



July, 23, 2025

A message from



Work is beginning to take shape on the One City initiative—starting with revisiting our Mission, Vision and Values. This refreshed foundation seeks to recognize and honor the unique identities of our departments, while aligning these diverse cultures under one unified framework that will strengthen our collective purpose and foster a more cohesive organization.

The One City initiative is staff-driven and will be shaped by the insights of City of Bend employees. Through inclusive engagement, staff voices will inform the updated Mission, Vision, and Values, as well as the strategic direction. This collaborative approach ensures the One City plan reflects our shared values and goals and strengthens an intentional culture across the organization.

We recognize the real-world complexities we face, like the ever-evolving needs and priorities of the community, changes in the way we do our work, and major transitions such as the Public Works Campus. These challenges are real, but they also provide opportunities for us to come together as One City to serve our community and each other. By building on the existing engagement efforts, aligning



with citywide initiatives, and strengthening cross-departmental relationships, we can shape a more connected and resilient future—together.

As we strengthen connections across our organization, we're also evolving how we visually represent the City of Bend. This brand refresh will introduce a modern look and feel—featuring new fonts, logos, colors, icons, and design elements—that better reflects who we are today and where we're headed.

To coincide with this, we're reimagining our website to serve as a more effective and engaging resource for our community. The redesigned site will feature a cleaner look and feel, improved navigation, and updated content that prioritizes clarity, accessibility, and relevance.

We're excited to move forward together guided by your voices, united by our shared purpose, and aligned in our collective direction.

[Click here for Five Things to Know!](#)

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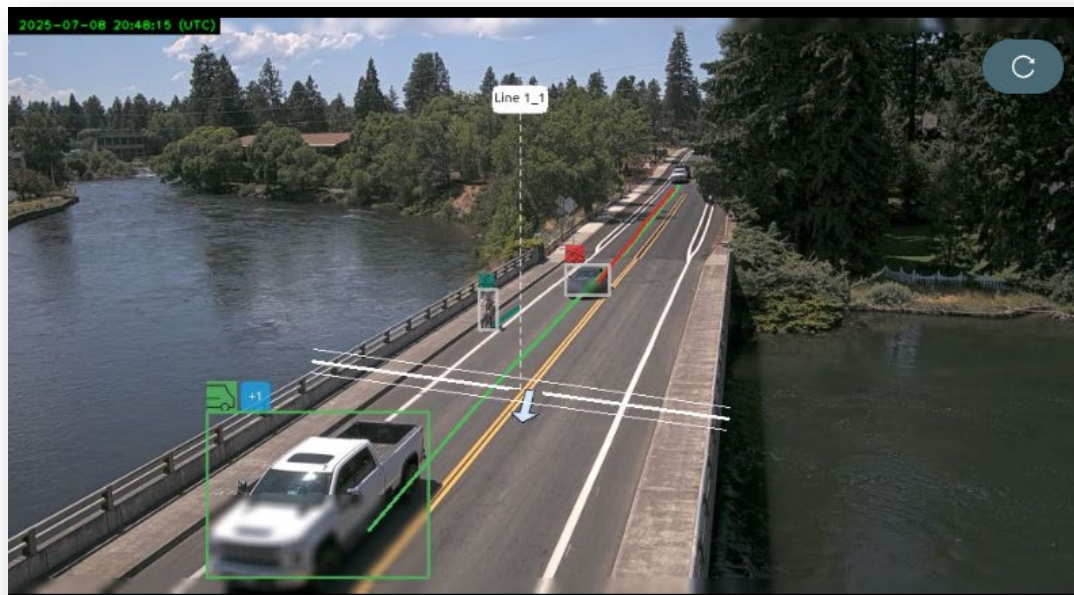
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Innovation Update

AI Traffic Counting Camera

The City of Bend recently installed its first multimodal traffic counting camera powered by artificial intelligence (AI). This new technology offers real-time insight into road activity with remarkable precision. Located at the Portland Avenue bridge, the camera counts the number of users by direction and gives a breakdown by type, differentiating between pedestrians, cyclists, scooters, cars, trucks, motorcycles, minibuses, and buses.

Permanent traffic counting systems have been in use within the City in several locations since 2017, but the equipment has been challenging to maintain due to wear and tear, vandalism and the frequent need to replace batteries. The new installation has a constant power supply and is connected by Wi-Fi to provide accurate and detailed information in near real-time. As our City continues to evolve and grow, this data helps us understand traffic patterns, improve safety and plan more efficiently. For more information, contact Colleen Miller in the Office of Performance Management.



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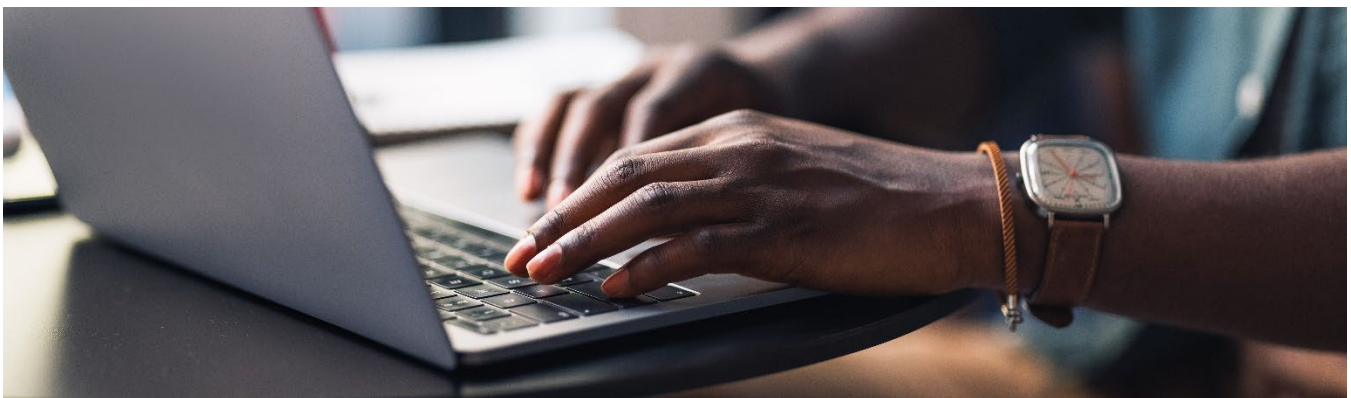
Sparking Improvements in the Meter Shop



The July Sparkler Community of Practice meeting shared the continuous improvement work of the Water Services Meter Crew. Over the last year, the Meter Crew has worked with Spark! to streamline their daily work processes. To get a firsthand look at the work that has taken place, Brandon Follose, the Meter and Safe Drinking Water Supervisor, led attendees on a behind-the-scenes tour of the Water Meter Shop to learn more about water meters and the important work the team does. The Water Meter crew is responsible for installing, repairing and maintaining water meters of various sizes throughout the City. Thanks to their partnership with Spark!, they've successfully reduced installation times, minimized software entries and developed a more efficient workflow. It's a standout example of how collaboration drives impact and how a little "Spark!" can make a big difference.

Find out more about Spark! and how to join the Sparklers [here](#).

Listen, Learn, Do Better



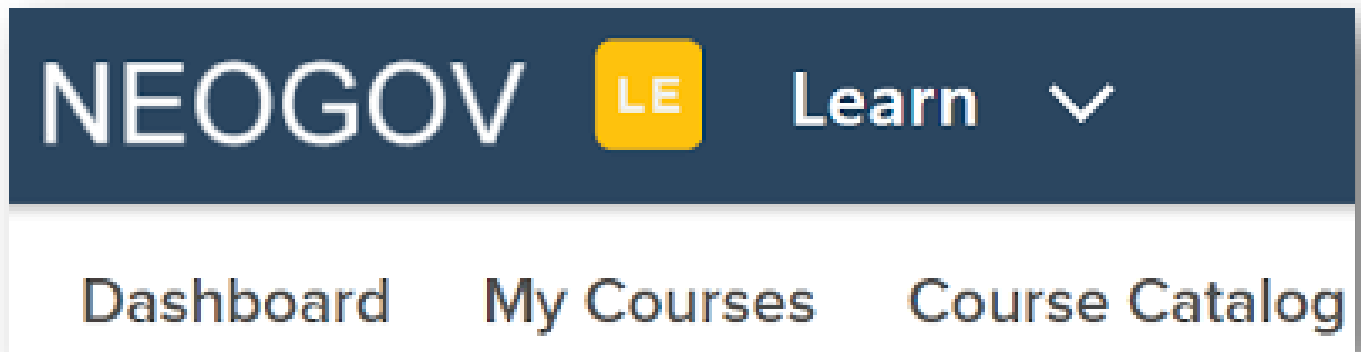
Coming to a Computer in Front of You

Beginning July 28th, the City of Bend's IT Department will begin upgrading all employee computers to Windows 11 as part of our commitment to secure, modern, and efficient technology.

Upgrades will be scheduled by department in July and August. When it's your turn, you'll receive a notification and have two weeks to complete the upgrade at your convenience. If not completed within that window, the upgrade will be installed automatically, and your productivity might be affected during the upgrade installation.

If you run into any issues, the IT Service Desk will be ready to help.

Thanks for supporting this important step forward!



NEOGOV Learn

We're excited to announce that starting in August, we will begin transitioning from Vector Solutions to NEOGOV Learn—a more intuitive, user-friendly platform that integrates seamlessly with the tools we already use in NEOGOV.

What You Can Expect with NEOGOV Learn:

- Easy Training Enrollment – Sign up for required and elective trainings with just a few clicks.
- Comprehensive Tracking – Keep track of seminars, COCC classes, internal courses, and OSHA safety trainings.
- OP and Policy Review – Review and acknowledge important SOPs and policies directly in the system.
- Certification & License Management – Store and manage your professional certifications and licenses all in one place.

As we make this transition, Vector Solutions will gradually be phased out. Please join us for a Lunch & Learn on August 20 at noon. [Click here for more information.](#)



Climate Action Partner Grant Program

The Climate Action Partner Grant Program provides financial support to local nonprofit organizations and government entities for projects that help implement the City of Bend's **Community Climate Action Plan** (CCAP). The goal is to reduce greenhouse gas emissions and enhance climate resilience through community-led initiatives.

Eligible projects range from:

- **Outreach & Education:** Events, workshops, campaigns and media that raise awareness about climate action.
- **Workforce Development:** Training programs in green trades like clean energy and sustainable transportation.
- **General Programs or Technical Assistance:** Services like home energy audits or tool lending libraries.
- **Program Planning & Scoping:** Feasibility studies and early-stage project development.

Key Dates:

- Application Opens: July 21, 2025
- Application Closes: September 21, 2025

If you are involved with a non-profit or know of one that is working on a climate-focused initiative, we encourage you to apply or share this opportunity! Click [here](#) for more information. Click [here](#) to access the application. If you have any questions, please reach out to our Environment and Climate Team at climateaction@bendoregon.gov.



Your Opinion Matters

Department Engagement Surveys went out via email and are now live. We'd love to hear your thoughts. Surveys include a thoughtfully designed set of questions that help us understand what's going well and where we can grow. Your feedback is confidential and results will be shared in summary form only.

Please take a few minutes to complete the survey by July 31.

Thank you for taking the time to share your honest feedback and helping us build a better workplace.



PRIDE in Public Service

Come find community with PRIDE in Public Service, the City's Employee Resource Group (ERG) for LGBTQIA2S+ employees. This group is fostering a diverse, connected, informed and inclusive workplace – and we want you to know you're invited!

All City employees are welcome to participate in events, meetings and initiatives PRIDE in Public Service hosts. Just reach out to PRIDE@bendoregon.gov to get started.



There's Still Time to Claim Your Spot in Our Training Series!

Registrations are filling up for the City's Diversity, Equity, Inclusion, and Accessibility (DEIA) trainings—but you can still sign up! These training sessions are part of our efforts to build a more connected, inclusive, and equitable workplace and are open to all City employees. Here are a few things to know:

- **Employee feedback directly shaped these trainings.** Expect practical, scenario-based learning that focuses on real-world tools and approaches. You can learn more about the survey findings in the [April BendBuzz](#).
- **Register for the learning cohort that reflects your work in the organization.** Each cohort will offer practical tools geared toward participants and their roles. Cohorts 1 and 2 are already rolling and are for managers, supervisors, and members of the city leadership team. Cohorts 3 through 6 are for all City of Bend employees outside management and leadership roles.
- **Cohorts begin on different dates throughout the summer.** This is to better accommodate the range of roles, schedules, and services employees across the City provide our community.
 - Cohort 1 - Leadership Only – Started July 15
 - Cohort 2 - Leadership Only – Started July 17
 - **Cohort 3 - August 20 Start**
 - **Cohort 4 - September 9 Start**
 - **Cohort 5 - September 16 Start**
 - **Cohort 6 - September 17 Start**

Please email equity@bendoregon.gov with questions or to get more information about these trainings.



Records Retention Schedule Update

Breaking news in the area of records retention!!! The Oregon Secretary of State Archives Division has updated the Cities retention schedule. This is the first major revision since 2015, and includes big changes to organization, updates to reflect modern technology, descriptions of categories to help with interpretation, and changes to some retention periods.

[Click here to read more about the Records Retention Schedule.](#)

People of Bend

Know someone we should feature in People of Bend? [Fill out this form](#) and we'll get in touch!



Celebrating Accreditation Milestone

The Water Service Department's Water Quality Lab earned an Oregon Environmental Laboratory Accreditation Program (ORELAP) accreditation for the analysis of metals in drinking water and wastewater. After nearly three decades this is the first expansion of our accreditation and is a huge leap forward in the lab's capabilities. Bend is one of only 10 municipal labs of the 48 total accredited labs in Oregon. Oregon Environmental Laboratory Accreditation Program (ORELAP) is recognized by the NELAC Institute's National Environmental Laboratory Accreditation Program. ORELAP accredits qualified laboratories for testing under the Clean Air Act (CAA), Clean Water Act (CWA), Resource Conservation and Recovery Act (RCRA), the Safe Drinking Water Act (SDWA) and other state and Federal regulations.

It took a lot of hard work to achieve this milestone and a special thanks goes to Stefan D'Angona, Analytical Chemist in charge of the metals lab, for being instrumental in preparing for this.

Meet Bend's new Urban Forester: Ian Gray

Q: An urban forester is a new position for the City of Bend. What is an urban forester? How are you looking to define this role?

The term urban forester is sometimes interchanged with city arborist or municipal forester. There are technical differences, but generally the focus is on the management and maintenance of trees and tree planting on city property within city limits. I am hoping to help guide Bend toward what my training and experience would call urban forestry best management practices. The guiding principle is to protect what is there already and make the urban forest as a whole more sustainable, functional, safe and resilient – an asset that everyone can enjoy now and for generations to come.



[Read more about Ian Gray here.](#)

Around Town

National Night Out

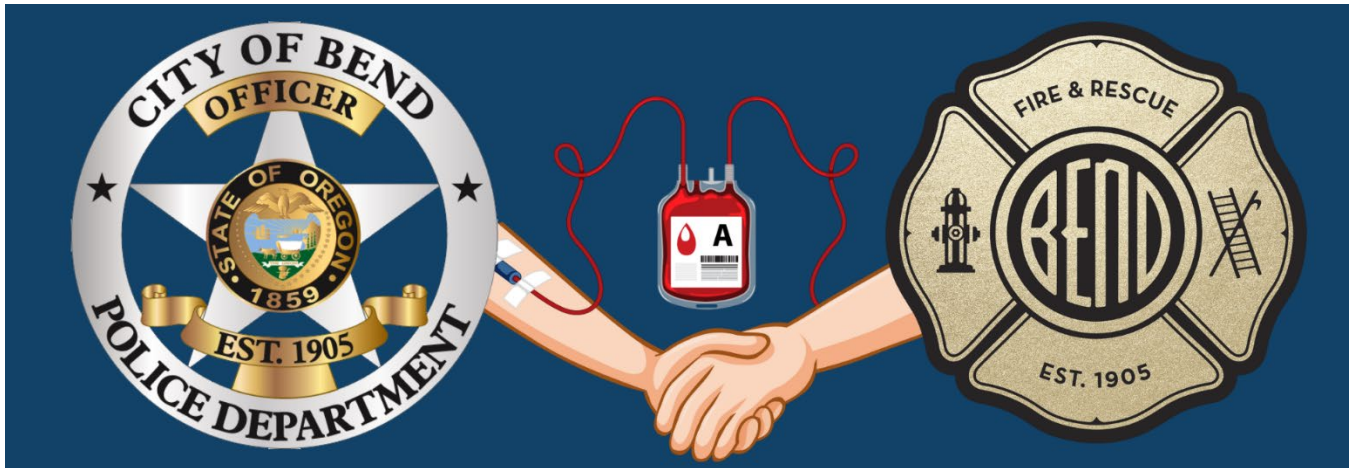


Looking for a little summer fun? Mark your calendars for National Night Out with the Bend Police Department! Bend Police will host National Night Out on Tuesday, August 5 from 4 p.m. to 8 p.m. at Bear Creek Elementary School.

This nationwide event aims to build partnerships between police and our community members. All are welcome to attend this free event, which will feature lawn games and crafts, a bounce house, face painting, music, hot dogs, and police and fire vehicles.

We hope to see you there!

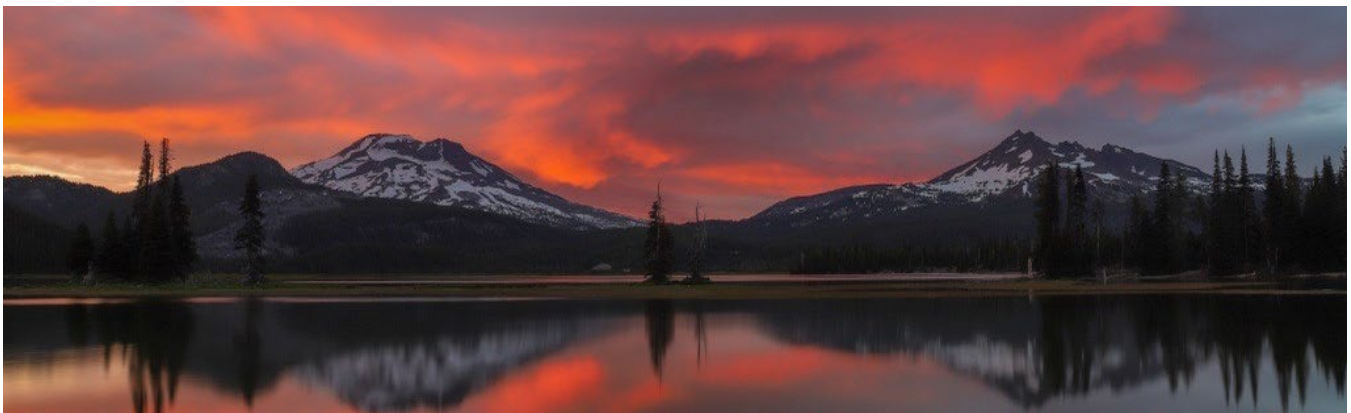
Battle of the Badges Blood Drive



Join us for the Battle of the Badges Blood Drive. This friendly competition between Bend Police and Bend Fire & Rescue lets donors pick which agency to donate on behalf of. This event will take place from 11:30 a.m. to 4:30 p.m. on Wed., July 30, at Bend Municipal Court, 555 NE 15th St.

[Click here to schedule your donation.](#)

Training and Development



Training Opportunities

Continuous Improvement 101: Start with the Why

When: Tuesday, August 5 from 1:00 p.m. -2:30 p.m.

Where: City Hall – Board Room

Details: Are you interested in reducing extra tasks and frustrations in in your daily work? This training is the first step in your continuous improvement journey! This 90-minute interactive training will focus on the core principles of continuous improvement and Spark’s approach and tools to address the challenges we face as City employees.

[Click here for more information.](#)

Intro to Power Query in Excel

When: Thursday, August 7 from 10:00 a.m. - 11:00 a.m.

Where: Teams

Details: The session is appropriate for anyone who has not used the Power Query functionality in Microsoft Excel to extract, transform, and load data into Excel. It includes a quick overview of Power Query, why you should use it, how to find it in Excel and a hands-on Power Query demonstration.

[Click here for more information.](#)

Power Query in Excel – Beyond the Basics

When: Tuesday, September 9 from 10:00 a.m. - 11:00 a.m.

Where: Teams

Details: The session is appropriate for anyone who has previously taken an Intro to Power Query class. It includes a quick refresher on what Power Query is, why we use it, and then launches into a hands-on Power Query demonstration. The pace of this class will be faster than the Intro to Power Query class. Questions are encouraged throughout the presentation.

[Click here for more information.](#)

Have an Information Technology Question?

Join a bi-weekly IT Office Hours event (every other Thursday from 10 a.m. – noon) and get your questions answered! The next **IT Office Hours event is on July 24.**

Benefits and Wellness



Meet with your local Deferred Compensation Retirement Specialist

Phillip Carbajal, the Nationwide Deferred Compensation Retirement Specialist, will be on-site for 1 on 1 meetings:

Date: Friday, July 25, 2025, 8:00am – 12:00pm

Location: City Hall

Room: HuddleDown Conference Room

Address: 710 NW Wall Street, Bend

Date: Wednesday, August 20, 2025, 8:00am – 12:00pm

Location: Transportation and Mobility

Room: Washington Conference Room

Address: 575 NE 15th Street, Bend

Date: Wednesday, August 20, 2025, 1:00pm – 4:00pm

Location: Water Services

Room: Deschutes Conference Room

Address: 62975 Boyd Acres Rd., Bend

To schedule an in-person or virtual appointment please use the link below. You can also contact Phillip directly at (360) 953-4841 or phillip.carbajal@nationwide.com.

Scheduling Link: <https://nrscityofbendphillipcarbajal.myretirementappt.com>

For questions or feedback, contact benefits@bendoregon.gov.

Council Update



From left to right: Councilors Gina Franzosa, Mike Riley, Ariel Méndez, Mayor Pro Tem Megan Perkins, Mayor Melanie Kebler, Councilor Steve Platt and Megan Norris

June Council Recap

In June's City Council recap, Councilor Gina Franzosa provided updates on key decisions, including changes to the Bend Development Code, converting City fleet vehicles to all-electric and what's coming next. You can watch the [June Council Recap here](#).

Job Postings



Want to grow within the City? [Explore current job openings here](#).

Feedback Opportunities

BendBuzz Feedback Form

Have ideas, comments or suggestions? [Quickly share feedback in this one-question form](#).



Accommodation Information for People with Disabilities

To obtain this information in an alternate format such as Braille, large print, electronic formats, etc. please contact Doug Hauck at dhauck@bendoregon.gov or 541-323-8578.

