

CITY MANAGER'S REPORT

Information and updates for the Mayor and City Council

February 13, 2026

Upcoming Events & Meetings

Meeting/Event	Date	Time	Location
City Council Business Meeting (follows Executive Session)	February 18, 2026	6 p.m.	City Hall Council Chambers/Virtual
City Council Work Session	February 25, 2026	4-6 p.m.	City Hall Council Chambers/Virtual
Advisory Body/Council Summit	February 26, 2026	4-6 p.m.	Public Works Campus (Prowell Springs Room, 3 rd Floor)
City Council Business Meeting	March 4, 2026	6 p.m.	City Hall Council Chambers/Virtual

[View the Full Council Schedule Here](#)

Public Agency & Community Partner Updates

League of Oregon Cities Bulletin

Read the most recent **LOC Bulletin** [here](#). Of note,

- **Legislative Session:** The 2026 legislative session is advancing rapidly, and cities are encouraged to engage on key bills.
- **LOC Spring Conference Registration:** Registration for the 2026 LOC Spring Conference opens Wednesday, February 18.
- **Federal Community Project Applications:** The U.S. Senators Jeff Merkley and Ron Wyden are now accepting applications from Oregonians for community-initiated



projects (otherwise known as congressionally directed spending or community project funding) as well as programmatic funding priorities. The deadline to apply is 11:59 p.m. on Wednesday, February 25. A guidance document and webinar are available.

- **2026 Drinking Water Source Protection Funding:** Public water systems can apply for grants and loans through March 12 to support source water planning, risk reduction, land acquisition, and regional collaboration efforts.

Department Updates

Electrification Policy Update

At the February 11 City Council Work Session, Council directed staff to:

- pursue the development of a fee on natural gas appliances set at the 20% level of the maximum potential fee based on the social cost of carbon; and
- coordinate Council-led public engagement to inform the exemptions and implementation timeline for the fee.

Staff are now developing a work plan to carry out this direction. This includes organizing a stakeholder roundtable to help shape potential exemptions and an appropriate implementation date, as well as planning broader public engagement on the proposed fee policy.

Staff will present an issue summary to the March 4 Council Business Meeting outlining the next steps for policy development and associated public engagement activities. The summary will include a motion for Council to affirm the direction and plan to advance the fee policy.

ORGANIZATIONAL STRUCTURE – EQUITY WORK

To support the organizational structure of the City's equity work, the City of Bend contracted with Ben Duncan of Kearns & West to conduct an in-depth assessment and develop recommendations. His report, ***City of Bend Equity Analysis: Final Report and Structural Recommendations***, is now available.

As a next step, the City is implementing Ben's recommendations into an action plan, which includes recruiting for the City's next equity and engagement leaders. The goal is to post these positions by the beginning of March.

In summary, below are key initiatives the City is taking in response to Ben's recommendations:

Embed Equity Analysis in Decision Making

- This recommendation will result in a consolidated and centralized core Equity Team, which includes both equity and accessibility programs in the Policy Team in the City Manager's Office.



- This shift will ensure that equity and accessibility are best positioned to support Council's highest priorities, focusing on the use of the AIM tool.
- This move will ensure equity leader(s) are part of decision-making processes and bodies: the Executive and Leadership Teams, Policy Groups (Housing, Public Safety, Transportation, etc.), CMO Strategy, Innovation Steering Committee, Employee Experience Steering Committee, etc.

Centralized Oversight with Decentralized Implementation

- The centralized cross-disciplinary hub (Equity, Accessibility, and Community Engagement) is a team that establishes best practices and standards.
- Departmental 'Spokes' will be formalized to function as department liaisons who implement best practices, serve as a conduit for two-way information flow, and adapt tools and resources to meet needs of their departments.
- This structure of distinguishing central vs. decentralized roles will be formalized through Administrative Policy and will include updating job descriptions.

Develop Capacity Organization-Wide to Sustain Change

- More consistent and formalized implementation strategies will be developed to support the use of the AIM (Assumptions, Impact, and Measure) Tool to build organizational capacity and confidence. The tool is designed to be easy to use, repeatable, and adaptable across departments to help staff:
 - Identify potential unintended consequences of decisions;
 - Surface and question assumptions;
 - Prioritize equity in service delivery; and
 - Track and evaluate equitable outcomes using data.
- Additional priorities identified through One City Strategic Planning initiative are currently underway, where we are seeking to ensure every employee's voice is heard.

Embed Community Engagement as a Core Function

- The Human Rights and Equity Commission and City of Bend Accessibility Advisory Committee are bridges to community and bring insights, expertise and lived experience to decision-making; as such the City will be expanding Ben Duncan's contract to assist in better defining the purpose and scope of the Human Rights and Equity Commission.
- A new position will be added to the Communication and Engagement Department to increase capacity for engagement work—replicating a hub-and-spoke model with departments to ensure more structured and intentional community engagement.
- The City will continue partnering with community-based organizations to better define roles and capacity needed to support community needs.



What is the Water Advisory Group?

The Water Advisory Group (WAG) is a group of community stakeholders invited by the City of Bend Water Services Department to provide input to department staff on programs and policies for stormwater management, water conservation, and other City water system topics.

The Water Advisory Group (WAG) is made up of individuals who have experience or expertise, professional or lived, in areas that relate to the protection and management of water resources. Members represent the following interests:

- Landscape construction
- Landscape design
- Property development
- Consulting engineers
- Environmental community
- Environmental education
- Citizens/neighborhood organizations
- Business/Chamber of Commerce
- State water/environmental regulators

More information about the Water Advisory Group can be found on the website, including past meeting agendas, materials and recordings: **Water Advisory Group - City of Bend**

View Previous City Manager's Reports



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Servicios de asistencia lingüística e información sobre alojamiento para personas con discapacidad

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