

ALBANY CITY COUNCIL AGENDA

**Monday, February 09, 2026
4:00 p.m.**

Council Chambers, City Hall
333 Broadalbin Street SW

Watch on YouTube: <https://www.youtube.com/user/cityofalbany>

Please help us get Albany's work done.

Be respectful and refer to the rules of conduct posted by the main door to the Chambers and on the website.

1. Call to order and roll call
2. Public Comment
3. Department Strategy Discussions Presentation- Executive Leadership Team [Pages 1-14] Information
4. Business from the council
5. City manager report
6. **Adjournment**

This meeting is accessible to the public via video connection. The location for in-person attendance is accessible to people with disabilities. If you have a disability that requires accommodation, please notify city staff at least 48 hours in advance of the meeting at: cityrecorder@albanyoregon.gov.

Testimony provided at the meeting is part of the public record. Meetings are recorded, capturing both in-person and virtual participation, and are posted on the City website.



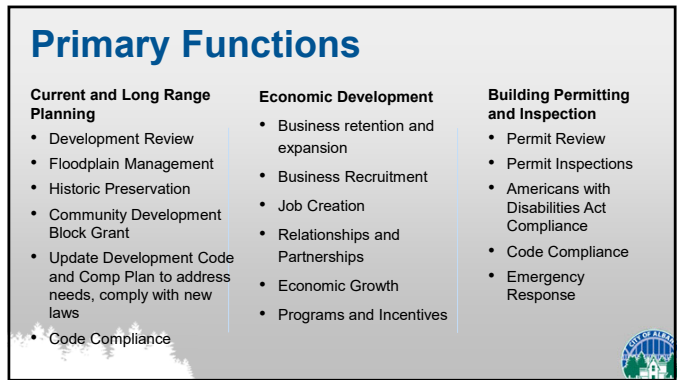
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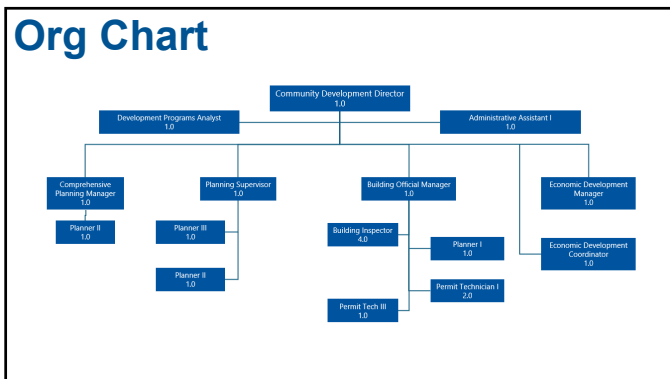
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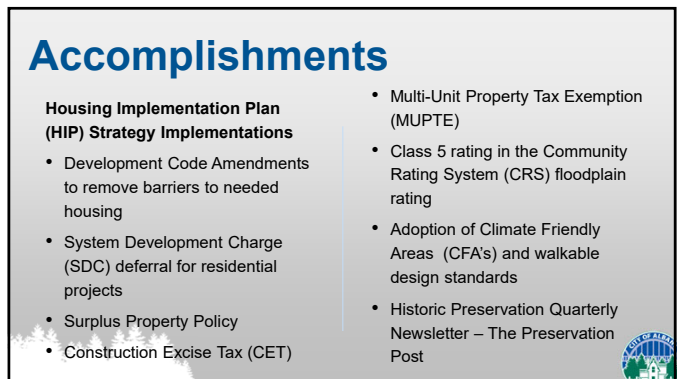
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Accomplishments



- Adopted a city-wide Economic Development Strategy
- Industrial traded sector recruitments of Valliscor and Lacamas
- Albany Waterfront Project Plaza Street
- Short Term Rental Tax Implementation
- Adoption of financial and project plan for Central Albany Revitalization Area (CARA) Sunset in 2027



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Trends

East Albany Town Center



- Continued Unfunded State mandates surrounding housing and land use
- More affordable smaller homes being built in Albany
- Potential for planned growth east of Interstate 5
- State of Oregon's new focus on economic development "Prosperity Roadmap"



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Looking Ahead

Challenges

- Continued unfunded State and Federal mandates
- Employee turnover
- Succession planning for decades of institutional knowledge and experience lost due to retirements
- Balancing/Planning for growth


Opportunities

- New employees, new experiences
- New and creative engagement with community experts and industry
- New strategic plan and corresponding updates to comprehensive plan.
- New HIP strategies now in place
- New city Grant programs
- Upcoming planning fee analysis



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Public Works




Mission

Working together to plan, build, and maintain essential utility services and infrastructure for the Albany community.

FTEs: 142


Biennial Budget: \$255.1 million



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Primary Functions

<h3 style="color: #0056b3;">Operate & Maintain Existing Services & Infrastructure</h3> <ul style="list-style-type: none"> • Drinking water • Stormwater • Wastewater • Transportation • Automation 	<h3 style="color: #0056b3;">Ensure Regulatory Compliance</h3> <ul style="list-style-type: none"> • Clean Water Act • Safe Drinking Water Act • Federal and state laws and regulations 	<h3 style="color: #0056b3;">Infrastructure Replacement, Repair, and Expansion</h3> <ul style="list-style-type: none"> • Master planning • Development review • Permitting • Capital design
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Org Chart


Director

<div style="background-color: #0056b3; color: white; padding: 5px; margin-bottom: 5px;">Engineering Services (21 FTE)</div> <ul style="list-style-type: none"> • Long-range infrastructure planning • Capital project design and construction • Development review • Permitting 	<div style="background-color: #0056b3; color: white; padding: 5px; margin-bottom: 5px;">Operations (102 FTE)</div> <ul style="list-style-type: none"> • Water • Wastewater • Stormwater • Street Maintenance • Public Transit • Airport Management • Automation, GIS/CMMS, Mechanics 	<div style="background-color: #0056b3; color: white; padding: 5px; margin-bottom: 5px;">Administration (7 FTE)</div> <ul style="list-style-type: none"> • Administrative Support • PW Contracting 	<div style="background-color: #0056b3; color: white; padding: 5px; margin-bottom: 5px;">Financial Services (2 FTE)</div> <ul style="list-style-type: none"> • Project Accounting • Financial Controls
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Accomplishments




Regulatory

- NPDES Wastewater Permit
- Stormwater Management Permit



Innovation

- ShrubHub and Greenhouse
- Automatic Meter Reading Conversion
- Energy Management



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Accomplishments



Financial

- Local Bridge Program Grant for 3rd Avenue Bridge
- Federal/State funding for Cox Creek
- Safe Routes to Schools Grant for Geary St. Sidewalk



Financial

- Community Path Grant for Lyon St. MUP & Queen Ave-Geary St.
- ARPA funding backup generators
- Local street funding



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Trends



- Continued high costs
- Regulatory burden
- Grant funding
- Innovative/creative solutions
- Heavy workload
- Retiring workforce



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Looking Ahead

Challenges

- New permit compliance
- Ongoing lawsuits
- Transit/transportation funding
- Staff burnout/turnover

Opportunities

- New Director leadership
- Compost, ShrubHub expansions
- Airport, Vine St. Water Plant assessments
- Master planning – transportation and wastewater



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Finance

Mission

To ensure responsible stewardship of public funds through accuracy, transparency, and service.

FTEs

25.6

Biennial Budget

\$11.5M



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Primary Functions

Financial Services



- Budget development and long-term financial planning
- Accounting, payroll, purchasing, accounts payable/receivable
- Treasury activities, debt, and cash management
- Financial reporting and guidance to City Manager, Council, and Budget Committee
- Support for departmental financial operations and compliance



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Primary Functions

Municipal Court




- Case processing and docket management
- Collections, fines, and payment plans
- Customer service and compliance with legal requirements
- Coordination with judges, prosecutors, and defense counsel
- Mental Health Court

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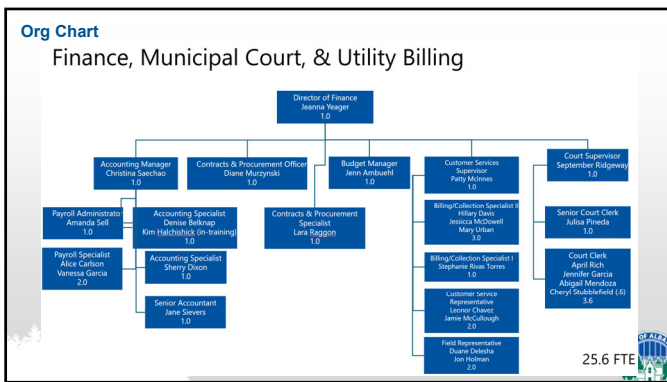
Primary Functions

Utility Billing




- Billing and collection for water, sewer, stormwater, and other services
- Customer account management and service requests
- Payment processing and adjustments
- Coordination with staff, IT, and operations for efficiency
- Compliance with billing policies and regulations

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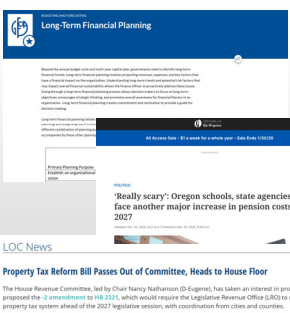
Accomplishments



- Transitioned to a digital budget book
- Completed a successful banking conversion
- Established regular quarterly financial reporting to City Council
- Implemented a more robust traffic diversion program
- Launched photo enforcement program
- Enhanced the Utility Billing low-income assistance program

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Trends



- Property tax reform efforts
- Data-driven decision making
- Emphasis on forecasting & long-term planning
- Technological adoption & digital transformation
- Shortage of municipal auditors
- Increasing pension costs

Property Tax Reform Bill Passes Out of Committee, Heads to House Floor

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Looking Ahead


Challenges

- Loss of key employees & institutional knowledge
- Revenues haven't kept up with expenditures
- Ongoing issues with financial software
- Structural revenue constraints
- State and federal mandates

Opportunities

- More robust forecasting & reporting
- Improving cost recovery
- Bidding and procurement software
- Strengthening reserves
- Implementation of an IVR system in Utility Billing
- Community court


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Library

The Albany Public Library is an essential resource promoting community, life-long learning and quality services in a safe, welcoming space.

FTEs: 19.05
Biennial Budget: 8,066,400



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Vision and Mission


Vision Statement

- A connected and diverse Albany that celebrates curiosity, knowledge, and possibility.

Mission Statement

- The Albany Public Library is an essential resource promoting community, life-long learning, and quality services in a safe, welcoming space.

cityofalbany.net



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Values

Service – We jump up and serve at every opportunity to respond to the needs of our patrons and the Albany community.

Respect – We see all people as individuals and treat staff and patrons with dignity.


Diversity – We celebrate and respect the many backgrounds and cultures that make up our community and reflect them in our collections and services.

Privacy – We defend your right to explore, learn, and read anonymously.

Access – We remove barriers in order to provide resources and services to the community widely and equitably.

Fun – We take play, discovery, joy, and humor seriously.

cityofalbany.net



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Primary Functions

Access


- We remove barriers in order to provide resources and services to the community widely and equitably.

Community

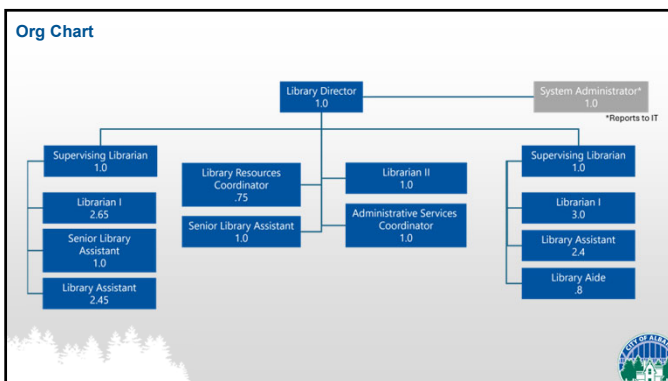
- We are vital community center, fostering residents' sense of belonging and connection.

Lifelong Learning

- We provide resources for community members at all stages of life.




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Accomplishments



Library of Things and Programs




Summer Reading




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Accomplishments



Tween Space



New Self Check Machines



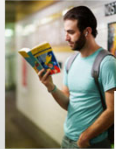
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Trends

FOR IMMEDIATE RELEASE | MAY 19, 2023

ALA raises alarm over termination of Digital Equity Act grants

What's on the horizon for AI and public libraries?




Pentagon schools suspend library books for 'compliance review'

Fewer People Are Reading for Fun, Study Finds

From 2003 to 2023, the share of Americans who read for pleasure fell 40 percent, a sharp decline that is part of a continuing downward trend.

- Reading and Book Suppliers
- Digital Equity
- Book Challenges / Freedom to Read
- AI
- Unhoused Population



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Looking Ahead

Challenges

- HVAC Main Library
- Funding Sources
- Staffing Levels
- Space Issues

Opportunities

- Facilities Services Assessment
- Community Partnerships
- Carnegie



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Parks & Recreation

Mission

Promote healthy living through recreational experiences and serve as stewards of Albany's public parks and facilities.

FTEs: 27.8

Biennial Budget:

\$32M Parks & Recreation

\$2.5M Facilities Maintenance



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Primary Functions

Parks

- Maintain 32 parks and natural areas
- Urban Forestry
- Community Beautification

Recreation

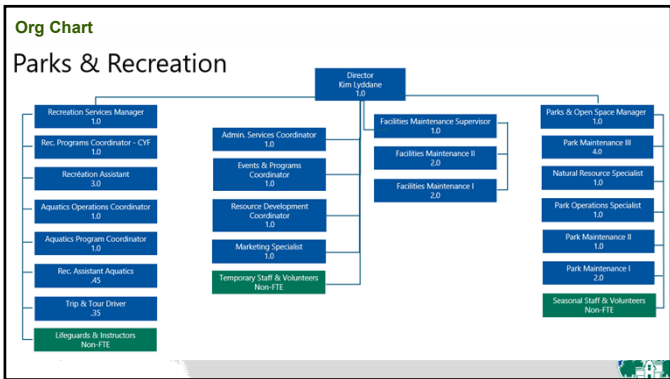
- 500+ Programs
- Major Community Events
- Riverfront Community Center
- Albany Community Pool
- COOL! Pool

Facilities Maintenance

- Maintain 25 Complexes
- Interior & Exterior
- Preventative & Emergency



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Accomplishments



Lehigh Park

- First Sensory Playground
- Elements for everyone



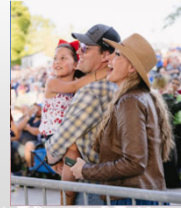
Technology Integration

- OpenGov
- Monday.com
- Online Forms



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Accomplishments



Restructuring

- Succession planning
- Workloads and flexibility
- Additional FTE



Alternative Funding

- Grants
- Sponsor
- Albany P&R Foundation



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Trends

- Retirements
- Aging Infrastructure
- Inflation/Construction Costs
- Vandalism
- Transient Camp Clean Up
- Cost of Meeting Community Expectations



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Looking Ahead

Challenges

- Reactive vs. Proactive
- Increased Costs
- Understaffed
- New staffing
- Weather
- Alternative Funding

Opportunities

- Alternative Funding
- New partnerships
- Technology
- Reimagining programs and spaces
- Volunteer opportunities



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Information Technology

Mission

Deliver exceptional customer support and robust technology solutions that drive quality public services.

FTEs: 13

Biennial Budget: \$7,333,400



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Primary Functions

IT Infrastructure

- Data storage
- Networks
- Telephones

IT Operations

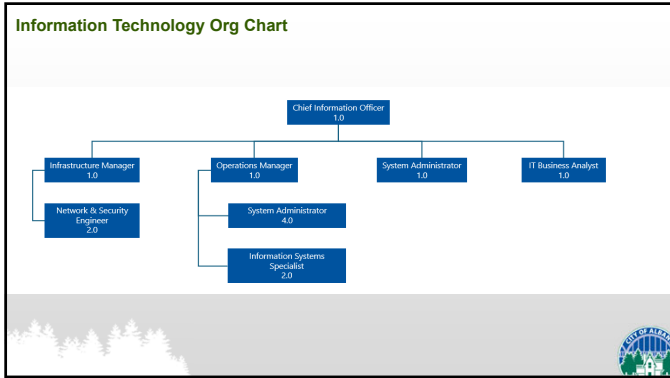
- Automation and reporting
- Core business systems
- Technical support and training

Cybersecurity

- Disaster recovery
- Incident response
- Security systems and controls



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Accomplishments



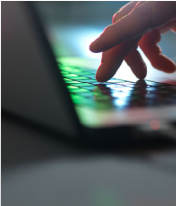
99.9% uptime for core business systems




- 8,700 support tickets
- 35 initiatives

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Accomplishments



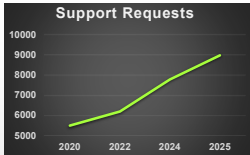

Windows 11 deployment on 600+ employee systems



Core financial system migration

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Trends

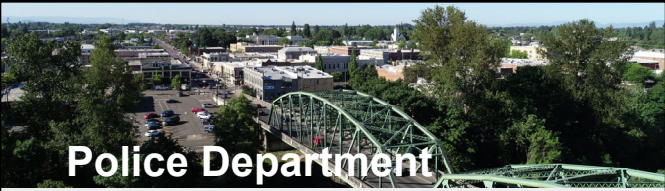
- Artificial Intelligence
- Cloud-based processes
- Cybersecurity complexity
- Data storage expansion
- Mobile device expansion
- Support requests

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Looking Ahead

- **Challenges**
 - Dispatch systems replacement
 - Document management migration
 - Phone system replacement
 - Support request workload
 - Private cloud infrastructure
- **Opportunities**
 - Cybersecurity improvements
 - Disaster recovery improvements
 - Leverage AI for efficiencies
 - Modern phone services
 - Process improvement culture

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Police Department

Mission	FTEs	Biennial Budget
"Excellence Through Service"	102.25	\$46.9 million*
		General fund + Levy

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Primary Functions

Law Enforcement

- Patrol
- Investigations
- Specialty Units – Traffic
- Linn Interagency Narcotics Enforcement

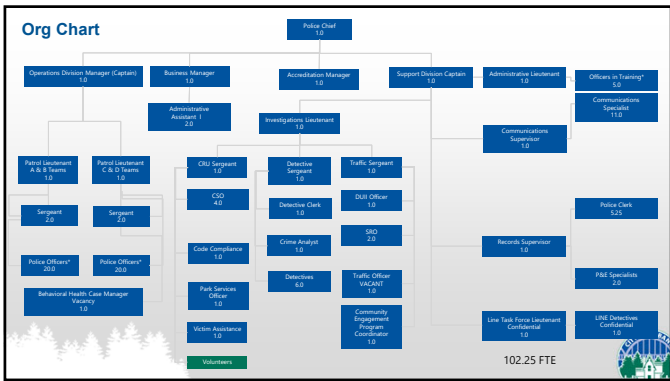
Community Resources

- Community Service Officers
- Park Service Officer
- Community Engagement Officer
- Code Compliance
- School Resource Unit

Support Services

- 911 Center
- Records
- Property & Evidence
- Victim Specialist
- Behavioral Health Case Manager

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Accomplishments

Enhanced Efficiencies

- Photo Enforcement Expansion: complete and operational
- Online Reporting: expanded and working well

Leadership Development

- All supervisors received at least 40 hours of culture and leadership training in 2025

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Accomplishments

Department Staffing

- Hired 11 employees in 2025
- Uptick in attrition
- >20% of officers are female
- Dispatch center and Records fully staffed

Accreditation

- Successful completion of annual accreditation review with Full Compliance
- 2-year contract extension with union

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Trends

TYPE OF CRIME AND INCIDENTS	2024	2023	2022
CALLS FOR SERVICE	36,557	36,378	34,744
CRIMES	7,065	6,501	6,471.6
PERSON CRIMES	474	324	483.2
PROPERTY CRIMES	1853	2103	2397.2
LIVABILITY AND SOCIETY	594	374	421.8
ARRESTS	5537	5147	5180.2
TRAFFIC VIOL/WARN	9655	6303	5122.8
ABANDONED VEHICLES	436	704	534.6
JUNK/TRASH CALLS	16	39	41

- Growth in Albany with increasing calls for service and balancing of resources

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Looking Ahead


Challenges

- Difficult labor market continues
- Keeping pace with city growth
- Rapidly increasing costs for equipment, vehicles, and supplies

Opportunities

- Continued active recruitment to stay ahead of scheduled attrition


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Fire

Mission
Prevent and Protect From Harm


FTEs: 95
Biennial Budget: \$48M



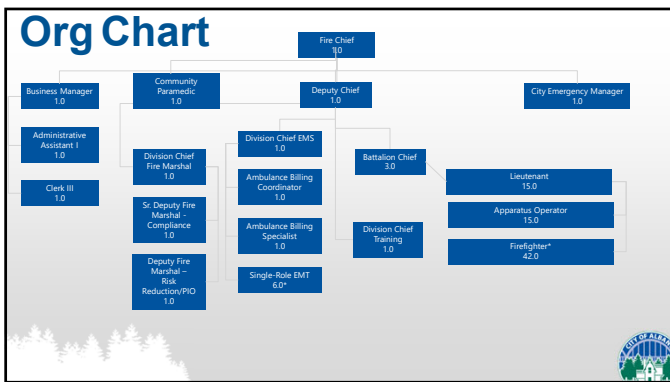
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Primary Functions

Emergency Services <ul style="list-style-type: none"> • Fire suppression • Ambulance service • All-hazards response (water, technical rescue, state hazmat team) 	Life Safety Division <ul style="list-style-type: none"> • Fire Code enforcement • New construction plan review • Public education • Community outreach • Community paramedic 	Emergency Management <ul style="list-style-type: none"> • Planning • Disaster cost recovery • Public outreach
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Accomplishments




- 24/7/365 Single Role staffing
- Recruitment and retention
- New training facility (under construction)



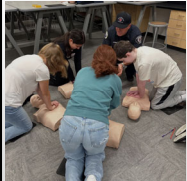
Current grants:

- OSFM community protection/fuel reduction
- DHS care home support
- FEMA SAFER

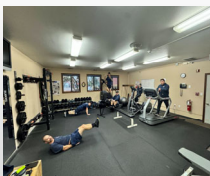


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Accomplishments



- CPR in Schools – ongoing
- Life Safety fees




- Peer Support program growth
- Health & Wellness focus




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Accomplishments



- Incident Command System training: Emergency Management had in house training for City of Albany employees. This training allows for a unified City effort in supporting response to a disaster in the city.



- Updates were made to critical operating plans including the Dam and Flood Response Plan and Emergency Operations Plan.



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Accomplishments



- Public outreach on disasters likely in our area, emergency preparedness for the home, and staying informed.



- Incident action planning for 12 large scale city events, ensuring coordination and awareness of city departments to deal with a threat to these events.



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Trends



- Increased calls for service and concurrent calls.
- Increased multi-family housing = increased life safety risks.
- Increased costs and lead time for equipment replacement.
- Fewer grant opportunities.



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Looking Ahead

Challenges

- Appropriate staffing levels
- Overtime costs
- Adequate funding for equipment replacement

Opportunities

- Improved succession planning
- Improved relationship with Samaritan Health
- Adapting to changes in emergency response
- Conversion of overtime to personnel



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Human Resources

Mission
We are dedicated to maximizing the potential of our greatest asset – our employees.

Vision
Innovative partners fostering highly effective teams.

FTE: 9

Biennial Budget: \$3.7M



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Primary Functions

Recruitment & Selection


- Job descriptions and job postings
- Classification and compensation surveys
- Design and recommend hiring processes
- Facilitate all aspects of recruitment and pre-employment screening

Compensation, Benefits & Leave

- Health, retirement, and supplemental benefits
- Protected leave under FMLA, OFLA, PFML
- Oversee compensation plans
- Pay equity

Employee & Labor Relations

- Requests for Accommodation
- Collective Bargaining
- Contract and policy administration
- Oversee disciplinary processes and grievance responses



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Primary Functions

Workforce Development

- Training & Development
- Performance management
- Workforce and Succession planning

Regulatory Compliance

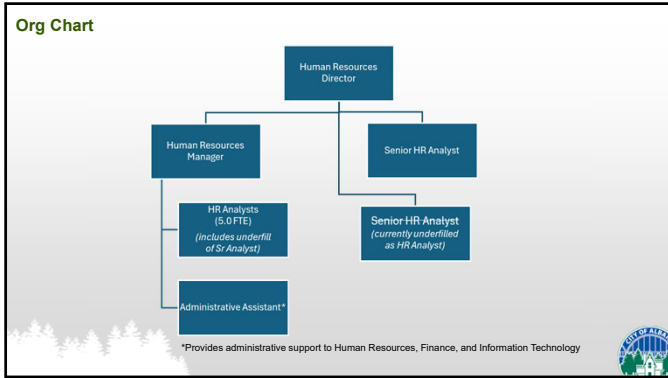
- Required state and federal reporting
- Policy development and implementation
- Compliance audits

Workplace Safety

- Workers Compensation
- Safety training and policies; OSHA compliance
- D&A Program



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Accomplishments

Staffing

- Added 2.0 FTE in BN 2025-27
- Hired and trained six new HR team members

Service Delivery

- Full cycle model for HR Analysts
- Monday.com
- Employee Navigator

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Accomplishments

Collective Bargaining

- Successor agreements with Police and Fire unions

Professional Development

- Supervising training
- CIS Learning Center

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Accomplishments

Recruitment

- Recruited, hired, and onboarded 55 new employees during CY 2025
- Associated retirements and offboarding for those positions

Process Improvement

- Simplification/consolidation of leave banks
- Streamlining processes and enhancing user experience

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Trends

- Balancing technology (AI, data analytics) with human needs
- Skills-based talent models, upskilling, reskilling, adaptability
- Navigating ongoing retirements and "juniority"
- Continued pressure of labor costs; evolving regulations
- Enhanced employee experience and total rewards emphasis

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Looking Ahead

Challenges

- Physical space limitations
- Backlog of projects
- Interim capacity issues within the employee relations function due to an underfill of our second Senior Analyst position in order to cross train staff and navigate 2026/27 anticipated retirements.

Opportunities


- Increased staffing capacity allows for improved timelines and service delivery
- New staff, new knowledge/ideas
- Addressing technology deficits and leveraging automations

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City Manager's Office


<p>Mission</p> <p>Guide, facilitate, and connect people with information, and implement the council's policies.</p>	<p>FTEs</p> <p>9.0*</p>	<p>Biennial Budget</p> <p>\$4.1M- City Management \$500k-Emergency Management</p>
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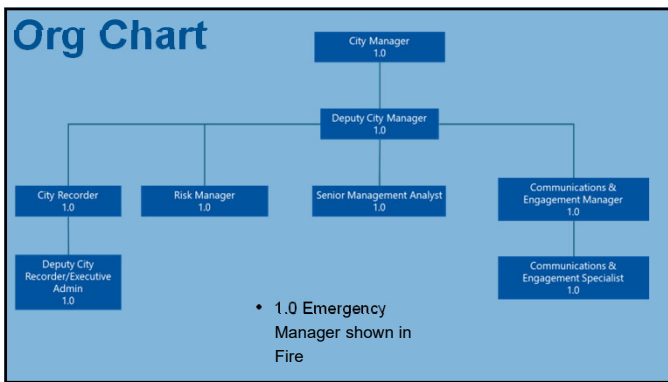
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Primary Functions

<p>Management & Risk</p> <ul style="list-style-type: none"> Align resources and remove barriers Execute Council's vision Reduce city exposure Enhance safety 	<p>Communications & Engagement</p> <ul style="list-style-type: none"> Conduct external and internal engagement activities Support events Build community trust 	<p>City Recorder</p> <ul style="list-style-type: none"> Agendas and minutes Records management Oversee public meetings and records compliance
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Accomplishments

 <p>Reducing Risk</p> <ul style="list-style-type: none"> Implementation of training and policies Fewer workdays lost Reduced claims payouts 	 <p>Enhanced Engagement</p> <ul style="list-style-type: none"> Albany Civic Academy Weekly newsletter Greater presence at events
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Accomplishments

<p>Process Improvement</p> <ul style="list-style-type: none"> Agenda Processing Municipal Code Monday.com 	 <p>Planning for the Future</p> <ul style="list-style-type: none"> Intentional re-organization of departments and teams Strategic Plan Update
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Trends

- Recruiting in local government remains challenging
- Aging equipment and infrastructure
- Increasing demand for services
- Technology expectations
- Uncertain financial climate
- Declines in public trust



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Looking Ahead

Challenges

- Employee turnover
- New supervisors and managers
- Balancing revenues and expenditures long-term
- Technology transition
- Growing pains

Opportunities

- Intentional transition planning
- Emerging leaders
- Continued reorganization
- Automation and process enhancements
- New strategic plan

