	Parks & Public Works Supervisor	\$6,219	\$8,769
I	T2	Police Office Manager	\$6,219	\$8,769
I	T1	Finance Supervisor	\$6,219	\$8,769
I	T1	Recreation Manager	\$6,219	\$8,769
I	T1	Safety & Risk Manager	\$6,219	\$8,769
I	T1	Construction Services Supervisor	\$6,219	\$8,769
II	T1	Parks & Public Works Operations Manager	\$7,462	\$10,136
II	T1	Principal Planner	\$7,462	\$10,136
III	ET	Director (Information Technology, Finance, Human Resources, Planning, and Building)	\$8,298	\$12,246
IV	ET	Director (Parks & Public Works)	\$10,000	\$13,372
IV	ET	City Attorney	\$10,000	\$13,372
A	A1	Special Projects Manager/Rehired Retiree	\$4,098	\$13,372
Police Band	Tier	Position	Minimum	Maximum
PI	T2	Police Lieutenant (non-exempt)	\$7,462	\$10,136
PII	T1	Police Captain	\$8,298	\$12,246
PIII	ET	Police Chief	\$10,000	\$13,372

“T1” = Tier 1 Manager, “T2” = Tier 2 Manager, “ET” = Executive Management Team
 “A1” = Based on Assignment, “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.**



Classification Pay Plan
Part A: General Services Bargaining Unit Positions effective 7/1/24

Schedule Effective 7/1/24

hourly/monthly

Position#	Classification Title	Grade	Step A	Step B	Step C	Step D	Step E	Step F	Step G
	Grade 2-3	GS2-3	19.85	20.84	21.88	22.98	24.13	25.33	
100	Office Assistant		3,440	3,612	3,793	3,983	4,182	4,391	
	Grade 4	GS4	21.67	22.75	23.89	25.09	26.34	27.65	
101	Account Clerk: Finance/Public Works		3,756	3,944	4,141	4,348	4,565	4,793	
102	Community Development Specialist								
104	Recreation Specialist								
	Grade 5	GS5	23.18	24.34	25.56	26.84	28.18	29.59	31.07
106	Assistant Engineering Technician		4,018	4,219	4,430	4,652	4,885	5,129	5,385
109	Planning Technician								
110	Recreation Programs Coordinator								
	Grade 6	GS6	25.68	26.97	28.32	29.73	31.22	32.78	34.42
112	Acctg/Business Services Coordinator		4,451	4,674	4,908	5,153	5,411	5,682	5,966
114	Recreation Coordinator: Special Events/Mktg								
123	Stormwater/Erosion Control Tech								
126	Engineering Tech I								
127	Accountant - Payroll								
	Grade 7	GS7	28.32	29.73	31.22	32.78	34.42	36.14	37.94
115	Community Planner I		4,908	5,153	5,411	5,682	5,966	6,264	6,577
117	Park Planner								
124	Facility Management Coordinator								
128	Sr. Accountant								
132	Engineering Tech II								
	Grade 8	GS8	31.67	33.26	34.92	36.67	38.50	40.43	42.45
118	Community Planner II		5,490	5,765	6,053	6,356	6,674	7,008	7,358
119	Construction Management Coordinator								
120	Environmental Services/GIS Coordinator								
	Grade 9	GS9	33.25	34.92	36.66	38.50	40.43	42.45	44.57
129	Community Planner III		5,764	6,052	6,355	6,673	7,007	7,357	7,725
121	Information Technology Specialist								
	Grade 10	GS10	35.15	36.91	38.76	40.70	42.73	44.87	47.11
	Vacant		6,093	6,398	6,718	7,054	7,407	7,777	8,166
	Grade 2-3P	GS2-3P	20.53						
122	Utility Laborer		3,558						
	Grade 4P- NC	GS4P-NC	22.41						
103	Parks Maintenance Worker (PMW) I*		3,884						
105	Utility Worker I*								
	*PMW w/o CIT or UW w/o CDL								
	(*Remain at Step A until they receive the required CIT or CDL, then would be placed at the appropriate step based on experience & pay equity)								
	Grade 4P	GS4P	22.41	23.53	24.70	25.94	27.24	28.60	
103	Parks Maintenance Worker I		3,884	4,078	4,282	4,496	4,721	4,957	
105	Utility Worker I								
	Grade 5P	GS5P	23.97	25.17	26.43	27.75	29.14	30.60	32.13
107	Customer Service Technician		4,155	4,363	4,581	4,810	5,051	5,304	5,569
108	Equipment Maintenance/Fab. Technician								
111	Utility Worker/PMW II								
131	Sweeper/Equipment Operator								
	Grade 6P	GS6P	26.56	27.88	29.28	30.74	32.28	33.89	35.59
113	Utility Worker/PMW III		4,603	4,833	5,075	5,329	5,595	5,875	6,169
125	Arborist								
130	Lead Equipment Mechanic								
	Grade 7P	GS7P	29.29	30.75	32.29	33.91	35.60	37.39	39.25
116	Foreman: Streets, Water		5,076	5,330	5,597	5,877	6,171	6,480	6,804



Classification Pay Plan Part B: Police Bargaining Unit Positions

Schedule Effective 7/1/24

Position#	Classification Title	Grade	Step A	Step B	Step C	Step D	Step E	Step F	Step G
200	Police Support Specialist	P110	3,982	4,181	4,390	4,610	4,841	5,083	5,337
201	Community Services Officer	P117	4,226	4,437	4,659	4,892	5,137	5,394	5,664
202	Police Officer	P145	5,416	5,687	5,971	6,270	6,584	6,913	7,259
203	Corporal	P150	5,990	6,290	6,605	6,935	7,282	7,646	8,028

Schedule Effective 7/1/25

Position#	Classification Title	Grade	Step A	Step B	Step C	Step D	Step E	Step F	Step G
200	Police Support Specialist	P110	4,221	4,432	4,654	4,887	5,131	5,388	5,657
201	Community Services Officer	P117	4,480	4,704	4,939	5,186	5,445	5,717	6,003
202	Police Officer	P145	5,741	6,028	6,329	6,645	6,977	7,326	7,692
203	Corporal	P150	6,349	6,666	6,999	7,349	7,716	8,102	8,507



Classification Pay Plan Part C: Non-Bargaining Unit, Management Positions

Schedule Effective 1/1/24

Position#	Classification Title	Grade	Minimum	Monthly	Maximum
003	Human Resources Assistant (non-exempt)	C	3,998	-	5,106
501	City Recorder	R	5,757	-	8,117
500	Finance Supervisor	I	6,067	-	8,555
502	Recreation Manager	I	6,067	-	8,555
503	Parks & Public Works Supervisor	I	6,067	-	8,555
507	Police Office Manager	I	6,067	-	8,555
517	Safety & Risk Manager	I	6,067	-	8,555
518	Construction Services Supervisor	I	6,067	-	8,555
504	Parks & Public Works Operations Mgr	II	7,280	-	9,889
506	Principal Planner	II	7,280	-	9,889
511-514/ 520	Department Director (PLAN, FIN, HR, IT, BLDG)	III	8,096	-	11,947
515	Parks & Public Works Director	IV	9,756	-	13,046
519	City Attorney	IV	9,756	-	13,046
521	Special Projects Manager/Rehired Retiree	A	3,998	-	13,046
508	Police Lieutenant (non-exempt)	P-I	7,280	-	9,889
509	Police Captain	P-II	8,096	-	11,947
510	Police Chief	P-III	9,756	-	13,046

Schedule Effective 1/1/25

Position#	Classification Title	Grade	Minimum	Monthly	Maximum
003	Human Resources Assistant (non-exempt)	C	4,098	-	5,234
501	City Recorder	R	5,901	-	8,320
500	Finance Supervisor	I	6,219	-	8,769
502	Recreation Manager	I	6,219	-	8,769
503	Parks & Public Works Supervisor	I	6,219	-	8,769
507	Police Office Manager	I	6,219	-	8,769
517	Safety & Risk Manager	I	6,219	-	8,769
518	Construction Services Supervisor	I	6,219	-	8,769
504	Parks & Public Works Operations Mgr	II	7,462	-	10,136
506	Principal Planner	II	7,462	-	10,136
511-514/ 520	Department Director (PLAN, FIN, HR, IT, BLDG)	III	8,298	-	12,246
515	Parks & Public Works Director	IV	10,000	-	13,372
519	City Attorney	IV	10,000	-	13,372
521	Special Projects Manager/Rehired Retiree	A	4,098	-	13,372
508	Police Lieutenant (non-exempt)	P-I	7,462	-	10,136
509	Police Captain	P-II	8,298	-	12,246
510	Police Chief	P-III	10,000	-	13,372

Resolution No. _____

Resolution Approving the 2025 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:

Section 1. The 2025 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 September 2024.

Mayor Hank Williams

ATTEST:

City Recorder



DEPARTMENT: Administration **MEETING DATE:** September 26, 2024

STAFF CONTACT: Sydnee Dreyer, City Attorney

SUBJECT: Resolution of Intent Initiating Easement Vacation - Mitchell's Landing

SUMMARY AND BACKGROUND:

Suncrest Homes, LLC granted a 5-foot wide Utility Easement for a waterline extension from Donna Way to the City of Central Point across Lot 11 of Mitchell's Landing Subdivision, recorded in the Official Records of Jackson County on April 29, 1998 as Document No. 98-18626. In addition a public utility easement for a Storm Water line was dedicated to the City with the Platting of Mitchell's Landing Subdivision, located between platted Lots 10 and 11, recorded on April 1, 1998, in Volume 24 at Page 14, of the Plat Records of Jackson County, Oregon as well as the neighboring City parcel which the City owns for flood prevention commonly described as Map No. 372W10BB Tax Lot 800.

City staff has determined that the foregoing easements on Lots 10 and 11 of Mitchell's Landing Subdivision as well as the neighboring City parcel are not necessary as the waterline was abandoned in the early 2000's, and the stormwater line was capped in 2024 following staff's determination that no stormwater was using the facility.

Oregon Revised Statutes (ORS) Chapter 271 provides for the vacation of public easements. Such easements can be vacated upon the initiation of the Council.

FINANCIAL ANALYSIS:

LEGAL ANALYSIS:

ORS 271.130 provides that a "city governing body may initiate vacation proceedings authorized by ORS 271.080 and make such vacation without a petition or consent of property owners. Notice shall be given as provided by ORS 271.110, but such vacation shall not be made before the date set for hearing, nor if the owners of a majority of the area affected, computed on the basis provided in ORS 271.080, object in writing thereto, nor shall any street area be vacated without the consent of the owners of the abutting property if the vacation will substantially affect the market value of such property, unless the city governing body provides for paying damages. Provision for paying such damages may be made by a local assessment, or in such other manner as the city charter may provide.

The foregoing Resolution directs staff to proceed with the vacation proceeding and to

schedule the hearing on such vacation. Prior to the hearing, the City will publish notice in the paper for two consecutive weeks, and will post the property, as required by ORS 271.110. Property owners will have an opportunity to appear at the hearing and to object to the vacation, if they so desire.

COUNCIL GOALS/STRATEGIC PLAN ANALYSIS:

Goal 4. Manage growth to provide places that are timeless and loved by the community.

Strategy 3 - Provide a professional land development review process that is efficient, collaborative, and solution-oriented.

Goal 5 - Plan, design, and construct modern and efficient infrastructure in all areas and systems.

Strategy 1 - Continually update infrastructure plan.

ATTACHMENTS/EXHIBITS:

1. RESO of Intent to Initiate Vacation - Mendolia Way
2. Map of Affected Lots
3. 510 - 1
4. 511 - 2
5. 800 - 3

STAFF RECOMMENDATION:

Approve the Resolution.

RECOMMENDED MOTION:

I move to approve Resolution No. ____ a Resolution of the City Council of the city of Central Point authorizing the city-initiated vacation of two public easements in Mitchell's Landing subdivision

RESOLUTION NO. _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CENTRAL POINT AUTHORIZING THE CITY-INITIATED VACATION OF TWO PUBLIC EASEMENTS IN MITCHELL'S LANDING SUBDIVISION

RECITALS:

- A. WHEREAS, Suncrest Homes, LLC granted a 5-foot wide Utility Easement for a waterline extension from Donna Way to the City of Central Point across Lot 11 of Mitchell's Landing Subdivision, recorded in the Official Records of Jackson County on April 29, 1998 as Document No. 98-18626.
- B. WHEREAS, a public utility easement for a Storm Water line was dedicated to the City with the Platting of Mitchell's Landing Subdivision, located between platted Lots 10 and 11, recorded on April 1, 1998, in Volume 24 at Page 14, of the Plat Records of Jackson County, Oregon as well as across a neighboring City parcel commonly referred to as 372W10BB Tax Lot 800.
- C. WHEREAS, the City has determined that the foregoing easements on Lots 10 and 11 of Mitchell's Landing Subdivision as well as a neighboring City parcel are not necessary as the waterline was abandoned in the early 2000's, and the stormwater line was capped in 2024 following staff's determination that no stormwater was using the facility.
- D. WHEREAS, Oregon Revised Statutes (ORS) Chapter 271 provides for the vacation of public easements.
- E. WHEREAS, the City Council of the City of Central Point desires to follow the provisions of ORS Chapter 271 to initiate vacation of the 10-foot wide PUE located between Lots 10 and 11 and the 5-foot wide utility easement on Lot 11.

The City of Central Point resolves as follows:

Section 1. Initiating Public Utility Easement Vacation. This Resolution initiating the public utility easement vacation of two easements within Mitchell's Landing Subdivision pursuant to ORS 271.130, as described and depicted in Exhibits A and B attached hereto, is effective immediately.

Section 2. Public Hearing. A duly noticed public hearing shall be set for October 24, 2024, or such other date as noticed by the City Recorder.

Passed by the Council and signed by me in authentication of its passage this _____ day of September, 2024.

Mayor Hank Williams

ATTEST:

City Recorder

Res. No. _____; September 26, 2024



EXHIBIT "A-1"

**CITY OF CENTRAL POINT UTILITY EASEMENT
VACATION DESCRIPTION SHEET
37 2W 10BB, TAX LOT 510**

That certain 5-feet wide City of Central Point Utility Easement created within Lot 10 of MITCHELL'S LANDING SUBDIVISION, recorded in Volume 24 of Plats at Page 14 of the Official Records of Jackson County, Oregon, also filed as Survey Number 15700 in the Office of the Jackson County Surveyor, being located in the Northwest One-quarter of Section 10, Township 37 South, Range 2 West of the Willamette Meridian, in the City of Central Point, Jackson County Oregon. Said 5-feet wide easement is along and 5-feet northerly of the common boundary of Lot 10 and Lot 11 per MITCHELL'S LANDING SUBDIVISION and more particularly described as follows:

Beginning at the southeast corner of said Lot 10; thence North 90°00'00" West, along said common boundary of Lot 10 and Lot 11 per MITCHELL'S LANDING SUBDIVISION, 135.00 feet to the easterly boundary of that 10-feet wide Public Utility Easement created on MITCHELL'S LANDING SUBDIVISION.

The sideline of this easement is to be 5.00 feet northerly of the above-described common boundary, to be continuous throughout, beginning at the easterly boundary of Lot 10 and ending at the easterly boundary of that 10-feet wide Public Utility Easement created on MITCHELL'S LANDING SUBDIVISION.

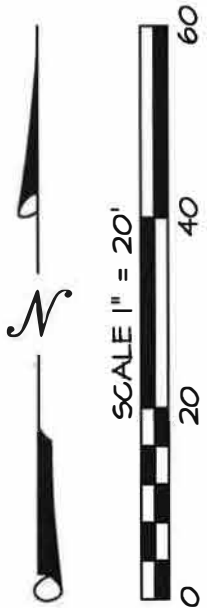
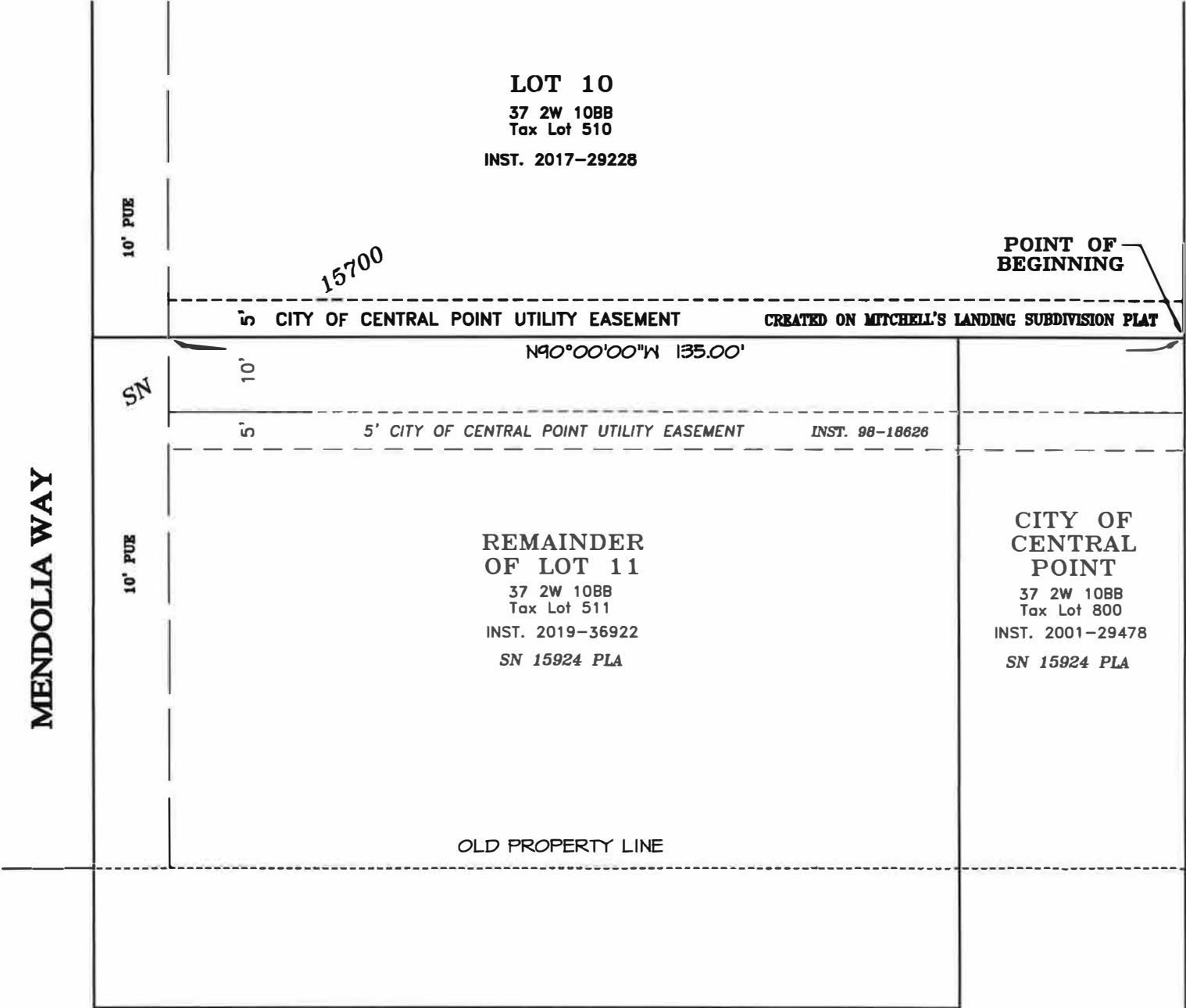
Containing 675 square feet, more or less.

Basis of bearings for this description is Survey Number 15700.

Prepared by:
NEATHAMER SURVEYING, INC.
3126 State Street, Suite 203
PO Box 1584
Medford, OR 97501
Phone: (541) 732-2869
Facsimile: (541) 732-1382
Project: 09002-T-A6
Date: September 17, 2024



EXHIBIT "B - 1"



REGISTERED
PROFESSIONAL
LAND SURVEYOR

Robert V. Neathamer

OREGON
JULY 19, 1994
ROBERT V. NEATHAMER
2675

Renewal Date 12/31/24

EXHIBIT "A-2"

**CITY OF CENTRAL POINT UTILITY EASEMENT
VACATION DESCRIPTION SHEET
37 2W 10BB, TAX LOT 511**

That certain 10-foot wide City of Central Point Utility Easement created within Lot 11 of MITCHELL'S LANDING SUBDIVISION, recorded in Volume 24 of Plats at Page 14 of the Official Records of Jackson County, Oregon, also filed as Survey Number 15700 in the Office of the Jackson County Surveyor, being within a portion of Instrument 2019-36922, located in the Northwest One-quarter of Section 10, Township 37 South, Range 2 West of the Willamette Meridian, in the City of Central Point, Jackson County Oregon. Said 10-foot wide easement is along and 10-feet southerly of the common boundary of Lot 10 per MITCHELL'S LANDING SUBDIVISION and Instrument 2019-36922 (being the remainder of Lot 11 per MITCHELL'S LANDING SUBDIVISION) and more particularly described as follows:

Commencing at the southeast corner of said Lot 10; thence North 90°00'00" West, along the common boundary of said Lot 10 and Instrument 2001-29478, 30.00 feet to the **TRUE POINT OF BEGINNING**; thence leaving said common boundary, North 90°00'00" West, along the common boundary of said Lot 10 and said Instrument 2019-36922, 105.00 feet to the easterly boundary of that 10-foot wide Public Utility Easement created on MITCHELL'S LANDING SUBDIVISION.

The sideline of this easement is to be 10.00 feet southerly of the above-described common boundary, to be continuous throughout, beginning at the easterly boundary of said Instrument 2019-36922 and ending at the easterly boundary of that 10-foot wide Public Utility Easement created on MITCHELL'S LANDING SUBDIVISION.

Containing 1050 square feet, more or less.

TOGETHER WITH:

That certain 5-foot wide City of Central Point Utility Easement per Instrument 1998-18626 of the Deed Records of Jackson County, Oregon, being within a portion of Instrument 2019-36922, located in the Northwest One-quarter of Section 10, Township 37 South, Range 2 West of the Willamette Meridian, in the City of Central Point, Jackson County Oregon. Said 5-foot wide easement is along and 5-feet southerly of the southerly boundary of the hereinabove described 10-foot wide City of Central Point Utility Easement.

The sideline of this easement is to be 5.00 feet southerly of the south boundary of the 10-foot wide City of Central Point Utility Easement, to be continuous throughout, beginning at the easterly boundary of said Instrument 2019-36922 and ending at the easterly boundary of that 10-foot wide Public Utility Easement created on MITCHELL'S LANDING SUBDIVISION.

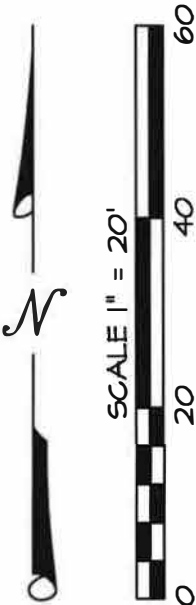
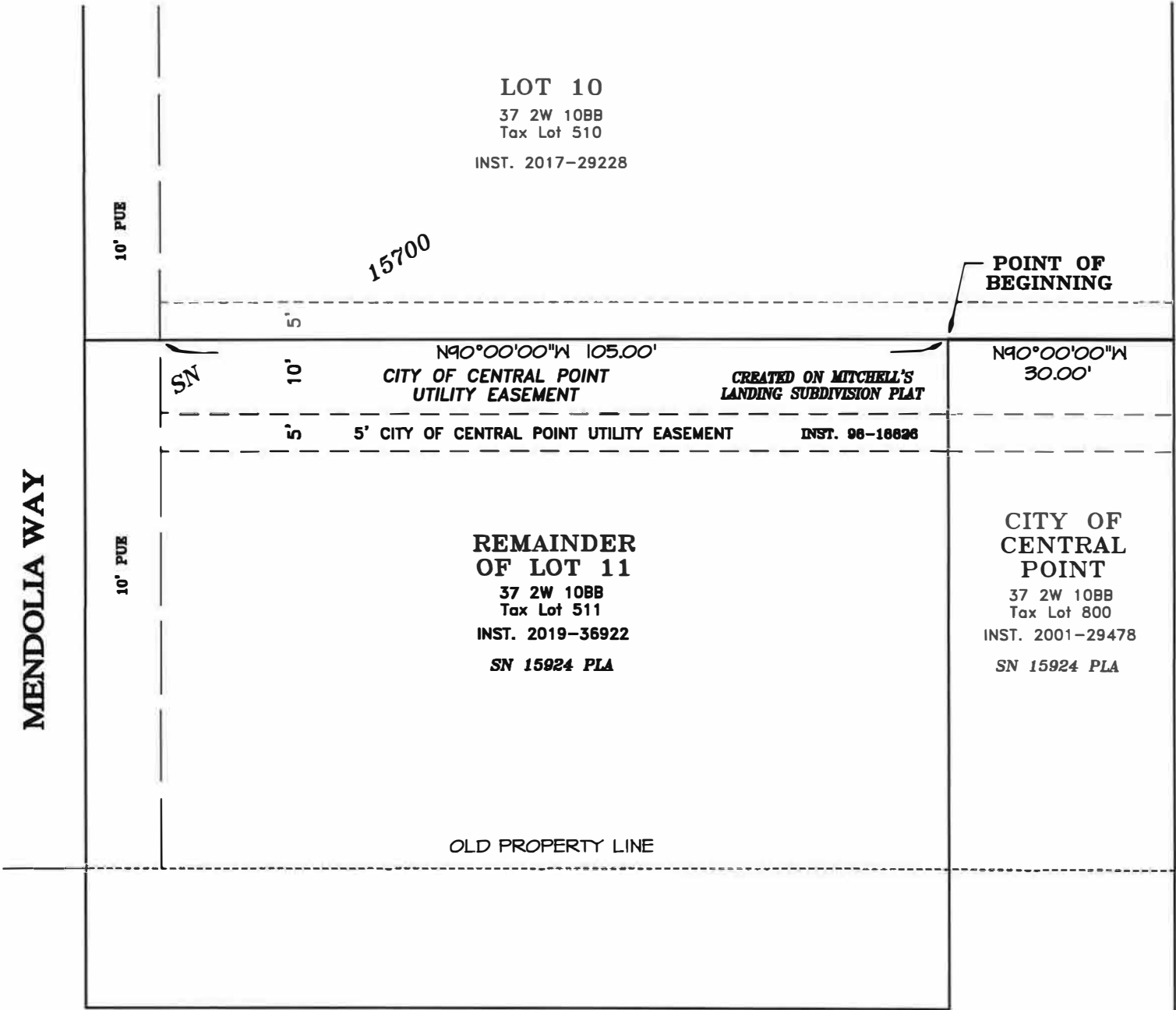
Containing 525 square feet, more or less.

Basis of bearings for this description is Survey Number 15700.

Prepared by:
NEATHAMER SURVEYING, INC.
3126 State Street, Suite 203
PO Box 1584
Medford, OR 97501
Phone: (541) 732-2869
Facsimile: (541) 732-1382
Project: 09002-T-A6
Date: September 17, 2024



EXHIBIT "B-2 "



REGISTERED
PROFESSIONAL
LAND SURVEYOR

Robert V. Neathamer

OREGON
JULY 19, 1994
ROBERT V. NEATHAMER
2675

Renewal Date 12/31/24

EXHIBIT "A-3"

**CITY OF CENTRAL POINT UTILITY EASEMENT
VACATION DESCRIPTION SHEET
37 2W 10BB, TAX LOT 800**

That certain 10-foot wide City of Central Point Utility Easement created within Lot 11 of MITCHELL'S LANDING SUBDIVISION, recorded in Volume 24 of Plats at Page 14 of the Official Records of Jackson County, Oregon, also filed as Survey Number 15700 in the Office of the Jackson County Surveyor, being within a portion of Instrument 2001-29478, located in the Northwest One-quarter of Section 10, Township 37 South, Range 2 West of the Willamette Meridian, in the City of Central Point, Jackson County Oregon. Said 10-foot wide easement is along and 10-foot southerly of the common boundary of Lot 10 per MITCHELL'S LANDING SUBDIVISION and Instrument 2001-29478 and more particularly described as follows:

Beginning at the southeast corner of said Lot 10; thence North 90°00'00" West along said common boundary of Lot 10 and Instrument 2001-29478, 30.00 feet.

The sideline of this easement is to be 10.00 feet southerly of the above-described common boundary, to be continuous throughout, beginning at the easterly boundary of said Instrument 2001-29478 and ending at the westerly boundary of said Instrument 2001-29478.

Containing 300 square feet, more or less.

TOGETHER WITH:

That certain 5-foot wide City of Central Point Utility Easement per Instrument 1998-18626 of the Deed Records of Jackson County, Oregon, being within a portion of Instrument 2001-29478, located in the Northwest One-quarter of Section 10, Township 37 South, Range 2 West of the Willamette Meridian, in the City of Central Point, Jackson County Oregon. Said 5-foot wide easement is along and 5-feet southerly of the southerly boundary of the hereinabove described 10-foot wide City of Central Point Utility Easement.

The sideline of this easement is to be 5.00 feet southerly of the south boundary of the 10-foot wide City of Central Point Utility Easement, to be continuous throughout, beginning at the easterly boundary of said Instrument 2001-29478 and ending at the westerly boundary of said Instrument 2001-29478.

Containing 150 square feet, more or less.

Basis of bearings for this description is Survey Number 15700.

Prepared by:
NEATHAMER SURVEYING, INC.
3126 State Street, Suite 203
PO Box 1584
Medford, OR 97501
Phone: (541) 732-2869
Facsimile: (541) 732-1382
Project: 09002-T-A6
Date: September 17, 2024

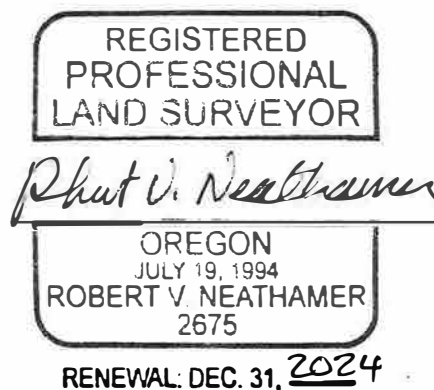
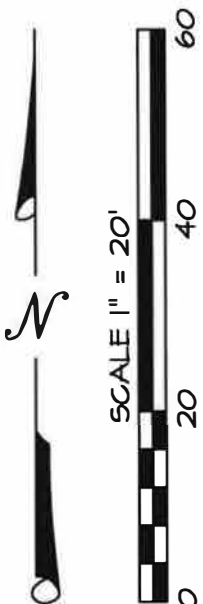
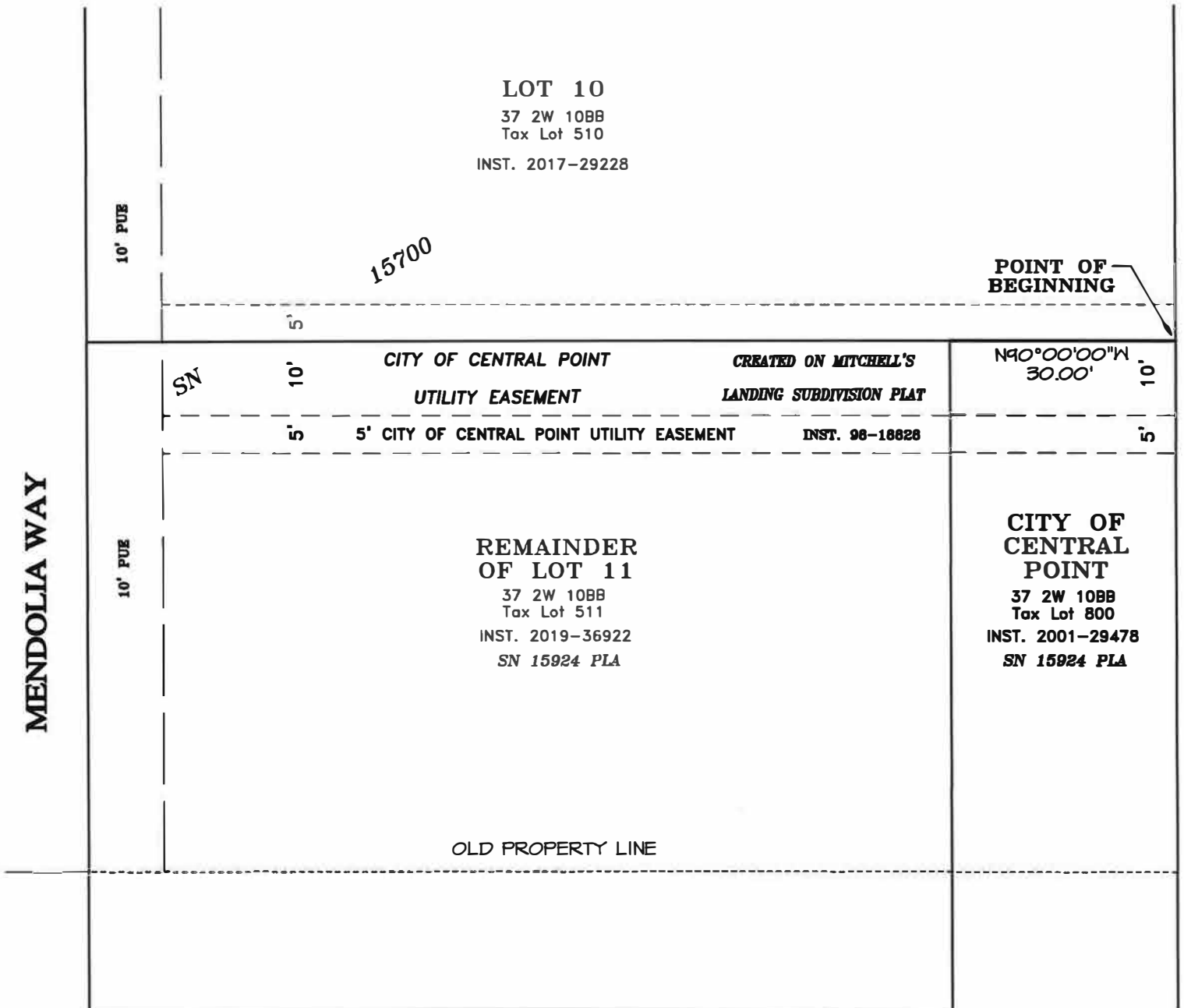


EXHIBIT "B-3"



**REGISTERED
PROFESSIONAL
LAND SURVEYOR**

Robert V. Neustrom

**OREGON
JULY 19, 1994
ROBERT V. NEATHAMER
2675**

Renewal Date 12/31/24



DEPARTMENT: Administration

MEETING DATE: September 26, 2024

STAFF CONTACT: Chris Clayton, City Manager

SUBJECT: Rogue Disposal Rate Increases Effective 1-1-25

SUMMARY AND BACKGROUND:

The Franchise Agreement between the City of Central Point and Rogue Disposal allows for an annual consumer price index (CPI) rate adjustment. The City must review any adjustment proposal to ensure mathematical accuracy and compliance with all franchise agreement provisions. Having reviewed Rogue Disposal and Recycling's proposed (August 31, 2024) 3.2% rate increase proposal and the current franchise agreement requirements, I have found the proposed increase to be both accurate and compliant with the current franchise agreement language.

The specific calculation required by the franchise agreement includes measuring the CPI from July 2023 to July 2024, which increased from 305.691 to 314.540, or 2.895%. The calculated CPI is multiplied towards non-disposal costs by 70% and then added to the increase in disposal costs (which were 3.760%) and multiplied by 30% as follows:

$(2.895\% \times .7) + (3.760\% \times .3) = 3.2\%$ beginning 1-1-25.

A copy of the new Rate Schedule is attached hereto, along with correspondence from Rogue Disposal outlining these changes.

FINANCIAL ANALYSIS:

The proposed 3.2% CPI rate adjustment has the following impact on Central Point residential customers beginning January 1, 2025:

35-gallon cart @ curb \$26.23/month

65-gallon cart @ curb \$44.09/month

95-gallon cart @ curb \$61.95/month

Commercial and specialty rate information is included in the attached rate schedule.

LEGAL ANALYSIS:

7.5 Annual Adjustment of Approved Service Rate Schedule (Current Franchise Agreement Language).

On each Anniversary Date (other than an Anniversary Date that is immediately preceded by a Fifth Anniversary Rate Review), commencing with the Anniversary Date that falls on January 1, 1998, there shall be an annual adjustment of the Approved Service Rate Schedule pursuant to and in accordance with this Section 7.5. If the City and the Contractor agree, the annual adjustment pursuant to this Section 7.5 may be

waived for any year.

Unless such annual adjustment for a given year is waived by the Contractor and the City, the Contractor shall be required to deliver to the City, not less than 120 days prior to such Anniversary Date, a detailed calculation of the adjustment to each Rate Category Rate in the Approved Service Rate Schedule then in effect calculated in accordance with the Annual Rate Adjustment Formula set forth in this Section 7.5, together with all supporting information. The City Administrator shall review such information and not less than 90 days prior to the related Anniversary Date, the City shall inform the Contractor as to whether or not it agrees with the Contractor's calculation of such adjustment. The City shall specify to the Contractor in writing the particulars of any disagreement with the Contractor's calculation of such adjustment, and the City and Contractor shall meet in order to resolve any such differences. Effective as of each Anniversary Date for which an annual adjustment is made pursuant to this Section 7.5, each Rate Category Rate in the Approved Service Rate Schedule shall be adjusted in accordance with the Annual Rate Adjustment Formula set forth in this Section 7.5.

COUNCIL GOALS/STRATEGIC PLAN ANALYSIS:

Strategic Priority – 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.

ATTACHMENTS/EXHIBITS:

1. Rogue Disposal Request for Annual Increase 1-1-25

STAFF RECOMMENDATION:

1. Provide additional comments to Rogue Disposal and Recycling on their proposed annual CPI rate adjustment; or
2. Approve Rogue Disposal and Recycling's proposed annual CPI rate adjustment.

RECOMMENDED MOTION:

I move to approve Rogue Disposal and Recycling's proposed CPI rate adjustment of 3.2% effective January 1, 2025.



roguedisposal.com

August 31, 2024

Mr. Chris Clayton
City Administrator
City of Central Point
140 South 3rd Street
Central Point, OR 97502

RE: City of Central Point Solid Waste Collection Franchise Agreement Sec. 7.5
Our File No: RET II 13A

Dear Mr. Clayton:

Paragraph 7.5 of the Solid Waste Collection Franchise Agreement (Franchise) between the City of Central Point (City) and Rogue Disposal & Recycling, Inc., (Rogue), provides for an annual adjustment of the approved service rate schedule based on the change in the Consumer Price Index (CPI) during the previous year. Please accept this letter as Rogue's implementation of the 7.5 provisions. Set forth below is Rogue's detailed calculation of the adjustment to each "Rate Category Rate" (RCR) in the improved service rate schedule, then in effect, calculated in accordance with the Annual Rate Adjustment Formula set forth under Section 7.5.

The CPI change between July 2023 (305.691) and July 2024 (314.540) equals a percentage change of 2.895%. The annual disposal increase was also 3.76%. Please see enclosed table taken from the Bureau of Labor Statistics Data setting forth the Consumer Price Index-All Urban Consumers for years 2023 and 2024.

The percentage increase will be a Non-Disposal adjustment at 70% of CPI, plus the Disposal adjustment percentage at 30%. This is calculated as follows:

$$(2.895\% \times .7) + (3.760\% \times .3) = 3.2\%$$

Accordingly, under the Annual Rate Adjustment Formula, the service rate for a particular rate category is multiplied by 3.2% plus the current service rate which equals the "Adjusted Rate Category Rate" (ARCR), calculated as follows:

For example, residential garbage/curbside recycling-one-can current rate of \$25.42 renders the following adjustment:

$$\$25.42 \times 3.2\% (\% \text{ increase}) = \$0.81$$

Thus, the rate as of January 1, 2025, adjusted for the 3.2% percentage increase equals:

$$\$25.42 + \$0.81 = \$26.23 \text{ (ARCR)}$$

I have enclosed a copy of Exhibit "D" Schedule of Approved Maximum Monthly Collection Rates for City of Central Point, effective January 1, 2024, which sets forth the current RCR. The new rates reflecting the ARCR are attached hereto as Exhibit "C", amended as of January 1, 2025.

Under the Franchise, the City has 30 days to review this calculation. After review of this information, please inform me as to whether you agree that the calculations set forth herein are accurate. I can be reached on my direct line at 541.601.1554.

As required by the Franchise, 30 days written notice (this includes electronic notice for our customers who have opted for "paperless" communication) will be provided to customers of all rate changes. In an effort to proceed with this rate change as environmentally and cost effectively as possible, our goal is to use statement inserts (as well as electronic notices) to notify customers of this rate change in our October 31 billing. *Timing wise, to enable us to do this, we would ask that any calculation questions you may have be submitted to us by Friday, October 4, 2024.*

We value and appreciate our partnership with you in providing excellent and affordable solid waste and recycling solutions to the members of our community.

Thank you,

Dane Johnson
District Controller
Rogue Disposal & Recycling, Inc.



CONSUMER PRICE INDEXES PACIFIC CITIES AND U. S. CITY AVERAGE

July 2024

(All items indexes. 1982=100 unless otherwise noted. Not seasonally adjusted.)

MONTHLY DATA	All Urban Consumers (CPI-U)							Urban Wage Earners and Clerical Workers (CPI-W)						
	Indexes				Percent Change			Indexes				Percent Change		
					Year ending	1 Month ending	Year ending					1 Month ending		
	Jul 2023	Jun 2024	Jul 2024	Jul 2024	Jun 2024	Jul 2024	Jul 2024	Jun 2024	Jul 2024	Jun 2024	Jul 2024	Jun 2024	Jul 2024	
U. S. City Average.....	305.691	314.175	314.540	3.0	2.9	0.1	299.899	308.054	308.501	2.9	2.9	0.1		
West.....	324.865	333.662	333.174	2.8	2.6	-0.1	316.865	325.134	324.601	2.7	2.4	-0.2		
West – Size Class A ¹	333.779	343.880	344.246	3.1	3.1	0.1	322.582	331.509	331.935	2.8	2.9	0.1		
West – Size Class B/C ²	189.737	194.203	193.360	2.6	1.9	-0.4	191.265	195.915	195.036	2.6	2.0	-0.4		
Mountain ³	128.805	131.561	131.325	2.3	2.0	-0.2	130.101	132.797	132.703	2.3	2.0	-0.1		
Pacific ³	125.304	128.979	128.807	3.0	2.8	-0.1	126.234	129.784	129.526	2.9	2.6	-0.2		
Los Angeles-Long Beach-Anaheim, CA.....	321.931	332.357	332.928	3.2	3.4	0.2	310.595	319.531	320.179	2.9	3.1	0.2		
BI-MONTHLY DATA (Published for odd months)	Indexes				Percent Change			Indexes				Percent Change		
					Year ending	2 Months ending	Year ending					2 Months ending		
	Jul 2023	May 2024	Jul 2024	Jul 2024	May 2024	Jul 2024	Jul 2024	May 2024	Jul 2024	May 2024	Jul 2024	Jul 2024		
	Riverside-San Bernardino-Ontario, CA ³	129.525	133.943	133.113	4.0	2.8	-0.6	130.173	134.967	133.830	4.4	2.8	-0.8	
San Diego-Carlsbad, CA.....	362.412	372.858	375.072	3.2	3.5	0.6	344.314	354.216	355.729	3.4	3.3	0.4		
Urban Hawaii.....	325.836	340.521	340.439	5.2	4.5	0.0	325.181	339.564	340.031	5.0	4.6	0.1		
BI-MONTHLY DATA (Published for even months)	Indexes				Percent Change			Indexes				Percent Change		
					Year ending	2 Months ending	Year ending					2 Months ending		
	Jun 2023	Apr 2024	Jun 2024	Jun 2024	Apr 2024	Jun 2024	Jun 2024	Apr 2024	Jun 2024	Apr 2024	Jun 2024	Jun 2024		
	Phoenix-Mesa-Scottsdale, AZ ⁴	180.251	184.462	185.108	2.6	2.7	0.4	179.841	184.141	184.059	2.4	2.3	0.0	
San Francisco-Oakland-Hayward, CA.....	340.056	351.247	351.064	3.8	3.2	-0.1	335.725	346.671	345.789	4.0	3.0	-0.3		
Seattle-Tacoma-Bellevue, WA.....	341.734	353.503	354.824	4.4	3.8	0.4	336.135	347.039	348.323	4.5	3.6	0.4		
Urban Alaska.....	259.930	267.046	267.559	3.2	2.9	0.2	257.506	263.875	265.787	2.9	3.2	0.7		
1 Population over 2,500,000 2 Population 2,500,000 and under, Dec 1996 = 100 3 Dec 2017=100 4 Dec 2001=100														

NOTE: In January 2018, BLS introduced a new geographic area sample for the Consumer Price Index (CPI): www.bls.gov/regions/west/factsheet/2018cpirevisionwest.pdf

1967=100 base year indexes and tables with semiannual and annual average data are available at: www.bls.gov/regions/west/factsheet/consumer-price-index-data-tables.htm

Release date August 14, 2024. The next release date is scheduled for September 11, 2024. For questions, please contact us at BLInfoSF@bls.gov or (415) 625-2270.

EXHIBIT C
CITY OF CENTRAL POINT, OREGON
ROGUE DISPOSAL AND RECYCLING, INC.
MAXIMUM MONTHLY COLLECTION RATES
EFFECTIVE JANUARY 1, 2025

Residential Collection

Garbage/Curbside Recycling			
35 gallon cart @ curb (1 can service)	\$	26.23	Per month
65 gallon cart @ curb (2 can service)	\$	44.09	Per month
95 gallon cart @ curb (3 can service)	\$	61.95	Per month
Each Additional Can Serviced Weekly	\$	17.86	Per month
Extra 32 gallon Can or Bag On Route	\$	6.55	Each
Special Pick-up - Non-Garbage Customer	\$	22.27	Each
Recycling Cart - Non-Garbage Customer	\$	7.78	Per month
Green Waste Cart - Garbage Customer	\$	10.02	Per month
Green Waste Cart - Non-Garbage Customer	\$	12.87	Per month

Commercial (Front-Load)

Monthly Front-Load Rates by Container size and Frequency of Pickup						
	1 1/2 YD	2 YD	3 YD	4 YD	6 YD	8 YD
1 x Week	\$ 175.81	\$ 229.12	\$ 271.46	\$ 351.45	\$ 504.99	\$ 658.39
2 x Week	\$ 284.74	\$ 369.22	\$ 511.68	\$ 651.74	\$ 912.13	\$ 1,170.08
3 x Week	\$ 411.53	\$ 525.01	\$ 731.87	\$ 923.18	\$ 1,392.55	\$ 1,861.97
4 x Week	\$ 538.30	\$ 660.67	\$ 936.54	\$ 1,250.21	\$ 1,830.75	\$ 2,413.66
5 x Week	\$ 642.92	\$ 796.31	\$ 1,172.35	\$ 1,550.47	\$ 2,273.51	\$ 2,996.42
6 x Week	\$ 729.63	\$ 954.36	\$ 1,392.55	\$ 1,848.61	\$ 2,713.91	\$ 3,579.32
Extra p/u	\$ 63.40	\$ 76.69	\$ 103.42	\$ 130.19	\$ 183.52	\$ 236.89

Commercial Commingle Recycling (Front-Load)

Monthly Front-Load Rates by Container size and Frequency of Pickup						
	1 1/2 YD	2 YD	3 YD	4 YD	6 YD	8 YD
1 x Week	\$ 52.75	\$ 68.74	\$ 81.45	\$ 105.43	\$ 151.50	\$ 197.51
Extra p/u	\$ 19.01	\$ 23.00	\$ 31.02	\$ 39.06	\$ 55.06	\$ 71.07

Commercial Commingle Recycling (Bins)

65 gallon cart @ curb (2 can service)	\$	13.21
95 gallon cart @ curb (3 can service)	\$	18.52

Industrial (Roll-off)

DROP BOX SERVICE RATES

SIZE	RATE PER LOAD		DAILY RENT	
	LOOSE	COMPACT	PERM	TEMP
10 Yard Box (rate per haul)	\$ 358.34	\$ 600.54	\$ 3.83	\$ 7.64
20 Yard Box (rate per haul)	\$ 538.69	\$ 1,019.47	\$ 4.79	\$ 9.54
27 Yard Box (rate per haul)	\$ 665.19	\$ -	\$ 5.71	\$ 11.47
30 Yard Box (rate per haul)	\$ 718.57	\$ -	\$ 5.71	\$ 11.47
33 Yard Box (rate per haul)	\$ 769.66	\$ -	\$ 5.71	\$ 11.47
40 Yard Box (rate per haul)	\$ 932.31	\$ -	\$ 5.71	\$ 11.47
50 Yard Box (rate per haul)	\$ 1,165.87	\$ -	\$ 5.71	\$ 11.47

EXHIBIT C
CITY OF CENTRAL POINT, OREGON
ROGUE DISPOSAL AND RECYCLING, INC.
MAXIMUM MONTHLY COLLECTION RATES
EFFECTIVE JANUARY 1, 2025

Residential Collection Miscellaneous Charges

\$ 36.81	Exchange Roll Cart	\$ 8.95	Long Driveway with Cart (per Month)
\$ 3.03	32 Gal Can Extra GW Pick-Up	\$ 152.48	Misc. Labor (Truck and Driver) per Hour
\$ 2.08	Extra GW Cart Rent Per Month	\$ 66.70	Misc. Labor (Helper) per Hour
\$ 3.99	On Call Extra GW Cart Pick-up	\$ 64.61	Small Quantity Pgm - 5 Pre-Paid Bags
\$ 9.90	Recycle Bin Not Returned	\$ 89.20	Small Quantity Pgm - 10 Pre-Paid Bags
\$ -	For Each Addtl Resident Roll Cart	\$ 99.10	1st Appliance
\$ 33.94	Off Route Charge	\$ 49.56	Ea. Additional Appliance
\$ 81.94	35 Gal Lost Cart Replacement	\$ 19.05	Tire - Passenger
\$ 95.32	65 Gal Lost Cart Replacement	\$ 38.11	Tire - Truck
\$ 120.07	95 Gal Lost Cart Replacement	\$ 38.11	Misc. Loose Waste - Per Yard
\$ 8.57	Cart/Can not at Curb (per Month)	\$ 6.01	Christmas Tree - Per 3 Ft Section

Commercial Collection Special Charges

\$ 38.11	Per month temporary container rental
\$ 38.11	Per month temporary cardboard only; waived if minimum p/u every other week
\$ 49.56	Trip charge/pull fee
\$ 76.23	Cleaning
\$ 76.23	Deposit
\$ 76.23	Pickup & Delivery
\$ 22.89	Pull Out from 30-90 ft (multiply by p/u per week)
\$ 17.15	Key Acct
\$ 9.54	Per month auto lock container
\$ 30.50	Lock replacement
\$ 154.37	6 yd. or under FL compactor cleaning fee

		<u>Deliver</u>	<u>Pickup</u>
\$ 166.97	Bin for a day - 5 yard - 24 hours 1 Dump		
\$ 189.22	Bin for a week-end - 5 yard - 48 hours 1 Dump		
\$ 211.48	Bin for 72 hours - 5 yard - 1 Dump	Fri	Mon am
\$ 150.52	Yard debris bin for a week-end - 5 yard 1 Dump	1st day	4th day
\$ 172.03	Yard debris bin for 72 hours - 5 yard 1 Dump	Fri	Mon am
\$ 129.00	Yard debris bin for a day - 5 yard - 24 hours 1 Dump	1st day	4th day

Industrial Special Charges

\$ 50.91	Compactor - Per Yard Under 20 Yds
\$ 47.11	Compactor - Per Yard 20 Yds and Over
\$ 169.65	Compactor Cleaning
\$ 49.56	Trip Charge(move box @ location) / Turn Around Charge
\$ 160.11	Haul Fee - Asbestos Box (Requires special per yard disposal charge)
\$ 160.11	Wood Box Haul Fee
\$ 3.83	Per Mile, starting after border boundary
\$ 38.11	Car tire in drop box
\$ 57.16	Truck tire in drop box
\$ 99.10	Haul Fee to haul appliance from landfill to transfer station

Medical Waste

\$ 28.57	1 Gallon container (Residential)	\$ 51.81	15 Gallon Steri-Box (Commercial Pick-Up)
\$ 35.67	2 Gallon container (Residential)	\$ 68.67	34 Gallon Steri-Box (Commercial Pick-Up)
		\$ 63.58	21 Gallon Steri-Tub (Commercial Pick-Up)
		\$ 76.11	48 Gallon Steri-Tub (Commercial Pick-Up)

EXHIBIT D
CITY OF CENTRAL POINT, OREGON
ROGUE DISPOSAL AND RECYCLING, INC.
MAXIMUM MONTHLY COLLECTION RATES
EFFECTIVE JANUARY 1, 2024

Residential Collection

Garbage/Curbside Recycling			
35 gallon cart @ curb (1 can service)	\$	25.42	Per month
65 gallon cart @ curb (2 can service)	\$	42.63	Per month
95 gallon cart @ curb (3 can service)	\$	59.84	Per month
Each Additional Can Serviced Weekly	\$	17.21	Per month
Extra 32 gallon Can or Bag On Route	\$	6.35	Each
Special Pick-up - Non-Garbage Customer	\$	21.58	Each
Recycling Cart - Non-Garbage Customer	\$	7.54	Per month
Green Waste Cart - Garbage Customer	\$	9.71	Per month
Green Waste Cart - Non-Garbage Customer	\$	12.47	Per month

Commercial (Front-Load)

Monthly Front-Load Rates by Container size and Frequency of Pickup						
	1 1/2 YD	2 YD	3 YD	4 YD	6 YD	8 YD
1 x Week	\$ 170.36	\$ 222.02	\$ 263.04	\$ 340.55	\$ 489.33	\$ 637.97
2 x Week	\$ 275.91	\$ 357.77	\$ 495.81	\$ 631.53	\$ 883.85	\$ 1,133.80
3 x Week	\$ 398.77	\$ 508.73	\$ 709.18	\$ 894.55	\$ 1,349.37	\$ 1,804.23
4 x Week	\$ 521.61	\$ 640.18	\$ 907.50	\$ 1,211.44	\$ 1,773.98	\$ 2,338.82
5 x Week	\$ 622.98	\$ 771.62	\$ 1,136.00	\$ 1,502.39	\$ 2,203.01	\$ 2,903.51
6 x Week	\$ 707.01	\$ 924.77	\$ 1,349.37	\$ 1,791.29	\$ 2,629.76	\$ 3,468.33
Extra p/u	\$ 61.43	\$ 74.31	\$ 100.21	\$ 126.15	\$ 177.83	\$ 229.54

Commercial Commingle Recycling (Front-Load)

Monthly Front-Load Rates by Container size and Frequency of Pickup						
	1 1/2 YD	2 YD	3 YD	4 YD	6 YD	8 YD
1 x Week	\$ 51.11	\$ 66.61	\$ 78.92	\$ 102.16	\$ 146.80	\$ 191.39
Extra p/u	\$ 18.42	\$ 22.29	\$ 30.06	\$ 37.85	\$ 53.35	\$ 68.87

Commercial Commingle Recycling (Bins)

65 gallon cart @ curb (2 can service)	\$	12.80
95 gallon cart @ curb (3 can service)	\$	17.95

Industrial (Roll-off)

DROP BOX SERVICE RATES

SIZE	RATE PER LOAD		DAILY RENT	
	LOOSE	COMPACT	PERM	TEMP
10 Yard Box (rate per haul)	\$ 347.23	\$ 581.92	\$ 3.71	\$ 7.40
20 Yard Box (rate per haul)	\$ 521.99	\$ 987.86	\$ 4.64	\$ 9.24
27 Yard Box (rate per haul)	\$ 644.56	\$ -	\$ 5.53	\$ 11.11
30 Yard Box (rate per haul)	\$ 696.29	\$ -	\$ 5.53	\$ 11.11
33 Yard Box (rate per haul)	\$ 745.79	\$ -	\$ 5.53	\$ 11.11
40 Yard Box (rate per haul)	\$ 903.40	\$ -	\$ 5.53	\$ 11.11
50 Yard Box (rate per haul)	\$ 1,129.72	\$ -	\$ 5.53	\$ 11.11

EXHIBIT D
CITY OF CENTRAL POINT, OREGON
ROGUE DISPOSAL AND RECYCLING, INC.
MAXIMUM MONTHLY COLLECTION RATES
EFFECTIVE JANUARY 1, 2024

Residential Collection Miscellaneous Charges

\$ 35.67	Exchange Roll Cart	\$ 8.67	Long Driveway with Cart (per Month)
\$ 2.94	32 Gal Can Extra GW Pick-Up	\$ 147.75	Misc. Labor (Truck and Driver) per Hour
\$ 2.02	Extra GW Cart Rent Per Month	\$ 64.63	Misc. Labor (Helper) per Hour
\$ 3.87	On Call Extra GW Cart Pick-up	\$ 62.61	Small Quantity Pgm - 5 Pre-Paid Bags
\$ 9.59	Recycle Bin Not Returned	\$ 86.43	Small Quantity Pgm - 10 Pre-Paid Bags
\$ -	For Each Addtl Resident Roll Cart	\$ 96.03	1st Appliance
\$ 32.89	Off Route Charge	\$ 48.02	Ea. Additional Appliance
\$ 79.40	35 Gal Lost Cart Replacement	\$ 18.46	Tire - Passenger
\$ 92.36	65 Gal Lost Cart Replacement	\$ 36.93	Tire - Truck
\$ 116.35	95 Gal Lost Cart Replacement	\$ 36.93	Misc. Loose Waste - Per Yard
\$ 8.30	Cart/Can not at Curb (per Month)	\$ 5.82	Christmas Tree - Per 3 Ft Section

Commercial Collection Special Charges

\$ 36.93	Per month temporary container rental
\$ 36.93	Per month temporary cardboard only; waived if minimum p/u every other week
\$ 48.02	Trip charge/pull fee
\$ 73.87	Cleaning
\$ 73.87	Deposit
\$ 73.87	Pickup & Delivery
\$ 22.18	Pull Out from 30-90 ft (multiply by p/u per week)
\$ 16.62	Key Acct
\$ 9.24	Per month auto lock container
\$ 29.55	Lock replacement
\$ 149.58	6 yd. or under FL compactor cleaning fee

		<u>Deliver</u>	<u>Pickup</u>
\$ 161.79	Bin for a day - 5 yard - 24 hours 1 Dump		
\$ 183.35	Bin for a week-end - 5 yard - 48 hours 1 Dump		
\$ 204.92	Bin for 72 hours - 5 yard - 1 Dump	Fri	Mon am
\$ 145.85	Yard debris bin for a week-end - 5 yard 1 Dump	1st day	4th day
\$ 166.70	Yard debris bin for 72 hours - 5 yard 1 Dump	Fri	Mon am
\$ 125.00	Yard debris bin for a day - 5 yard - 24 hours 1 Dump	1st day	4th day

Industrial Special Charges

\$ 49.33	Compactor - Per Yard Under 20 Yds
\$ 45.65	Compactor - Per Yard 20 Yds and Over
\$ 164.39	Compactor Cleaning
\$ 48.02	Trip Charge(move box @ location) / Turn Around Charge
\$ 155.15	Haul Fee - Asbestos Box (Requires special per yard disposal charge)
\$ 155.15	Wood Box Haul Fee
\$ 3.71	Per Mile, starting after border boundary
\$ 36.93	Car tire in drop box
\$ 55.39	Truck tire in drop box
\$ 96.03	Haul Fee to haul appliance from landfill to transfer station

Medical Waste

\$ 27.68	1 Gallon container (Residential)	\$ 50.20	15 Gallon Steri-Box (Commercial Pick-Up)
\$ 34.56	2 Gallon container (Residential)	\$ 66.54	34 Gallon Steri-Box (Commercial Pick-Up)
		\$ 61.61	21 Gallon Steri-Tub (Commercial Pick-Up)
		\$ 73.75	48 Gallon Steri-Tub (Commercial Pick-Up)