



AGENDA

BOARD OF COMMISSIONERS GOAL-SETTING WORK SESSION

Tuesday, July 9, 2024, 9 AM

How to Attend the Goal-setting Meeting
Zoom Video Click for Zoom link
In-person: Kalapuya Building, 4500 SW Research Way, Corvallis, Oregon

The meeting location is accessible to persons with disabilities. A request for an interpreter for the hearing impaired or for other accommodations for persons with disabilities should be made at least 48 hours before the meeting by contacting the Board of Commissioners Office at 541-766-6800 or 800-735-2900 TTY, by email bocinfo@bentoncountyor.gov, or on the County’s website at <https://boc.bentoncountyor.gov/contact/>.

The Board of Commissioners may call an executive session when necessary pursuant to ORS 192.660. The Board is not required to provide advance notice of an executive session; however, every effort will be made to give notice of an executive session. If an executive session is the only item on the agenda for the Board meeting, notice shall be given as for all public meetings (ORS 192.640(2)), and the notice shall state the specific reason for the executive session as required by ORS 192.660.

1. Call to Order and Introductions

2. Review and Approve Agenda

Chair may alter the agenda

3. Discussion Topics

- 3.1 10 minutes – Introduction of Deven Kephart, Fleet Manager – Gary Stockhoff; Public Works
- 3.2 30 minutes – Sustainable Materials Management Plan Update and Timeline – Sean McGuire, Sustainability
- 3.3 15 minutes – Historic Courthouse Next Steps – Jesse Ott; Natural Areas, Parks, and Events

3.4 30 minutes – 2024 Pay Equity Analysis and Organizational Demographics – Tracy Martineau, Tammy Webb, Chip Polito; Human Resources

4. County Updates

4.1 15 minutes – County Administrator Updates: Rachel McEneny, County Administrator

4.2 30 minutes – Commissioner Updates: Benton County Commissioners

5. Announcements

6. Other

ORS 192.640(1) "...notice shall include a list of the principal subjects anticipated to be considered at the meeting, but this requirement shall not limit the ability of a governing body to consider additional subjects."

BOC Agenda Checklist Master

Agenda Placement and Contacts

Suggested Agenda Date 07/09/24

View [Agenda Tracker](#)

Suggested Placement * BOC Tuesday Meeting

Department * Board of Commissioners

Contact Name * Sean McGuire

Phone Extension * 0152

Meeting Attendee Name * Sean McGuire

Agenda Item Details

Item Title * Sustainable Materials Management Plan Update and Timeline

- Item Involves *** Check all that apply
- Appointments
 - Budget
 - Contract/Agreement
 - Discussion and Action
 - Discussion Only
 - Document Recording
 - Employment
 - Notice of Intent
 - Order/Resolution
 - Ordinance/Public Hearing 1st Reading
 - Ordinance/Public Hearing 2nd Reading
 - Proclamation
 - Project/Committee Update
 - Public Comment
 - Special Report
 - Other

Estimated Time * 30 minutes

Board/Committee Involvement * Yes No

Advertisement*

Yes

No

Item Issues and Description

Identified Salient Issues*

Staff will provide an update and proposed timeline for the Sustainable Materials Management Plan (SMMP). The SMMP Plan is restarted, and staff is currently reaching out to regional partners. Staff will review the proposed timeline and receive feedback and direction from the Board of Commissioners.

Options*

Not Applicable

Fiscal Impact*

- Yes
- No

2040 Thriving Communities Initiative

Mandated Service?* Yes No

2040 Thriving Communities Initiative

Describe how this agenda checklist advances the core values or focus areas of 2040, or supports a strategy of a departmental goal.

To review the initiative, visit the website [HERE](#).

Values and Focus Areas

Check boxes that reflect each applicable value or focus area and explain how they will be advanced.

Core Values* Select all that apply.

- Vibrant, Livable Communities
- Supportive People Resources
- High Quality Environment and Access
- Diverse Economy that Fits
- Community Resilience
- Equity for Everyone
- Health in All Actions
- N/A

Explain Core Values Selections* Regional waste management significantly impacts our environment, economy, health, and opportunities.

Focus Areas and Vision* Select all that apply.

- Community Safety
- Emergency Preparedness
- Outdoor Recreation
- Prosperous Economy
- Environment and Natural Resources
- Mobility and Transportation
- Housing and Growth
- Arts, Entertainment, Culture, and History
- Food and Agriculture
- Lifelong Learning and Education
- N/A

Explain Focus Areas and Vision Selection* Regional waste management significantly impacts our environment, economy, health, and opportunities.

Recommendations and Motions

Item Recommendations and Motions

Staff Not Applicable

Recommendations*

Meeting Motions* I move to ...

Not Applicable

Attachments, Comments, and Submission

Item Comments and Attachments

Attachments

Upload any attachments to be included in the agenda, preferably as PDF files. If more than one attachment / exhibit, please indicate "1", "2", "3" or "A", "B", "C" on the documents.

SMMPTimeline-07-03-24.pdf

274.98KB

Comments (optional)


If you have any questions, please call ext.6800

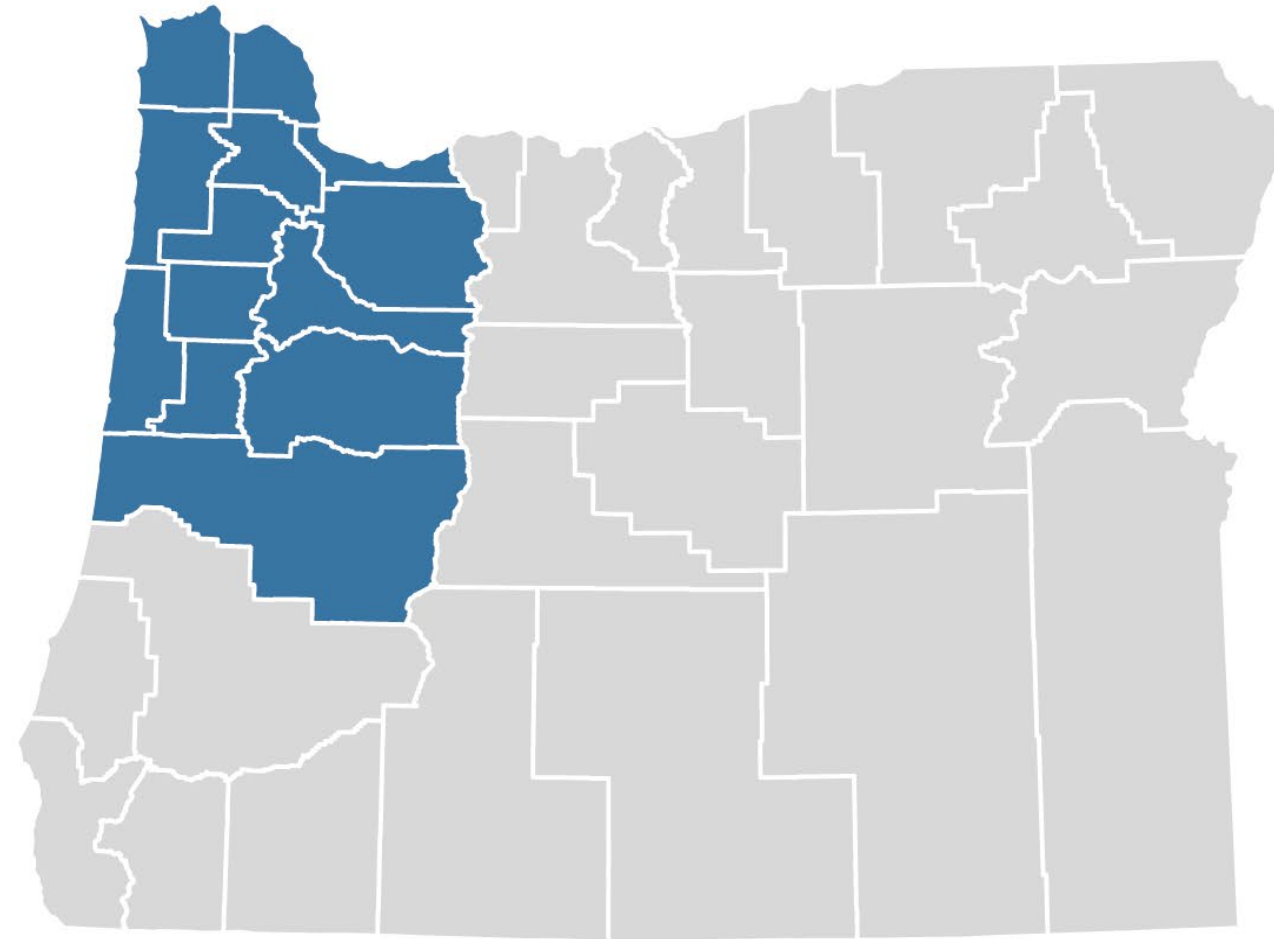
Department Approver

AMANDA MAKEPEACE

<p>1.</p> <p>Department Approval</p> <hr/> <p>Comments</p> <p>Signature <i>Maura Kwiatkowski</i></p>	
<p>2.</p> <p>County Administrator Approval</p> <hr/> <p>Comments</p> <p>Signature <i>Rachel L McEneny</i></p>	
<p>3.</p> <p>BOC Final Approval</p> <hr/> <p>Comments</p> <p>Signature <i>Maura Kwiatkowski</i></p>	

Page 10 of 158
Proposed Timeline for the Sustainable Materials Management Plan
July 3, 2024

Topic	July 3	July 23	August 7	September 4	October 4	Kickoff
Board of Commissioners (BOC) Briefings	<ul style="list-style-type: none"> Update BOC on status and next steps moving forward Clarify and confirm BOC's involvement and updates 	Not Applicable	<ul style="list-style-type: none"> Update Status Review and vet potential Kickoff agenda, topics, speakers, logistics, etc. 	<ul style="list-style-type: none"> Review and confirm Kickoff agenda, speakers, logistics, etc. 	<ul style="list-style-type: none"> Review Final Logistics 	<p>October 14, 2024</p> 
Membership	<ul style="list-style-type: none"> Reexamined Membership List Staff re/connecting with Western Counties' Solid Waste staff (see page 2) 	<ul style="list-style-type: none"> Continue re/connecting with Western Counties' Solid Waste staff Broaden conversations based on interviews with Counties' staff 	<ul style="list-style-type: none"> Interviews Completed Engage in conversations with broader partners: Elected Officials, Department of Environmental Quality (DEQ), Environmental Protection Agency, etc. 	<ul style="list-style-type: none"> Develop feedback document of all conversations to identify common ground, pressure points, challenges, potential solutions, etc. 	<ul style="list-style-type: none"> Prepare all members for Kickoff 	
Kickoff Meeting Logistics	<ul style="list-style-type: none"> Sent announcement Kickoff is pushed back to autumn 2024 Explained staff will be reaching out to all Members 	Not Applicable	<ul style="list-style-type: none"> Vet potential date and location with BOC, Members, etc. Confirm date and location 	<ul style="list-style-type: none"> Complete draft agenda, presenters, etc. 	<ul style="list-style-type: none"> Final agenda and speakers set Final review of speeches, PowerPoints, materials, etc. 	
Resource Recycling Systems	<ul style="list-style-type: none"> Contract Completed Main task is to develop a map of current, planned, and proposed waste management facilities Second is analysis of benefits and consequences of waste management 	<ul style="list-style-type: none"> Status on Map Status of benefits and consequences of waste management 	<ul style="list-style-type: none"> Status on Map Status of benefits and consequences of waste management 	<ul style="list-style-type: none"> Status on Map Status of benefits and consequences of waste management 	<ul style="list-style-type: none"> Map 90% Complete Draft of benefits and consequences Both deliverables will be points of discussion at Kickoff 	
Tasks	<ul style="list-style-type: none"> Developed SMMP Project Plan and Timeline 	<ul style="list-style-type: none"> Develop Context, Purpose, Rationale, and General Description for BOC and Staff 	<ul style="list-style-type: none"> Schedule talks with DEQ and other State officials; meet in Salem 	<ul style="list-style-type: none"> Meet with State officials and regional partners 	<ul style="list-style-type: none"> Finalize Kickoff logistics 	



Sustainable Materials Management Plan (SMMP) Region

Benton, Clackamas, Clatsop, Columbia, Lane, Lincoln, Linn, Marion, Multnomah, Polk, Tillamook, Washington, and Yamhill Counties

Current Status

- Met with Lincoln County.
- Meetings being scheduled with Linn, Marion, and Tillamook Counties.

Next Steps

- Continue scheduling meetings with Solid Waste staff with remaining Western Oregon Counties
- Develop One-page Document: Context, Purpose, General Description, etc.

BOC Agenda Checklist Master

Agenda Placement and Contacts

Suggested Agenda Date 07/09/24

View [Agenda Tracker](#)

Suggested Placement * Work Session

Department * Natural Areas, Parks and Events

Contact Name * Jesse Ott

Phone Extension * 6002

Meeting Attendee Name * Jesse Ott, Gary Stockoff, Paul Wallsinger

Agenda Item Details



Item Title * Historic Courthouse Next Steps

- Item Involves *** Check all that apply
- Appointments
 - Budget
 - Contract/Agreement
 - Discussion and Action
 - Discussion Only
 - Document Recording
 - Employment
 - Notice of Intent
 - Order/Resolution
 - Ordinance/Public Hearing 1st Reading
 - Ordinance/Public Hearing 2nd Reading
 - Proclamation
 - Project/Committee Update
 - Public Comment
 - Special Report
 - Other

Estimated Time * 15 minutes

Board/Committee Involvement * Yes No

Advertisement*

Yes

No

Issues and Fiscal Impact

Item Issues and Description

Identified Salient Issues*

The work of the Historic Courthouse Advisory Committee is now complete. The committee provided their recommendations for the future uses of the courthouse, and we are now looking to the next steps in repurposing the historic courthouse.

Options*

Discuss the next steps Benton County should take as we work through repurposing options.

Fiscal Impact*

- Yes
- No

2040 Thriving Communities Initiative

Mandated Service?* Yes No

2040 Thriving Communities Initiative

Describe how this agenda checklist advances the core values or focus areas of 2040, or supports a strategy of a departmental goal.

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Values and Focus Areas

Check boxes that reflect each applicable value or focus area and explain how they will be advanced.

Core Values*

Select all that apply.

- Vibrant, Livable Communities
- Supportive People Resources
- High Quality Environment and Access
- Diverse Economy that Fits
- Community Resilience
- Equity for Everyone
- Health in All Actions
- N/A

Explain Core Values Selections*

The historic courthouse is an iconic building in the heart of Corvallis; and finding a way to preserve, utilize, and celebrate it is our goal.

Focus Areas and Vision*

Select all that apply.

- Community Safety
- Emergency Preparedness
- Outdoor Recreation
- Prosperous Economy
- Environment and Natural Resources
- Mobility and Transportation
- Housing and Growth
- Arts, Entertainment, Culture, and History
- Food and Agriculture
- Lifelong Learning and Education
- N/A

Explain Focus Areas and Vision Selection*

The Historic Courthouse Advisory Committee provided their recommendations for the historic courthouse that include possibilities for private business and/or government and civic uses.

Recommendations and Motions

Item Recommendations and Motions

Staff Recommendations* Engage in a robust discussion on the next steps for repurposing the historic courthouse.

Work Session Motions* I move to ...
n/a

Attachments, Comments, and Submission

Item Comments and Attachments

Attachments

Upload any attachments to be included in the agenda, preferably as PDF files. If more than one attachment / exhibit, please indicate "1", "2", "3" or "A", "B", "C" on the documents.

Cover Letter_HCAC Recommendation

8.26MB

Report_FINAL-combined (3).pdf

Comments (optional)

If you have any questions, please call ext.6800

**Department
Approver**

JESSE OTT

1. Dept Approval

Department Approval

Comments

Signature

Jesse Ott

2.

Counsel Approval

Comments

Signature

Vance H. Chokey

3.

County Administrator Approval

Comments

Signature

Rachel L McEneny

4.

BOC Final Approval

Comments

Signature

Amanda Makepeace

Date: May 10, 2024

To: Benton County Board of Commissioners

From: Historic Courthouse Advisory Committee, through Chair Chris Westfall and Vice Chair Jill Van Buren

Subject: Historic Courthouse Advisory Committee Report and Recommendations

Dear Board President and Commissioners:

The Benton County Board of Commissioners established the Historic Courthouse Advisory Committee in March 2022. The Committee is charged to investigate ways to repurpose the historic courthouse and to provide a repurposing recommendation for the Board's consideration. The community-based Committee includes citizens with expertise in economic development, historic preservation, arts and culture, tourism, and the courthouse's historic use. Benton County staff serve in an advisory, non-voting role.

The Committee met regularly between March 2022 and April 2024. During that period, the Committee diligently explored a wide range of repurposing ideas. It sought input from interested community members prior to deliberating to a consensus on the recommendation for the future potential use of the historic courthouse.

The Committee is pleased to submit the accompanying recommendation and report: *Reimagining the Benton County Historic Courthouse*, for your consideration. In offering this recommendation, the Committee respects that they are advisory in nature. We recognize that the work of the Committee was but a beginning foray into a deeper and richer conversation that Benton County will undertake with the community. We are optimistic that the report will prove to be useful guidance for the Board as you seek to determine a specific and best use of this historically important and iconic building.

We thank the Benton County administration and the advisory staff for their expertise and gracious support. Additionally, the Committee is most grateful for the meaningful input shared by so many interested members of the public, input that was of critical consideration in the final analysis. Of particular note, the Committee greatly appreciated the collaborative engagement with Oregon State University via the partnership with the College of Business' Interior Design 387 students and instructor. It is our hope that the mutually enriching outcomes accrued by working together with OSU on this project will offer the County a successful model for future collaborations across a wide range of areas of expertise residing within the OSU faculty and student body.

The Committee thanks you for the opportunity to have served you in this manner. We anticipate the submittal of this report represents the conclusion of the scope of our charge.

Respectfully submitted,

Chris Westfall
HCAC Committee Chair

Jill VanBuren
HCAC Vice Chair

Historic Courthouse Advisory Committee Members

Peter Betjemann, Patricia Valian Reser Executive Director, PRAx, Oregon State University

Christel Birdwell, Cultural Arts and Community Engagement Supervisor, City of Corvallis

Jessica Hougen, Executive Director, Benton County Historical Society

Christopher Jacobs, Corvallis-Benton County Economic Development Manager

Roz Keeney, Preservation WORKS!

Scott McClure, Benton County Historic Resources Commission

Christina Rehkla, Executive Director, Visit Corvallis

Bob Richardson, University Land Use Planning Manager, Oregon State University

Jill Van Buren, Benton County Courthouse Preservation Committee, (HCAC Vice Chair)

Chris Westfall, Trial Court Administrator, Oregon Judicial Department (HCAC Chair)

Christy Wood, CEO/President, Corvallis Chamber of Commerce

Advisory Staff

Jason Allen, Survey Program Coordinator, Oregon State Historic Preservation Office

Cynthia De La Torre, Policy Analyst- bilingual, Health Department, Benton County

Brenda Downum, Communications Support, Downum Consulting

Jesse Ott, Interim Executive Director, Natural Areas, Parks & Events Department, Benton County

Paul Wallsinger, Facilities Manager, Public Works Department, Benton County

Inga Williams, Associate Planner, Community Development Department, Benton County

Nancy Wyse, Commissioner, Liaison to the Benton County Board of Commissioners

Table of Contents

I.	Executive Summary	1
II.	Land Acknowledgement	3
III.	Purpose of the Project	4
IV.	Background	5
V.	Repurposing Discussions and Analysis	7
	a. Potential Use Tables	
	b. Subcommittee Report-Out	
	c. Finalizing Concepts for Public Input	
VI.	Community Perspectives	13
	a. OSU Design 387 Student Projects	
	b. Public Outreach and Summary	
	c. Summary of Public Comment Responses	
VII.	Deliberation Process.....	16
VIII.	Recommendation.....	17
IX.	Appendix.....	18

I. Executive Summary

The Historic Courthouse Advisory Committee's (Committee) charge is to recommend to the Benton County Board of Commissioners (Board) a repurposing use for the historic courthouse in anticipation that the current uses will be vacated following the completion of a new Benton County Courthouse and District Attorney's Office building.

After robust and careful consideration of a myriad of possible reuse options, the Committee respectfully recommends that Benton County diligently consider and further explore repurposing the historic courthouse to maintain "the job" of the historic courthouse as a Government and Civic use type; repurpose the historic courthouse as an Arts, Education, and Cultural use type; or repurpose the historic courthouse in a blend of some proportion of these two use types. This might include investigating the potential for public-private partnerships and further engaging a specialized consultant with expertise in historic building rehabilitation and project funding.

Of greatest importance to the Committee in developing a repurposing recommendation was to identify a use that would both ensure preservation of the building's architectural and historic significance as well as best position the courthouse to successfully continue to serve as a functional resource and iconic facet of the county's identity for a considerable span of time.

The Committee kept to the following touchstones throughout the process of developing its repurposing recommendation.

- Value the historic courthouse as a physical record of its historic use.
- Inform the community and seek public input prior to advancing a final recommendation.
- Provide the building with a continued purpose of importance well into the future.
- Ensure the building continues to serve the community and is accessible to the public.
- Preserve the defining architectural characteristics of the building and the building's stature as the iconic centerpiece of Benton County.

- Recognize the importance of this building and its impact on the vitality of the downtown Corvallis business community.
- Honor the building as a valued cultural resource and protect it against demolition.

Early in the process, the Committee established a set of guiding values to inform the discussions as they explored all possible future uses of the building. Committee members researched case studies addressing the processes and outcomes of similar repurposing endeavors undertaken by other communities. They then aggregated potential local reuse options into conceptual categories, narrowed those to two final options, and sought public input prior to deliberating to the final recommendation.

Process details are provided in the following sections of this report which summarizes the Committee's work.

It is understood that the Committee concludes its own scope of work with submittal of this report. The Committee suggests that county leadership directly involve the Benton County Courthouse Preservation Committee in future planning for this project. Established in 1986, the Benton County Courthouse Preservation Committee advises the Board on matters concerning preservation of the historical integrity of the courthouse including its exterior, interior, and historic contents.

II. Land Acknowledgement

Indigenous tribes and bands have been with the lands that we inhabit today throughout Oregon and the Northwest since time immemorial and continue to be a vibrant part of Oregon today. What we now know as Benton County is homeland for the Luckiamute, Marys River, and Chemapho Bands of the Kalapuya, and the Alsea Tribe.



Marys Peak, Benton County, Oregon
Source: Bureau of Land Management Oregon and Washington

Today, Alsea people are mostly members of the Confederated Tribes of Siletz and the Kalapuya people are enrolled as members of the Confederated Tribes of the Grand Ronde Community of Oregon and the Confederated Tribes of Siletz.

It is important that we recognize and honor that the epidemics, violence, forced relocation, and other ravages of federal Indian policy have never extinguished the ongoing stewardship and deep relationship between the land and people indigenous to this place we now call Benton County. Despite the settlement of these lands, this was and will always remain the home of the Kalapuya and Alsea Tribes.

We recognize the pre-existing and continued sovereignty of the tribes who have ties to this place and thank them for continuing to share their knowledge and perspectives on how we care for, impact, and protect the land we live on.

We commit to honoring the history of this County as we continue engaging in collaborative partnerships with the Tribes and communities indigenous to these lands.

III. Purpose of the Project



Benton County Courthouse, 1892.
Source: Oregon State University Historical Photographs

Benton County was founded on December 23, 1847, in the heart of western Oregon’s Willamette Valley. A wooden courthouse was constructed in 1855 and was located where the jail now stands. That building was destroyed by fire. Voters approved a tax levy in 1886 to build a new courthouse. The existing Benton County Courthouse was completed in 1889 and remains an iconic symbol and presence in the central downtown area of Corvallis, the county seat. The four-story building was designed by Delos D. Neer, a Portland architect, in the High Victorian Italianate Style¹. The building was listed on the National Register of Historic Places in 1978 and is the oldest county courthouse in Oregon still used for its original purpose. The building is topped by a clock tower housing a bell and carillon. The landscaped courthouse grounds and front steps are often the backdrop for community rallies and calls to action on various social and political causes. The Benton County Courthouse has been a symbol of the identity of Corvallis and Benton County for generations.

The existing courthouse currently houses the Benton County Circuit Court and the Benton County District Attorney’s Office. Prior assessments have identified that the courthouse no longer provides suitable facilities for these primary functions. In 2021, Benton County began strategic planning to construct a new courthouse on the new Safety and Justice Campus and to explore possible new uses for the historic courthouse.



Benton County Courthouse, circa 2020.
Source: Benton County, Oregon

¹ Powers, David W. III, National Register of Historic Places Inventory – Nomination Form, August 24, 1977, National Archives Catalog, PDF 78002278, add link, accessed February 12, 2024, www.catalog.archives.gov/id/77848729

The Board established the Committee in March 2022 to investigate ways to repurpose the building and to develop a repurposing recommendation for the Board’s consideration. The community-based Committee includes citizens with expertise in economic development, historic preservation, arts and culture, tourism, and the courthouse's historical use. Benton County staff serve in an advisory, non-voting role.

In their guidance to the Committee, the Board stated their commitment to preserving and maintaining the historic courthouse and to giving it a new and stable purpose in the community. The Board advised the Committee that demolition is the only option that would not be considered.

IV. Background

The Committee was convened following a 2021 market feasibility study completed by DLR Group. The Committee met as a group approximately 21 times between March 2022 and April 2024. At their April 2022 meeting, advisory staff provided the Committee an overview of the building’s condition and the results of the 2021 market feasibility study (included in the Appendix). Handicap accessibility and seismic vulnerability were noted as the most significant limiting considerations for future uses.



Benton County Courthouse bell tower, circa 2020.
Source: Benton County, Oregon

In May 2022, the Committee selected a Chair and Vice Chair. At the meeting, Committee members also requested example case studies of repurposed historic buildings to be used as a reference for their discussions. A list of those examples is included in the Appendix of this report.

Committee members were provided a guided courthouse tour at the June 2022 meeting. The tour introduced the members to some of the interior modifications that have been made to the building.

In July 2022, the Committee engaged in a values exercise to understand the group's perspectives on weighing reuse options and to establish a framework for future discussions. The value statements with the greatest support were flexibility and adaptability over time, fulfilling a community need, and potential partnerships. The next most supported set of values included minimizing historic impact and maximizing preservation of historic integrity, potential for funding, and community support. These ideas helped to shape conversations about reuse options. From August through December 2022, the Committee systematically worked through the range of reuse possibilities. Further consideration within subcommittees brought into focus the preferred concepts to share with the public for additional input.

Importantly, some areas of interest for the Committee were outside their scope of work. The Committee was not asked to delve into feasibility assessments or the financial costs of potential future uses. Additionally, the Committee identified from the outset that the seismic safety of the building and costs associated with seismic upgrades are known pro and con issues for every possible future use. While the Committee did not explicitly include these factors in either their preliminary or final deliberations, it is recognized that pragmatic consideration must ultimately be given to the anticipated range of costs for future uses.

A six-week community outreach campaign was initiated by County staff in January 2024, including providing information about the Committee and their work as well as inviting public comment on their final reuse concepts. Gathering public input was a high priority for the Committee to ensure they were attuned to the public's sentiments about the courthouse. The Committee urges ongoing and meaningful public engagement as this project continues to develop.

The public input form solicited ranking of value statements about the courthouse. The form also presented the possible reuse concepts of a Government and Civic Use, an Arts, Culture, and Education Use, or a combination of the two. Nearly three in four respondents (74%)

identified Corvallis as their place of residence. Most of the 323 respondents indicated support for the preservation of the building. While there was general support for all three reuse options, a greater number of respondents supported the continuation of a government use of the building. The final question, with 138 responses, was open-ended and allowed respondents to share any thoughts, ideas, or comments they had about the reuse of the historic courthouse. Details about community input are in the Community Perspectives section of this report. The comment form and responses are in the Appendix.

V. Repurposing Discussions and Analysis

Initial meeting discussions centered on Committee member's understanding of the historic courthouse's functionality and accessibility, awareness that some uses would likely require significant capital improvements, and the need for future uses to follow historic preservation requirements. The Committee then allocated the scope of potential repurposing uses into eight broad categories and discussed the pros and cons of each. Key elements of the initial potential use categories are provided in the tables on the following pages. While not within the Committee's scope of work, the Committee acknowledges that more detailed exploration with specialized expertise will be needed to determine whether a specific reuse option would be feasible with respect to seismic upgrade considerations as well as building and zoning code requirements. Furthermore, the likelihood that the county jail will be co-located for the foreseeable future must be factored into a detailed assessment of any potential repurposing use.

The Committee notes that seismically upgrading the building is a pro and con for each of the repurposing categories. It is a pro in that the Committee accepted an ethical posture to advocate for providing future occupants and users of the building with a seismically stabilized, safe environment. Depending on the level of seismic mitigation undertaken, such improvements might also minimize the potential for a calamitous loss of the historic resource. It is con in that the Committee understands there will be significant financial costs incurred to achieve a spectrum of seismic upgrade outcomes. For brevity, the Committee elected to omit those pro and con statements from the following category tables; their inclusion is implicit throughout.

a. Initially Considered Potential Use Tables

Potential Use: Arts, Culture, and Education	
Examples	
<ul style="list-style-type: none"> a. Visual and performing arts – small/medium scale b. Children’s Museum c. Community assembly rooms d. LBCC/OSU classes e. Wine culture/OSU fermentation f. Artist studio with retail function g. Mixed-use 	
Pros	Cons
Fits current infrastructure	Competition for arts space
Architectural features of the building	Funding sources and sustainability
Potential for partnership with schools	Market size, distance from Portland
	Arts & Culture can be transitory

Table 1

Potential Use: Commercial, Retail, and Restaurant	
Examples	
<ul style="list-style-type: none"> a. Wine/beer culture b. OSU brewing history collection – lectures c. Private owner partnership d. Retail stores – unique space e. Arts studios – creative space (Arts Center study) (Asheville example) f. OB Group Eugene g. Artist in Residence (RiverArtsDistrict.com) 	
Pros	Cons
Public/private partnerships share costs	Accessibility (ADA) improvements needed
Boutique/independent lodging	Historic building construction challenges
Building broken out well for retail	Funding sustainability
Feeling of discovery	Concept creep
Space sharing potential	Management challenges

Table 2

Potential Use: Government, Civic, and Public	
Examples	
<ul style="list-style-type: none"> a. Public meeting space b. Restorative Justice Program (RJP) c. Specialty Courts d. Long-term diversion program for substance abuse 	
Pros	Cons
Flexibility/Openness	Negative memories of the building for RJP
Potential deferral of seismic upgrades	Longevity and variable needs
Offering a community support system	Accessibility (ADA) improvements needed
Mixed-use is still an option	Visibility of building for private/confidential purposes
Consistent funding	Unknown public and civic needs

Table 3

Potential Use: Lodging	
Examples	
<ul style="list-style-type: none"> a. Hospitality business, for example, McMenamin’s type of business b. Public/private partnerships c. Jail area used for parking garage 	
Pros	Cons
Unique lodging in Corvallis with a small number of rooms	Whether developers would invest in a building they do not own
Economic impact during summer months	Parking issues
Tourism, travel writers	Loss of historic interior
Revenue stream	
Managed by external stakeholders	

Table 4

Potential Use: Blended

Examples

- a. Government/Public Use
 - o Sandwich shop – convenient/competition with downtown restaurants
- b. Residential Use
 - o Top Floor – consistent revenues
- c. Lodging Use
- d. Private Offices, Business Use
- e. Arts, Culture, and Education Use
 - o Artist Studios with Wine Tasting
 - o Commercial/Retail/Restaurant Use
 - o Dining for larger groups
 - o Destination restaurant
 - o Culinary – OSU
 - o STEAM – Innovation
 - o Experimental space
 - o Special Wine Blend
 - o Facility Rental Space

Table 5

Potential Use: Private Offices and Business	
Examples	
<ul style="list-style-type: none"> a. Law, real estate, medical, finance b. Mixed-use with retail on lower floors c. Incubator businesses d. Non-profits 	
Pros	Cons
Mixed-use	Parking issues
Accommodate variable sizes of spaces	Complicated management structure and tenant turnover
Revenue stream	Conflict resolution required
Synergy with downtown businesses	Unsure of market demand

Table 6

Potential Use: Rental Facility Example: Rentals like the fairgrounds	
Pros	Cons
Fits existing floorplan	Change of use or occupancy triggers seismic upgrade
Access for community members	Building empty when not rented
Diversity of renters	Liability or potential damage by renters
Possible transitional use	Revenues would not cover maintenance costs
	No ability to censor types of events
	Bathrooms – age, and access

Table 7

Potential Use: Residential Examples <ul style="list-style-type: none"> a. Condominiums/Apartments b. Mixed with lodging c. Senior housing d. Low-income housing 	
Pros	Cons
Addresses housing need	Remodel with bathrooms
Part of mixed-use potential for 3 rd & 4 th floor apartments	Expensive construction
Downtown economic support from residents	Difficult to retain interior and historic character
Multiple sources of income	Removes interior from public access

Table 8

Following a thorough and systematic discussion of each of the eight potential use categories, the Committee narrowed the list to two categories: Government and Civic uses or Arts, Education, and Culture uses. At their February 17, 2023 meeting, members were divided into two subcommittees to explore these concepts more deeply.

b. Subcommittee Report-Out

At the May 19, 2023 Committee meeting, the subcommittees shared their visions of the two types of uses. The Arts, Culture, and Education subcommittee envisioned that the building could become an incubator with various uses. Possibilities included various dining options in the basement, anchor restaurant dining and small reservable rooms on the first and second floors, and maker-spaces and art studios mixed with retail on the third floor. The subcommittee did not identify a specific establishment but felt an anchor restaurant and incubator surrounding it would balance out the overall use. This category was characterized as likely to provide the greatest access to a wide range of community members.

The Government and Civic subcommittee presented a modernized concept of justice related services to take place in the building, including community restorative justice programs, domestic and civil mediation services, and specialty treatment courts. They shared that there is an evolving relationship between the conventional approach to prescriptively punitive justice (criminal realm) or top-down justice (civil realm) and that of community restoration and mediation of differences; the latter is a matter of resolving disputes between parties and correcting harm done to parties or the state through collaboration among communities of local values. Restoration and reparations are intended to make the victim whole after an offense is committed and to position the offender to successfully return in good standing with the community, able to move forward. This model could be employed to address low- to mid-level criminal and civil matters by diverting the parties away from or alongside the formal judicial system, potentially saving limited judicial resources while authentically improving the local judicial system outcomes.

c. Finalizing Concepts for Public Input

Committee meetings were paused in March and April 2023 to allow for other county outreach activities related to the Benton County facilities bond measure put before voters in May and the Benton County Talks Trash initiative. The Committee met in May and did not meet again until October 20, 2023. At that meeting, subcommittee report-outs were reviewed and discussed.

The Committee quickly recognized from the subcommittee work that both of the two concepts—Government and Civic uses or Arts, Culture, and Education uses—would be appropriate and plausible repurposing directions. The Committee also recognized that a combination of the two, in some fashion, could provide both an authentic “job” for the courthouse as well as a sense of community place.

Because public engagement and input was a priority for the Committee to undertake before beginning discussions about a final recommendation, plans were made in the fall of 2023 to create outreach materials and to conduct an awareness and public input campaign. Due to the impending holiday months, the advisory staff recommended a delayed start for the campaign, with January 2024 as the planned start time.

VI. Community Perspectives

All Committee meetings were open to the public and minutes from the meeting were published to the HCAC web page. As part of the awareness and engagement campaign, a short video, one-page fact sheet, and an HCAC public input form were developed in collaboration with Committee members and County communications staff. Materials were developed in English and Spanish.

The Committee originally envisioned a public forum event or open house at the courthouse to engage in dialogue with members of the public. Due to scheduling challenges and inclement weather, the in-person events did not take place. Instead, the Committee relied on the responses to the HCAC public input form, which was made available to the public and promoted for a six-week period in January and February 2024. The Committee anticipates that a robust County-led community engagement process will follow as this project proceeds.

A collaboration with the OSU College of Business’s Interior Design 387 class provided an opportunity for the Committee to receive input from upper-division OSU students. This collaboration provided fresh perspectives on possible new uses of the historic courthouse.

a. OSU Design 387 Student Projects

OSU students enrolled in Studio Design III Design Communication, taught by David Jacobs in the College of Business, were given an opportunity to develop reuse concepts and share them with the Committee. The student assignment for the Fall 2023 term was to develop conceptual interior designs depicting potential repurposing scenarios of the courthouse for a variety of uses. The student projects were not constrained by construction design issues or cost feasibility so they were able to focus their unfettered creativity on the project.

The OSU students spent the fall 2023 term reimagining the courthouse, first working individually, then working collaboratively in small teams with each student creating a different concept for each floor of the building. Their final projects were presented to the Committee and interested community members at the courthouse in December 2023. The Committee members were inspired and energized by the innovative and “outside the box” ideas and the professional-quality design presentations. The artistic renderings helped them visualize the concepts they had been discussing and brought those ideas to life. The student team project reports are published on the Committee web page at <https://nape.bentoncountyor.gov/about/historic-courthouse-advisory-committee/>.

“New usages persistently retire or reshape buildings... The old factory, the plainest of buildings, keeps being revived; first for a collection of light industries, then for artists’ studios, then for offices (with boutiques and a restaurant on the ground floor), and something else is bound to follow. From the first drawings to the final demolition, buildings are shaped and reshaped by changing cultural currents, changing real-estate value, and changing usage.”

Stewart Brand
How Buildings Learn

b. Public Outreach and Summary

One of the Committee’s primary objectives in gathering public input was to understand the big-picture sentiment about two concept uses for the building before beginning final deliberations on their recommendation. The overarching question to be answered was, “Is there support for continued government use, or is there support for commercial and public uses that might invite more people into the building?”

Committee members desired to be equity-centered in their deliberations and requested that outreach efforts would be broad enough to reach the diversity of Benton County residents. They also acknowledged that for some people there may be negative historical associations with the courthouse, and so potentially any reuse option would not be supported.

A six-week awareness campaign, from January 4 through February 15, 2024, included two media releases via the County's wire service FlashAlert, two County e-newsletters, and announcements published on the Benton County website and the HCAC page. Individual email announcements were sent to all neighborhood associations in Corvallis, two announcements were published on the County's NextDoor and LinkedIn accounts, and eight social media posts were shared on the County's Facebook, Instagram, and X accounts. Campaign details and metrics are in the Appendix.

All awareness campaign messages included information and a link to an 8-question comment form. The form was available online and in paper form at Benton County offices from January 4 through February 15, 2024. The form was intended to share the work completed so far by the Committee and to gather public input from community members on ideas in consideration for final deliberations by the Committee. Only one paper form was turned in and those responses were added to the online responses and included in the summary.

c. Summary of Public Comment Responses

Forms were available in English and Spanish. A total of 323 comment forms were submitted during the comment period and all were the English version.

1. More than 75% of respondents indicated strong support for the preservation of the historic courthouse. Less than 12% indicated that the preservation of the courthouse was not important to them.
2. The form included a brief description of the repurposing concepts the Committee was considering and provided a range of responses to measure the strength of sentiments.

- A. *Government and Civic* concept had the most favorable sentiment with slightly more than 83% indicating moderate to strong support.
 - B. *Arts, Culture, and Education* concept had 73.74% moderate to strong sentiment and had a greater number of unfavorable sentiment responses than *Government and Civic*.
 - C. A blended-use concept, combining concepts A and B, elicited a greater mix of sentiments.
3. Respondents were asked to rank the importance of the following four statements:
- Maintain the historic character of the building.
 - Provide the broadest access to the general public.
 - Ensure the historic courthouse has a stable, long-term use.
 - Provide a solution to an existing need.
- A. Maintaining the historic character of the building was the first or second choice for nearly 74% of respondents.
 - B. Ensuring a stable, long-term use was the first or second choice for nearly 64% of respondents.
4. The final question was open-ended and invited respondents to share any additional thoughts, ideas, or comments they had about the historic courthouse. There were 138 responses. The top two themes to emerge included prioritizing preservation (58 comments) and ideas or support for new non-government uses (28 comments).

A complete review of community input is provided in the Appendix.

VII. Deliberation Process

Over the course of two years, the Committee dedicated itself to a thorough and exhaustive exploration to envision a pragmatic and sustainable future use for the historic courthouse. Drawing from a wealth of resources and expertise, the Committee carefully reviewed case studies and a comprehensive market feasibility study. Through candid and open debate and careful evaluation, they weighed the merits and drawbacks of each potential use, ever mindful of the need to honor the courthouse's heritage while adapting it to serve the evolving needs of the community.

The Committee engaged in extensive discussions, exploring possible avenues for repurposing the courthouse while preserving its historical significance. The Committee sought public feedback and studied and analyzed all comments. This approach ensured that a variety of community perspectives were integrated into the deliberation process, enriching the depth and breadth of the Committee's considerations. The deliberative emphasis ensured that the consensus-building process was transparent, informed, and inclusive, setting a precedent for responsible stewardship of this historic county landmark for generations to come. Ultimately, the Committee's recommendation is intended to serve as a guide for further conversation that reflects both pragmatic aspirations for the future and deep respect for the past.

VIII. Recommendation

The Committee respectfully recommends that Benton County diligently consider for the future use of the historic courthouse to either: maintain “the job” of the historic courthouse as a Government and Civic use type; repurpose the historic courthouse as an Arts, Education, and Cultural use type; or repurpose the historic courthouse as a blend of some proportion of these two use types.

The Government and Civic use envisions public meeting space, Community Reparation and Restorative Justice Programs; Specialty Treatment Court programs such as Drug Treatment, Mental Health Treatment, Veterans Treatment, and Family Treatment; Long-term diversion programs for substance abuse; Alternative Dispute Resolution such as domestic relations, small claims matters, and neighbor-to-neighbor mediation.

The Arts, Culture, and Education use envisions a synergistic combination of an anchor restaurant, incubator spaces (artists, culinary, retail, etc.) and a family-friendly space for all community members.

The Committee further recommends that, prior to re-occupancy of the historic courthouse, Benton County implement seismic stabilizing mitigation measures of the building to, at a minimum, provide for occupant survival and, preferentially, also ensure preservation of the building beyond reasonably anticipated seismic events.

IX. Appendix

Benton County Courthouse Maintenance Review

DLR Market Feasibility Report

Case studies (one-page table)

Fact Sheets (English and Spanish)

Community Input Form

Awareness and Outreach Campaign analytics report

Public input results



Benton County Court House Maintenance Review

Paul Wallsinger, Facilities Manager

March 26, 2022

(Information from PowerPoint Presentation)

- Seismic History
- Time Line

November 15th 2001, Endex Engineering Inc. Seismic Evaluation Report

Evaluated in accordance with FEMA-310, Handbook for the Seismic Evaluation of Buildings

Found the building would not perform to the Life Safety performance Level

“Building performance that includes significant damage to both structural and non-structural components during a design earthquake:

January 29, 2016, Miller Consulting Engineers Inc. Owner Directed Facility Seismic Evaluation

ASCE 41-13 Standard, American Society of Civil Engineers

Did not meet (BPOE-1E) Basic Performance Objective for a 225 year return period

Did not meet (BPOE-2E) Basic Performance Objective for a 975 year return period

Costs:

Endex, \$979,318

Miller Consulting: Basic Protection \$6,737,923, Enhanced Protection \$9,100,891 Limited Risk protection \$10,885,645

OJD Funding Requested Projects

Roof Replacement

Painted, Summer 2010

Proposed replacement 2018, could not source the roofing tiles.

4/16/21 received quote, Fine Metal Roof Tech, to stamp and install the Victorian Roofing, \$100,390.

Estimate to stamped roof and raised seam roof \$350,000

Facility Maintenance Needs

- Exterior Painting
Painted Summer 2010
Painting Quote 2022 Fitzpatrick Painting \$175,000, roof not included
Current cost estimate \$200,000
- Boiler Replacement
No install records???
2021 Quote from Proctor Sales, \$185,000
Current cost estimate \$205,000

- Carpet replacement
Current Carpet wearing at stair treads, no replacement for existing. Have replaced basement, floor floor State Court offices, third floor, and forth floor.
Current cost estimate \$180,000

- Chiller Replacement
Due 2025, 20 year replacement
Cost \$92,134 in 2015
Current Replacement Cost \$175,000

- Elevator Upgrades
No Records of install
Operating system is falling out of date and needs replaced
Key ADA access point
Current upgrade cost \$200,000

- Electrical upgrades
Building does not meet the current electrical needs
Full electrical/internet upgrade recommended
Current upgrade cost \$210,000

Cost of Operation

Monthly

Operational Cost Averages	
Electricity	\$1,300.00
City of Corvallis	\$1,600.00
Natural Gas	\$400.00
Custodial	\$6,400.00
Landscaping	\$250.00
General Maintenance	\$250.00
Elevator Maintenance	\$466.00
	Total \$15,701.00

Benton County

HISTORIC BENTON COUNTY COURTHOUSE

FEASIBILITY STUDY

Version 1: September 2021



TABLE OF CONTENTS

Project Brief/Background	1
Market Analysis	3
Demographic Drivers of Arts Participation	3
Resident Market	6
Nonresident Market	18
Community Engagement	20
Market Analysis Conclusions	21
Competitive Facilities Analysis	23
City of Corvallis Arts & Culture Advisory Board Arts Space Study	23
Gallery & Exhibition Facilities Inventory	23
Performing Arts Facilities Inventory	25
Meeting and Event Facilities Inventory	28
Participatory Program Spaces Inventory	31
Conclusions	33
Assessment of User Demand and Potential Partnerships	35
Potential Facility Uses and Users	35
Potential Partnerships	37
Conclusions	38
Aligning the Courthouse with Long-Term Planning Goals	39
Benton County 2040 Thriving Communities Initiative	39
Imagine Corvallis 2040	39
Conclusions	40
Conclusions and Recommendations	41
Conclusions	41
Recommendations	42
Comparable Examples	44

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1. Project Brief / Background

DLR Group has been retained to complete a market feasibility study to assess opportunities for the Benton County Courthouse's future use as part of the Justice System Improvement Program. The study consists of two phases. This report represents Phase 1, the Needs Assessment, and includes the following research and analysis:

- Resident and Nonresident Market Analysis
- Competitive Facilities Analysis
- User Demand Assessment
- Potential Partnerships
- Recommendations and Conclusions

Upon review and approval of Phase 1 findings and recommendations, the County may elect to pursue Phase 2, Business Planning, which would include development of a potential operating plan along with associated budgets and possible funding sources.

Given the fact that the Courthouse is an identifying feature of Benton County and Corvallis, the County recognizes that a use that is tied to or that benefits the community would be preferred. For this reason, this Feasibility Study will focus on arts, culture, and community-oriented uses.

1.1 Background

This study has been prepared as part of a larger effort related to the Benton County Justice System Improvements Project as summarized below:

In January 2019, Benton County completed Phase I of a three-phase Justice System Improvement (JSI) Program. The Phase I Report, completed by CGL and Greater Oregon Behavioral Health, Inc. (GOBHI), documented the outcomes of a comprehensive criminal justice system assessment and formulated recommendations for an integrated, therapeutic delivery of criminal justice services in Benton County. The assessment activities as documented in the Phase I Report provided "a comprehensive review of the criminal justice system, with the primary purpose of providing a vision for a trusted and accessible system that provides a high degree of safety and confidence."

In February 2020 Benton County initiated Phase II of the JSI Program. The County selected DLR Group to work with the County to translate the criminal justice system vision developed in Phase I into operational and facilities improvement recommendations that may be implemented by the County in future project phases. Pursuant to the Phase II work, the project team will study options, develop recommendations, and provide documentation that will support future facilities project funding requests—including requests for state funding and a potential bond measure. Work also includes feasibility assessments and business plans for new services such as pre-trial services and a crisis resource center.

Phase III would be contingent on passage of a bond, and would include site acquisition, architectural services, and construction of the new facilities.

Additional information on the Justice System Improvement Program can be found at (<https://www.co.benton.or.us/justice>)

As one of the current criminal justice facilities owned by Benton County, the historic Benton County Courthouse is part of the Phase II facility improvement study activities noted above. The options being developed and evaluated identify different concepts and potential locations for the Benton County justice facilities and some of these options would require justice system functions to move out of the historic Courthouse.

Benton County has engaged DLR Group to assist in planning for the future of the historic Courthouse. These efforts consist of developing a preservation plan and completing the feasibility study represented in this report. The preservation plan includes physical assessment of the Courthouse and is intended to outline a framework for maintaining the historic integrity of the building even if the current use changes. The feasibility study is intended to help the County understand options and opportunities that might exist for the Courthouse if it is no longer used as a justice system facility.

It is important to note the following:

- Benton County understands the historic significance of the historic Courthouse and its value to the community. **Demolition of the building is NOT being considered as an option.**
- No decisions have been made regarding the future use of the historic Benton County Courthouse at this time. Whether or not the Courthouse continues to be used by the Benton County Justice system will depend on the results of upcoming public outreach and bond planning.
- Currently, the physical Courthouse building is managed and maintained by Benton County Facilities. If the building changes to a use that is not justice or government related, then it will likely be managed by Benton County Natural Areas and Parks. Natural Areas and Parks currently manage other historic properties owned by the County (Fort Hoskins, Commander's House, Palestine Church).

2. Market Analysis

Using demographic data from Esri, a geographic information system (GIS) mapping and spatial analytics software, as well as findings from the Survey of Public Participation in the Arts, the market analysis will assess market capacity to support arts and cultural programming. This chapter begins with a review of broader forces and trends impacting the sector before looking more closely at specific demographic drivers (such as educational attainment and household income). It then considers the characteristics of the market's nonresident visitors, or tourists, and their potential as cultural or heritage tourists. Finally, the planning effort has included a stakeholder engagement component, which will be summarized further below.

2.1 The Demographic Drivers of Arts Participation

It has been over a year since arts and cultural organizations and facilities around the country and across the globe were forced to close due to the COVID-19 pandemic. While there is robust data on arts participation from the pre-COVID era, most traditional patterns of participation have been disrupted. Though it is naïve to assume that post-COVID audiences will be radically different and unrecognizable in how they attend and participate in the arts, it is equally naïve to assume there will be no change in their behaviors at all and that it will be business as normal once our arts venues and cultural centers are fully operational. For that reason, our review of the various drivers of arts participation has been organized into two sections: the first is focused on our pre-COVID understanding of the sector and the latter on our post-COVID expectations.

Pre-Covid Understanding

Since 1982, the National Endowment for the Arts (NEA), the Federal government's independent agency for funding and supporting arts and culture in the United States, has periodically partnered with the U.S. Census Bureau to conduct the Survey of Public Participation in the Arts (SPPA). Most recently completed in 2017, the SPPA asks U.S. Americans aged 18 and over to report their level of participation in the arts in the 12 months preceding the survey. The resulting data has enabled the NEA to assess long-term trends in arts participation, particularly within the visual, performing, and literary arts.

In 2019, the NEA released initial findings from the 2017 SPPA. Focused specifically on the rates at which U.S. adults attended performing and visual arts events, as well as read literature, the research suggests that participation in the arts between 2012 and 2017 grew, with more than 54% of U.S. adults attending an artistic, creative, or cultural activity in the 12 months prior to the 2017 SPPA. Data from the survey is shown in the table below, suggesting that the most growth occurred in "Touring parks, monuments, buildings, or neighborhoods for historic or design value" and "Outdoor performing arts festivals." Classical music, in the performing arts events category, was the only discipline in which attendance declined.

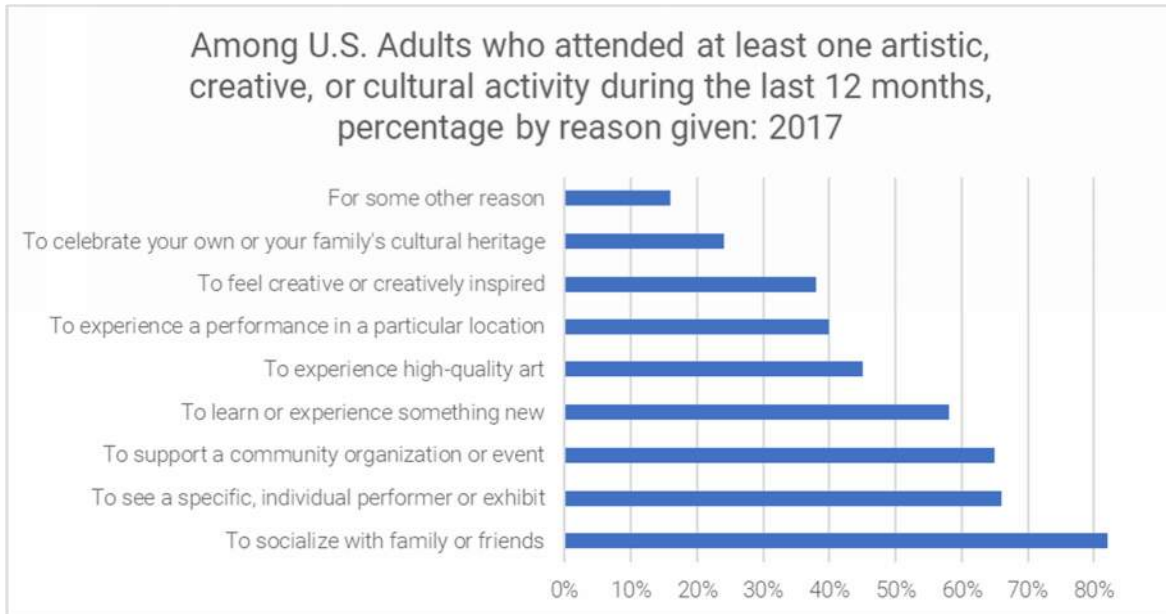
Percent of Adults Attending Visual and Performing Arts Activities in the Past 12 Months						
	2002	2008	2012	2017	2012-2017	
					Percentage point change	Rate of change
Touring parks, monuments, buildings, or neighborhoods for historic or design value	31.6%	24.9%	23.9%	28.3%	4.4%	18.4%
Outdoor performing arts festivals	N/A	20.8%	20.8%	24.2%	3.4%	16.3%
Art museums/galleries	26.5%	22.7%	21.0%	23.7%	2.7%	12.9%
Performing arts events						
Musical plays	17.1%	16.7%	15.2%	16.5%	1.3%	8.6%
Non-musical plays	12.3%	9.4%	8.3%	9.4%	1.1%	13.3%
Classical music	11.6%	9.3%	8.8%	8.6%	-0.2%	-2.3%
Jazz music	10.8%	7.8%	8.1%	8.6%	0.5%	6.2%
Dance performances other than ballet	6.3%	5.2%	5.6%	6.3%	0.7%	12.5%
Latin, Spanish, or salsa music	N/A	4.9%	5.1%	5.9%	0.8%	15.7%
Ballet performances	3.9%	2.9%	2.7%	3.1%	0.4%	14.8%
Opera	3.2%	2.1%	2.1%	2.2%	0.1%	4.8%

Source: U.S. Trends in Arts Attendance and Literary Reading: 2002-2017, A First Look at Results from the 2017 Survey of Public Participation in the Arts (September 2018)

Additional survey data suggests that growth in participation is due, in part, to increased participation by African Americans, Asian Americans, and those between the ages of 25 and 54. Other study findings suggest the following:

- **Age has little bearing on likeliness to attend the arts but does impact the type of arts activities that are attended.** That said, young adults (those between the ages of 18 and 24) generally attend arts activities at higher rates than older adults and are more likely to attend a live music performance, fair, or festival than adults aged 45 and older.
- Notably, **educational attainment is the number one indicator of propensity to attend traditional arts and cultural activities (opera, ballet, theater, classical music):** 75% of U.S. adults with a Graduate degree attended an artistic, creative, or cultural activity over a period of 12 months compared to 41% of U.S. adults who had only graduated high school.
- **Forty-nine percent (49%) of U.S. adults indicated that they attended an artistic, creative, or cultural activity one or two times a year;** 30% indicated that they attended an artistic, creative, or cultural activity at least three or four times a year, but not every month.
- When asked where they had participated in an artistic, creative, or cultural activity, **63% of U.S. adults indicated that they had attended at a theater, concert hall, or auditorium and 60% indicated that they had attended at a park or open-air facility** (between 20 and 23 percentage points higher than the next venue type: restaurant, bar, nightclub, or coffee shop).

For the first time, the 2017 SPPA allowed adults who attended arts events to report why they did so. The findings are shown in the chart below. Notably, the number one reason was to socialize with family or friends. This finding is reflected in the 2015 report, “When Going Gets Tough: Barriers and Motivations Affecting Arts Attendance” (NEA Research Report #59, January 2015), in which 76% of attendees to performances mentioned socializing as a top reason for attending an event.



NOTE: Respondents could answer ‘Yes’ to one or more reasons. Artistic, creative, and cultural activities include fairs or festivals that featured crafts, visual arts, or performing artists such as musicians, singers, dancers, or actors; art exhibits, such as paintings, sculpture, pottery, photography, or digital art; live music performances; live plays or musicals; live dance performances; events featuring a poet or writer; and other kinds of live performances. **Source:** National Endowment for the Arts, 2017 Survey of Public Participation in the Arts (SPPA), Core 2.

The full SPPA report, as well as the preliminary summary of findings, can be found at these links:

[U.S. Trends in Arts Attendance and Literary Reading: 2002-2017](#)

[U.S. Patterns of Arts Participation: A Full Report from the 2017 Survey of Public Participation in the Arts](#)

Further data and research from entities like the National Endowment for the Arts, Createquity, SMU | DataArts, and others have shown increased interest in direct and active participation in the arts: more people are actively engaged in the creative process, whether that means going to a dance class, filming videos or taking photos on their smart phones, growing gardens, or painting in their garage. Data also suggest that minority and culturally specific populations tend to participate in arts and cultural activities at higher rates than White audiences, but that their participation often takes place within informal arts settings, like community centers and church basements or at home.

The Expected Impacts of COVID-19 on Arts and Cultural Facilities

The COVID-19 pandemic has impacted how we think about building design and operations. It has also impacted how operators and audiences interact with facilities and with each other. DLR Group recently published Pathways to (Re)Opening Night, a resource guide for cultural and performing arts managers that presents opportunities and considerations for the reopening of performance venues. That guide can be found here: engage.dlrgroup.com/pathways-to-reopening

Beyond the physical, research organizations like SMU | DataArts, TRG Arts, Know Your Own Bone / Impacts Experience, and others have been closely tracking the organizational impacts of COVID-19 and modeling attendance and market expectations. This data suggests a near-term preference for exhibit-based and outdoor cultural events and institutions, those that allow for easy social distancing, self-determined duration of time, freedom of movement, and flexibility on how (and when) one enters or exits a space.

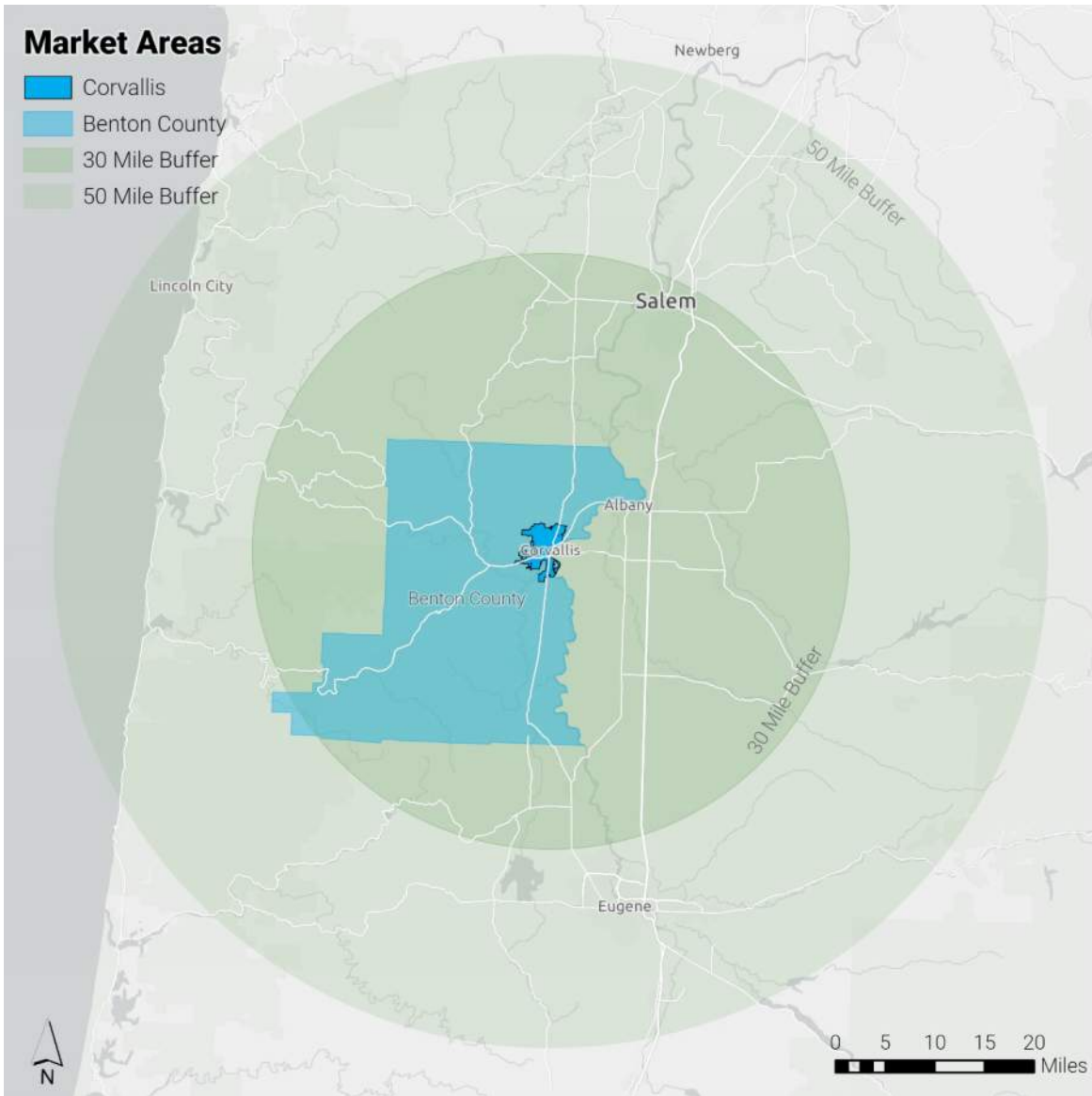
2.2 The Resident Market

The findings of the Survey of Public Participation in the Arts allow us to make some assumptions about propensity to support the arts in a market based on population size, educational attainment, household income, and so on. Before that can be done, however, it is necessary to define the market.

Based on conversations with Benton County leadership, DLR Group has defined four market segments:

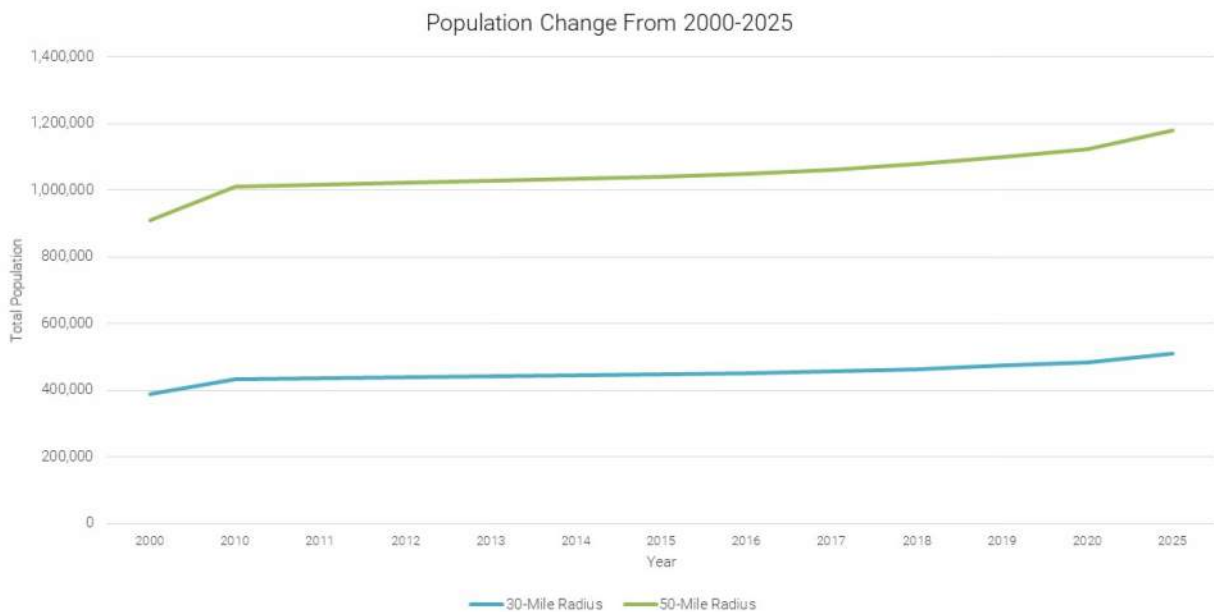
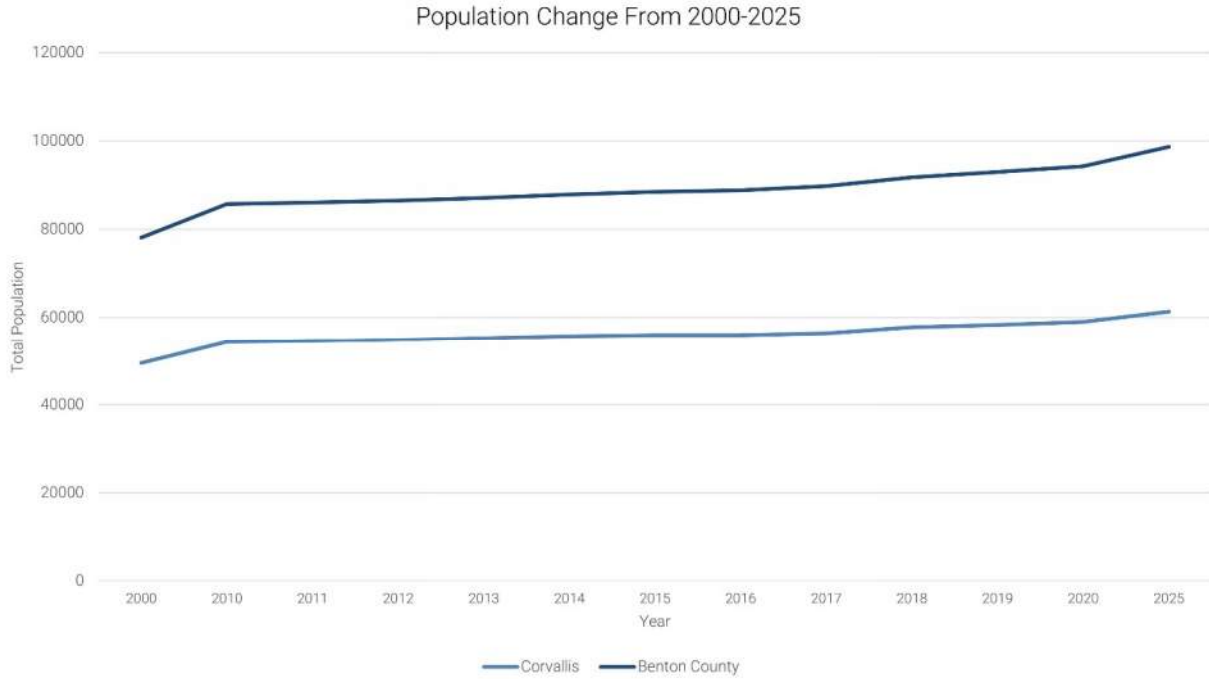
1. The City of Corvallis
2. Benton County
3. The population within a 30-mile radius of the Courthouse
4. The population within a 50-mile radius of the Courthouse

Each of these market segments can be seen on the map below.



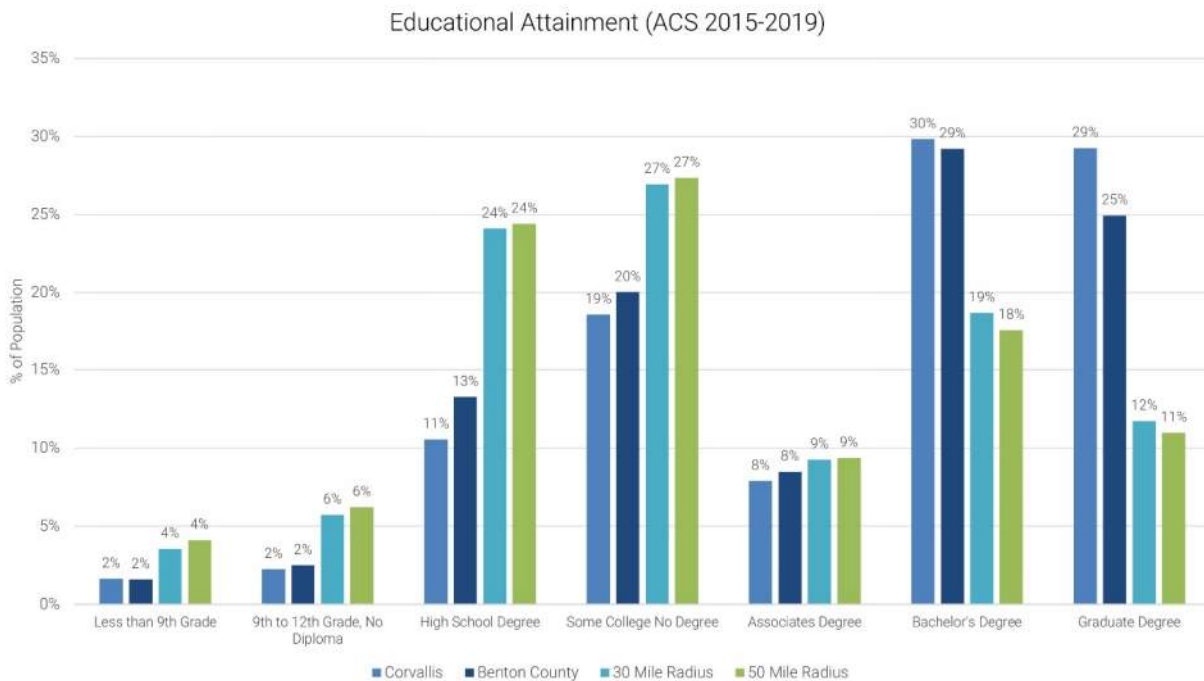
Data collected for each market segment suggest the following:

The population is slowly but steadily growing. Across all market segments, the population has slowly but steadily grown over the previous two decades. It is expected to continue on this trajectory, with a slight increase in projected rate of growth between 2020 and 2025.

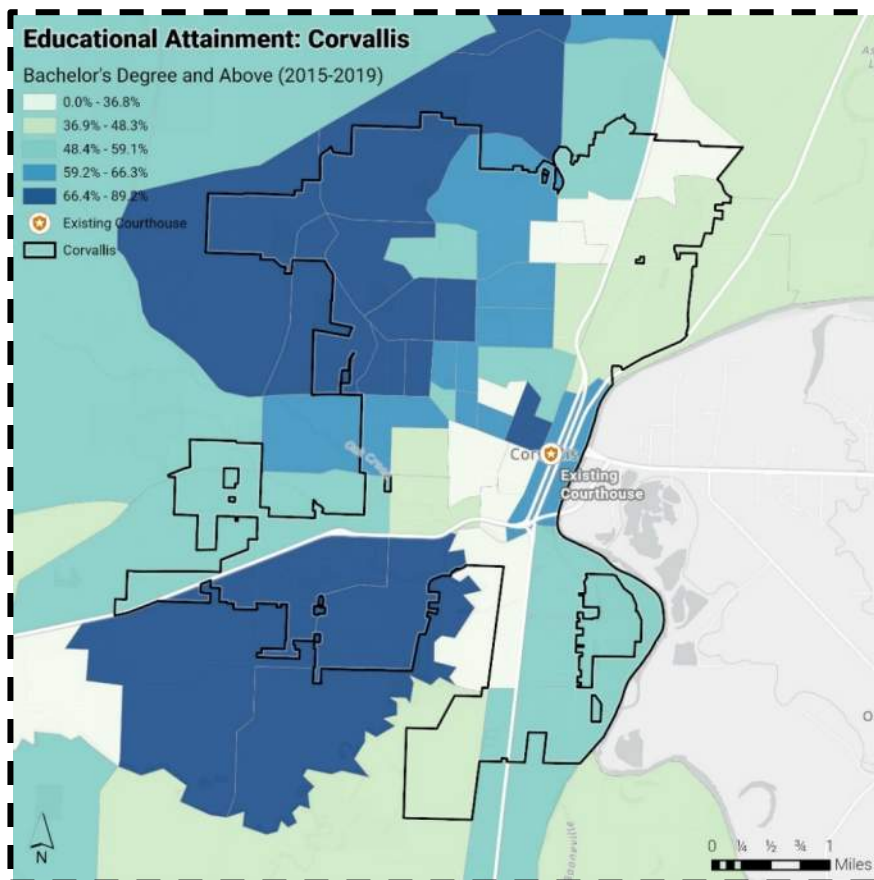
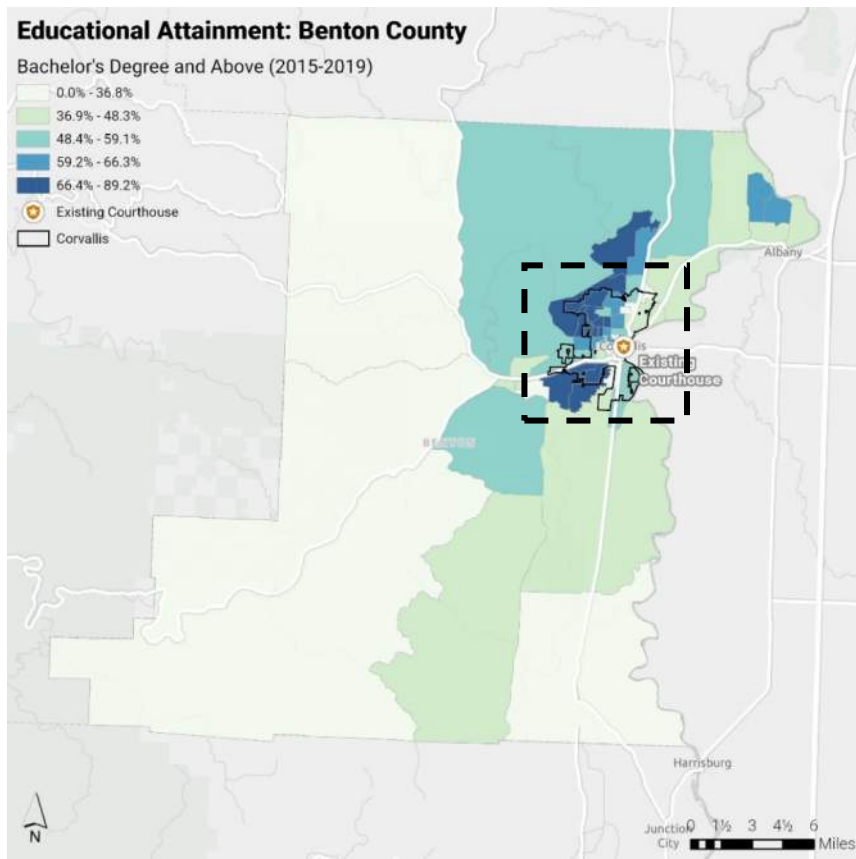


There are varying levels of educational attainment. Corvallis and Benton County have high levels of educational attainment, likely due to the presence of Oregon State University (OSU). In Corvallis, 30% of the population has a Bachelor’s Degree and an additional 29% have a Graduate Degree. In the County, 29% of the population has a Bachelor’s Degree and an additional 25% have a Graduate Degree.

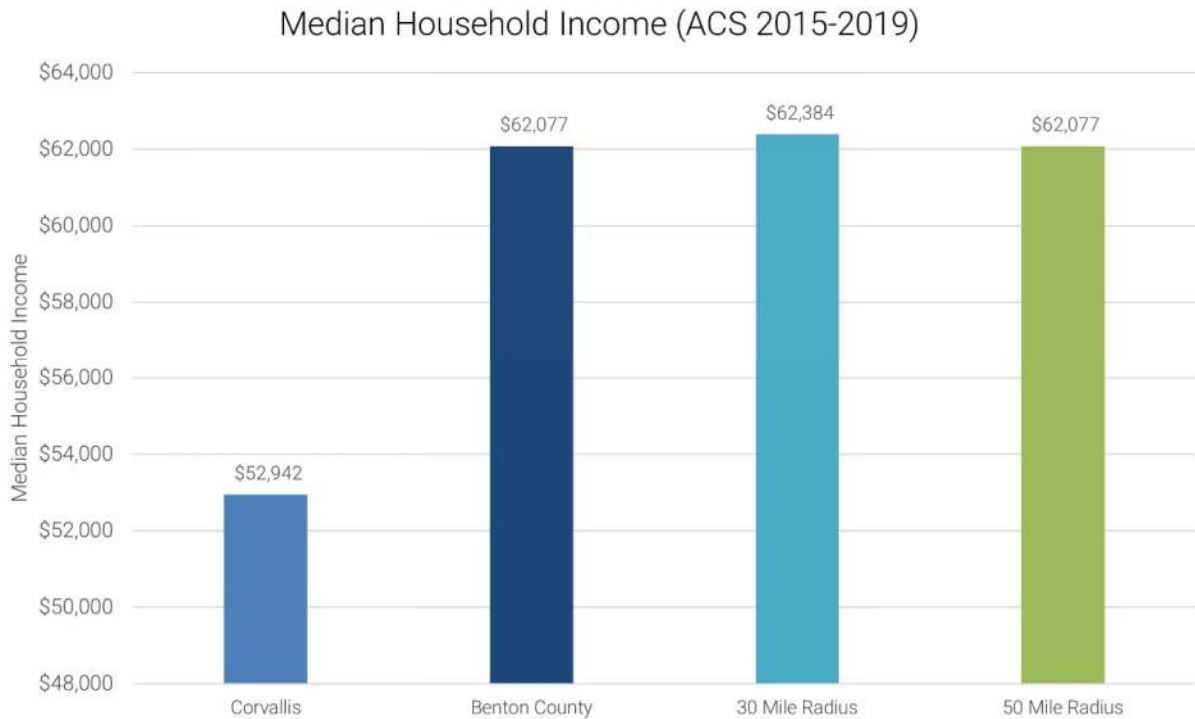
Regionally, educational attainment is much lower. In the 30-mile Radius, 19% of the population has a Bachelor’s Degree and 12% a Graduate Degree. In the 50-mile Radius, 18% of the population has a Bachelor’s Degree and 11% has a Graduate Degree. In both radii, 24% of the populations have a High School Degree and an additional 27% have ‘Some College, No Degree’. These are higher percentages than in either Corvallis or Benton County.



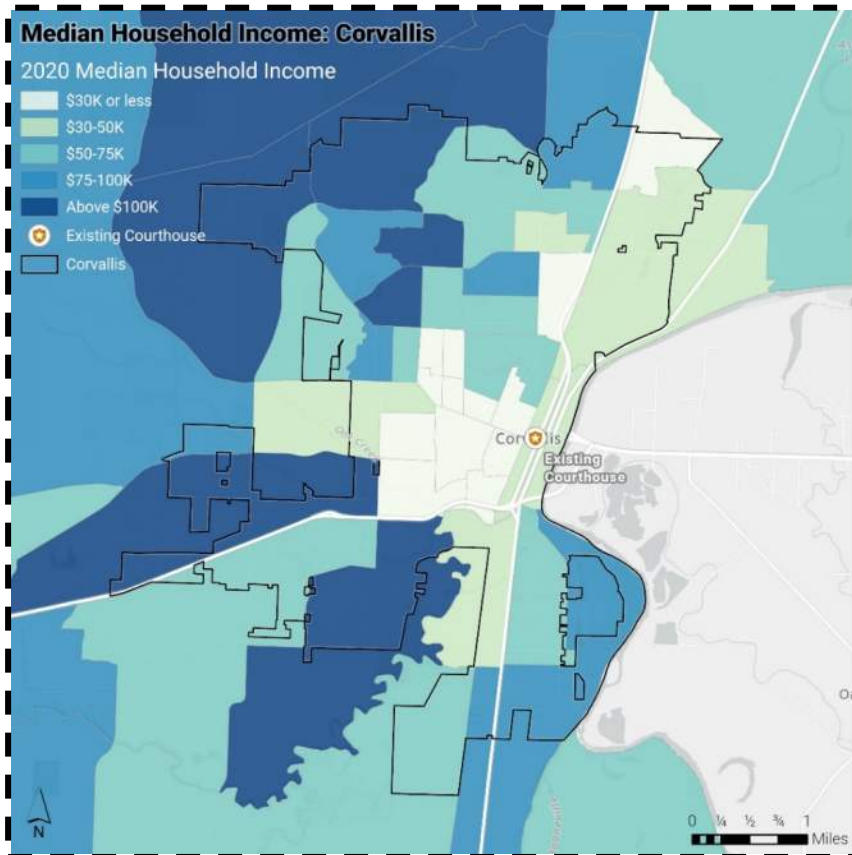
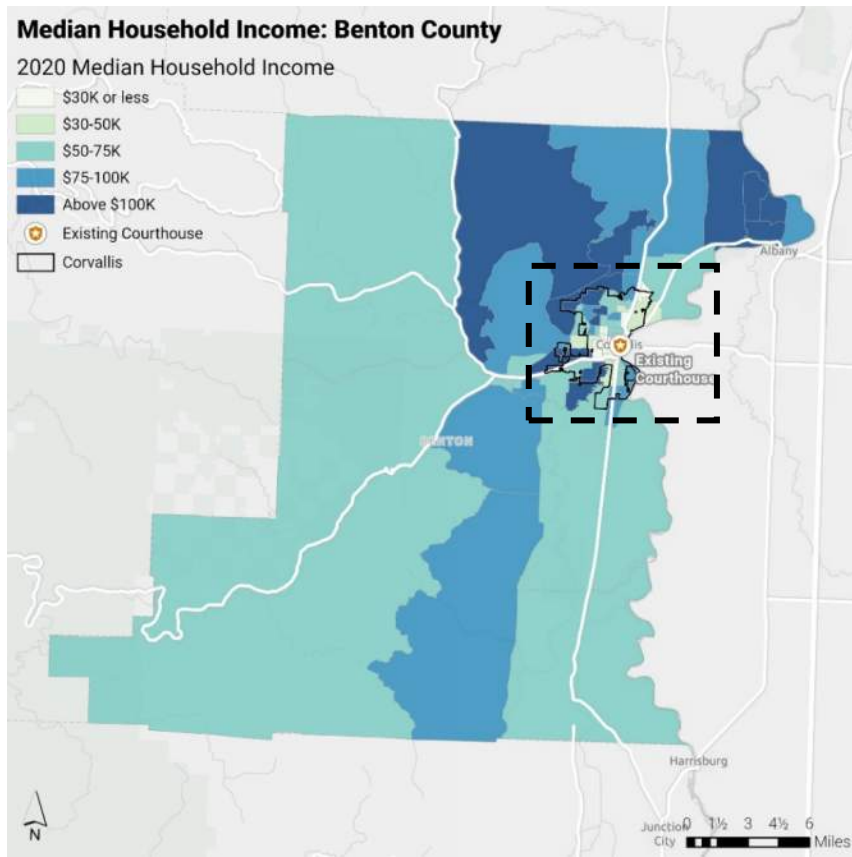
These numbers are further explored for Corvallis and Benton County in the maps below, which show the percent of the population with a Bachelor’s Degree and above by Census Tract. The maps suggest that educational attainment decreases as one moves away from Corvallis and deeper into Benton County.



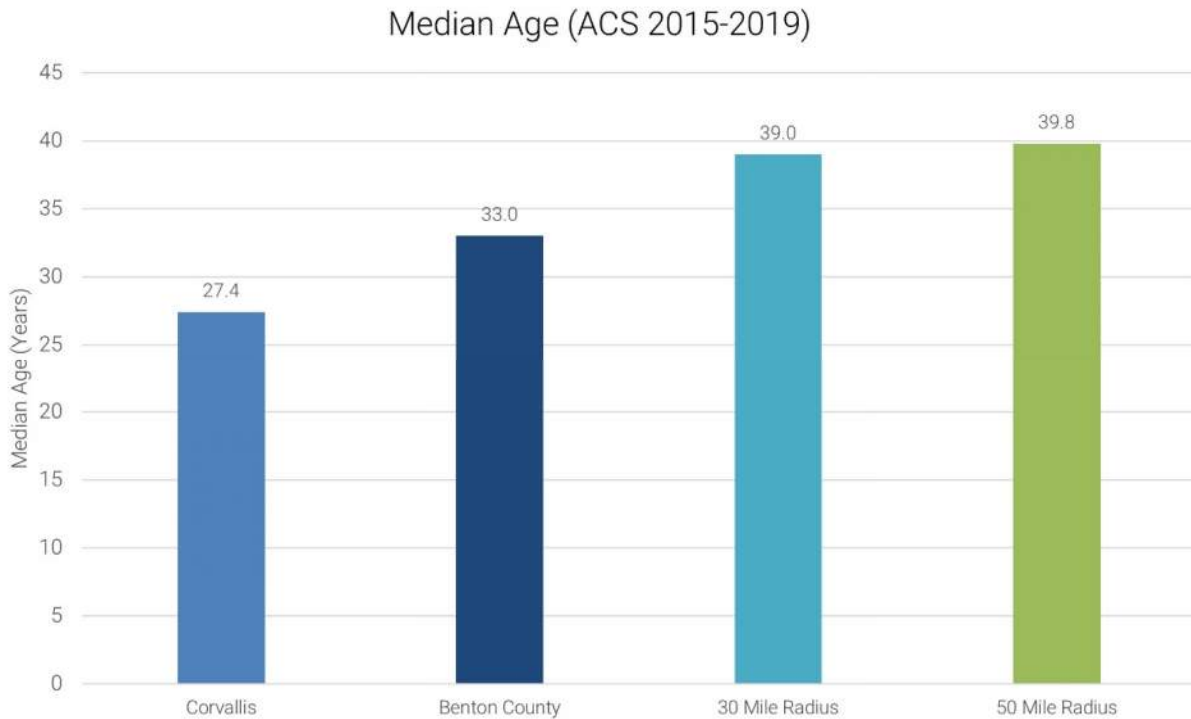
There is little variance in Median Household Income (MHI) between market segments. In Benton County, the 30-mile Radius, and the 50-mile Radius, MHI is estimated around \$62,000. This is just slightly below MHI for the United States, which is estimated at \$65,712. At \$53,000, MHI in Corvallis is nearly \$10,000 less than in the benchmark market segments. Additional data from the Benton County Health Improvement Plan indicates that Benton County has the highest income inequality in the State of Oregon and is in the top five percent (5%) of counties in the United States ([Benton County Community Health Improvement Planning, January 5, 2018](#)).



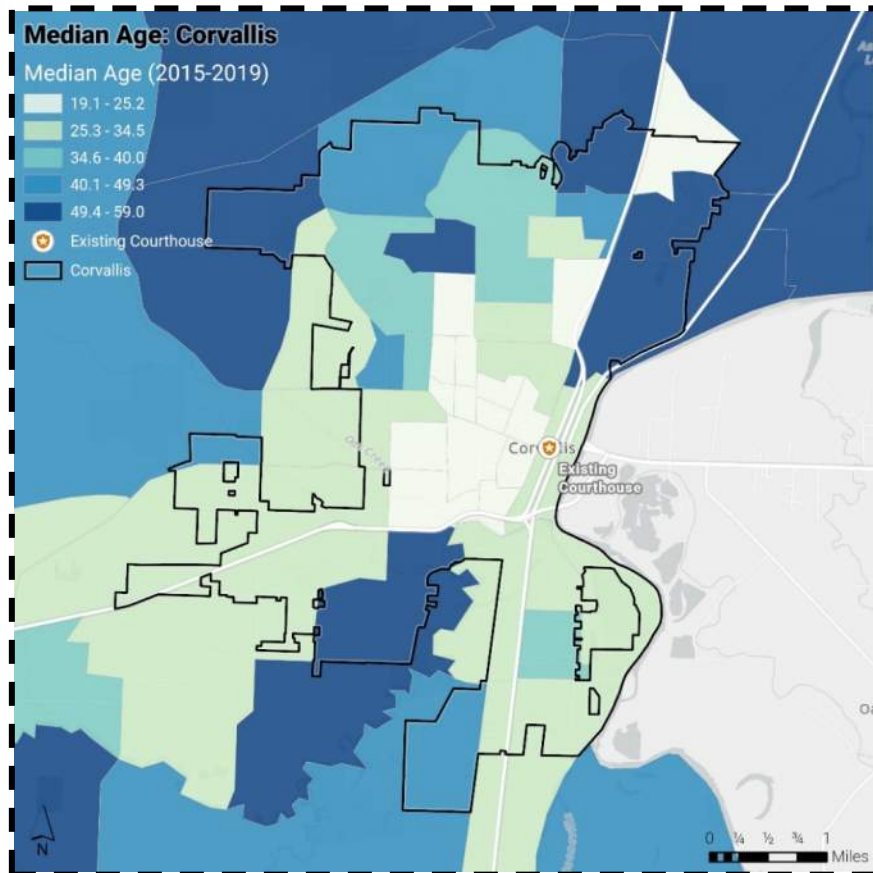
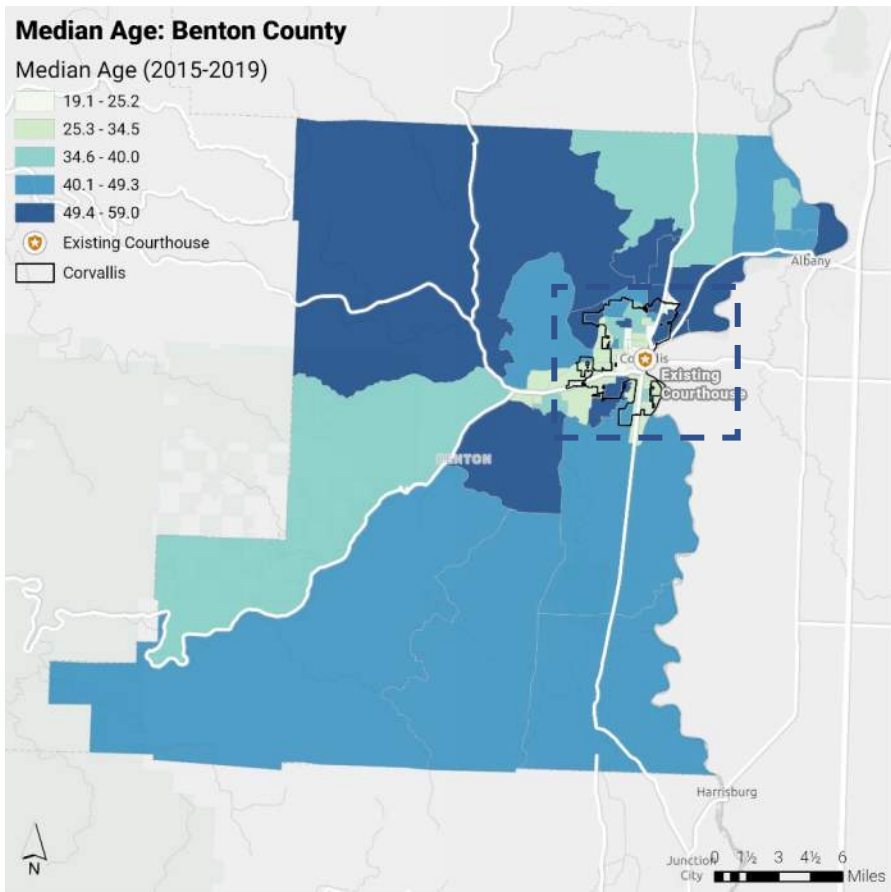
MHI is visualized in the maps below, again by Census Tract. Notably, the lowest levels of MHI are concentrated in the Corvallis core.



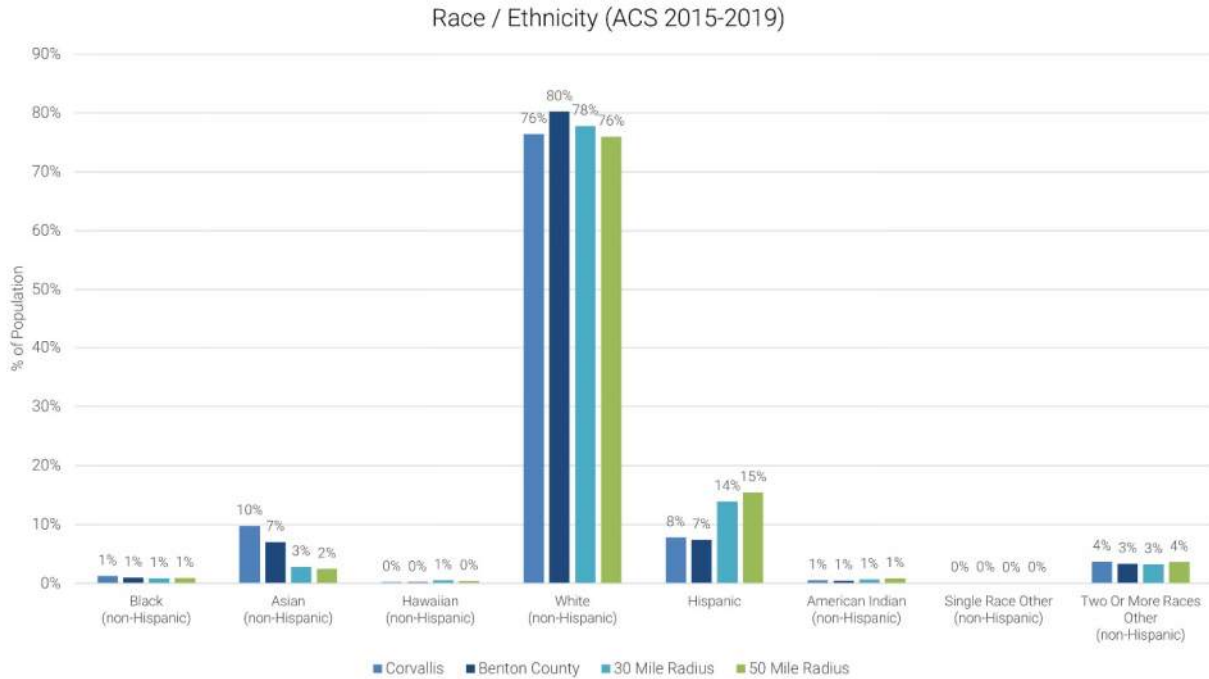
Corvallis and Benton County skew younger than the radii. In Corvallis, the median age is 27.4. In Benton County, it is 33.0. These are both younger than the median age in the United States, which is 38.5, and in the radii, where the median ages are 39 (30-mile Radius) and 39.8 (50-mile Radius).



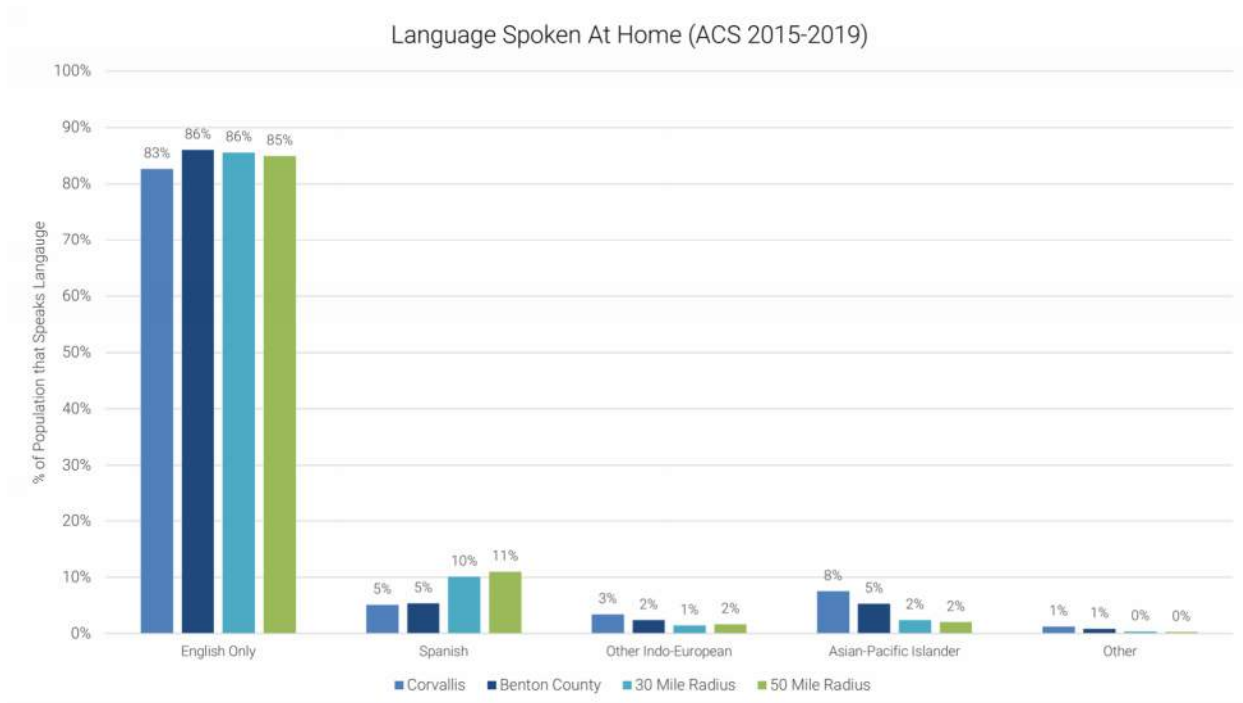
Looking by Census Tract, Benton County is youngest in and around Corvallis and oldest to the north and south of the city. Once again, this is likely due to the presence of OSU.



There is a majority White (non-Hispanic) population. Across market segments, between 76% and 80% of the population identifies as White (non-Hispanic). There are, however, significant Asian, Hispanic, and ‘Two or more Races / Other’ populations. In the 30- and 50-mile Radii, for example, 14% and 15% of the populations, respectively, identify as Hispanic.

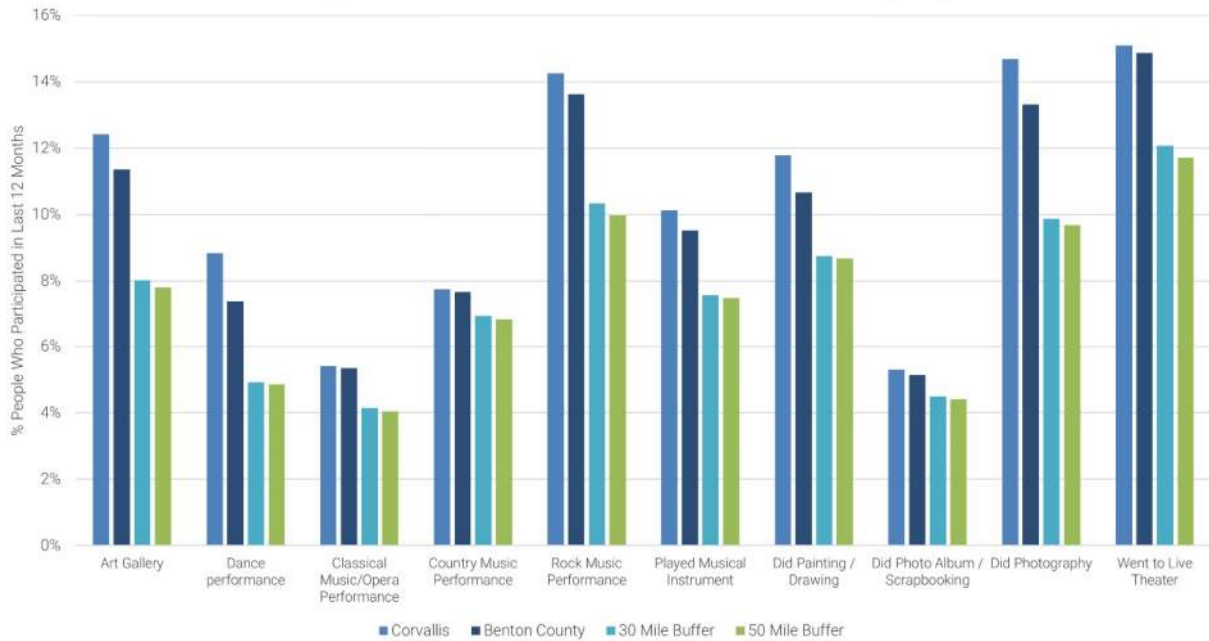


This diversity is reflected linguistically, as well. While the majority of households speak English at home, 10% to 11% of the 30- and 50-mile Radii populations speak Spanish and between 5% and 8% of the Corvallis and Benton County populations speak an Asian-Pacific Islander language. According to leadership at Corvallis School District, more than 50 languages are spoken by the district’s 6,700 students.



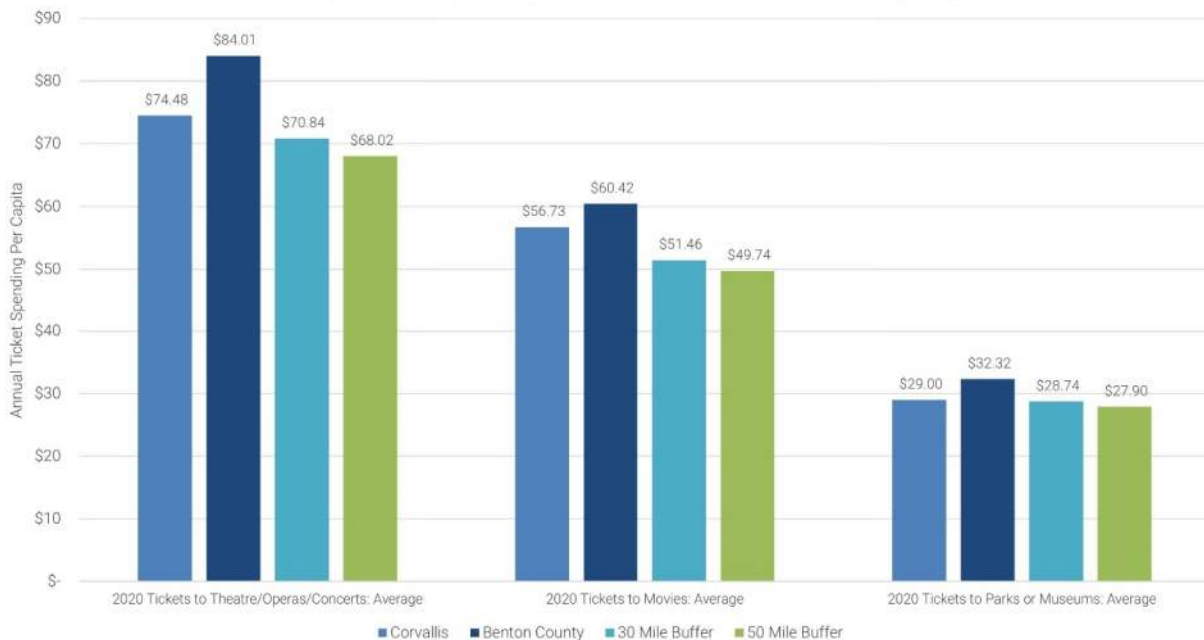
Arts attendance and spending varies by event type and market segment. This data is based on the Bureau of Labor Statistics’ 2017 and 2018 Consumer Expenditure Surveys (the latest available), which Esri uses to estimate consumer spending with its 2020 Updated Demographics and its market segmentation system. The data was not adjusted for COVID-19 and, therefore, is an estimate of what arts attendance and spending may have looked like had COVID-19 not happened. It suggests that between 13% and 15% of the Corvallis and Benton County populations would have attended a Rock Music Performance or Live Theater or practiced photography. Painting/Drawing and visiting an Art Gallery would have been done by between 10% and 12% of the Corvallis/Benton County populations. In the radii, estimated arts and cultural participation followed a similar trend but at slightly lower percentage amounts.

Participation in Arts & Culture Activities in Last 12 Months (2020)



When it comes to per capita ticket spending estimates for arts and culture, the data suggests limited spending. For tickets to the Theatre/Operas/Concerts, Benton County is estimated to have the highest spending, at \$84.01 spent annually. Corvallis lags just slightly behind at \$74.48. In the radii, this number drops to \$70.84 in the 30-mile Radius and \$68.02 in the 50-mile Radius. The least is estimated to be spent on Parks or Museums, where average per capita spending varies from \$27.90 (50-mile Radius) to \$32.32 (Benton County).

Per Capita Ticket Spending in Arts & Culture Related Venues (2020)



Oregon State University is a major presence. With its more than 32,000 enrolled students, OSU is a major presence in the market. According to data from the OSU Office of Institutional Research, 67% of OSU students attend full-time and 83% are enrolled as Undergraduates. Twenty-eight percent (28%) identify as Students of Color and 9% are international.

2.3 The Nonresident Market

The non-resident market analysis focuses on those that might spend time in Benton County without living there full-time and assesses the opportunity for the repurposed Courthouse to attract cultural tourists. The United Nations World Tourism Organization defines cultural tourism as:

“a type of tourism activity in which the visitor’s essential motivation is to learn, discover, experience and consume the tangible and intangible cultural attractions/products in a tourism destination. These attractions/products relate to an asset of distinctive material, intellectual, spiritual and emotional features of a society that encompasses arts and architecture, historical and cultural heritage, culinary heritage, literature, music, creative industries and living cultures with their lifestyles, value systems, beliefs and traditions” (Source: UN World Trade Organization [Tourism and Culture](#)).

Cultural tourists are an important piece of the tourism industry, as data suggests they spend more in a destination, stay longer, and travel more frequently than other traveler types.

That said, tourism has been deeply impacted by the COVID-19 pandemic. A preliminary assessment of the 2020 economic impacts of travel in Oregon suggests that, in the Willamette Valley, there was a -49.3% change in direct tourism spending in 2020 compared to 2019. In Benton County specifically, visitorship dropped by 44% between 2019 and 2020 and travel spending declined by 55%. (All data is from [The Economic Impact of Travel in Oregon: 2020 Preliminary report](#) prepared by Dean Runyan Associates in April 2021.) While the rate of recovery is yet to be told, the Oregon Tourism Commission recently approved a \$4.5 million budget modification to Travel Oregon’s 2019-2021 biennial budget to be used for a series of aid and economic recovery driven investments ([Travel Oregon Economic Recovery Efforts](#)).

Data collected pre-COVID, however, does give some sense of who has historically visited Benton County and the Willamette Valley and how they have spent their time.

[Profile of Wine Tourists to Willamette Valley, January 2019](#): This report, completed by Destination Analysts, Inc. on behalf of the Willamette Valley Wineries Association aimed to develop an understanding of wine tourists to the Willamette Valley and garner insights about the Willamette Valley destination brand. It found that Willamette Valley wine tourists are nearly evenly split between males and females, have an average age of 51.5 years, and are married with adult children. These visitors are highly educated and affluent, with an annual household income of \$113,435, and overwhelmingly identify as White (85.5% of wine tourists). As part of the study, participants were asked to identify the additional activities they had participated in while visiting the Willamette Valley. “Older travelers were more

likely to have visited museums and historical attractions during their time in the area while younger travelers were more likely to visit a cannabis dispensary, participate in water-based outdoor recreation and go to bars. Additionally, higher income visitors were more likely to visit a spa, go on a winery tour and attend a business convention. Meanwhile lower income visitors were more likely to camp, visit a farm, see a live musical performance or go to a casino” (page 22).

Longwoods International: Oregon 2017 Regional Visitor Report Willamette Valley Region:

This report estimates 2017 overnight visitor volume and travel expenditures for the State of Oregon and the Willamette Valley Region. It cautions that the overall sample size for the study was low and that data for the Willamette Valley Region should be interpreted with caution. Overall, it suggests that 5.5 million visitors spent time in the Willamette Valley in 2017. Of those 50% were visiting friends/relatives. Nearly half of all visitors were travelling to the Willamette Valley from within Oregon.

Shopping was the number one activity that visitors engaged in (37% of visitors), followed by visiting a National/State Park (28% of visitors), landmark/historic site (27% of visitors), or a museum (18% of visitors). Three percent (3%) of visitors attended the theater or a rock/pop concert. Compared to the visitor profile established for wine tourists, the Longwoods study found that a slightly higher percentage of Willamette Valley visitors identify as female (55%). They tend to skew slightly younger (average age is 48.7) and, while they are educated (34% had a college degree and 22% had a post-graduate degree), average household income is \$64,560—much lower than the average household income for a wine tourist. Again, the study found that visitors to the Willamette Valley are predominately White (non-Hispanic).

The recent **Visit Corvallis Visitor Profile and Attitude Research Report** provides further perspective on who visits Corvallis. Conducted in two phases (Phase 1 launched in April 2020 and Phase 2 launched in August 2020), and completed by DCG Research / Dennett Consulting, a few things stand out in the study:

- Outside of being a college town, Corvallis’s appeal is not always clear to visitors.
- The majority of Corvallis visitors travel from California, Oregon, and Washington (28% of all participants). New York and Texas residents represent 4% of visitors.
- The city’s brand image is strongly connected to OSU, hiking and visiting the outdoors, and wineries.
- Visitors to Corvallis enjoy the Downtown, hiking, shopping, and dining.
- While many survey respondents associated Corvallis with OSU, only four out of 10 spent time at OSU on their last visit.
- Thirty-five percent (35%) of survey respondents were visiting friends or relatives and 66% indicated they had traveled for a leisure trip.
- Couples and people traveling with various family members / relatives are Corvallis’s primary visitors. Their basic demographics are college educated, middle class, over the age of 45, and married.

- When asked how familiar they were with Corvallis activities and attractions, 12% indicated being extremely or very familiar with Arts and Culture (Museums, galleries, historic sites, etc.) and 42% indicated they were not familiar at all.

Phase 2 of the study surveyed consumers in California, Washington, and Oregon—the three states identified as top Corvallis visitor markets. Of those respondents:

- Forty-seven percent (47%) of California respondents and 22% of Washington respondents had no familiarity with Corvallis
- The top five words respondents associated with Corvallis, unprompted, were OSU Beavers, Beautiful, Small, Nice, and Fun.
- The top five words respondents associated with Corvallis when asked to choose from a list included College town, relaxed and friendly, outdoorsy and scenic, family friendly, affordable, and historic.
- When asked to pick from a list of nine activities and attractions, survey respondents believed that OSU, outdoor activities, events, farms/ranches/markets, and libations were the most well-known to the general public.

Finally, while tourism throughout the Willamette Valley and the state is closely associated with outdoor recreation and adventure, leadership at Visit Corvallis expressed interest in investing in heritage tourism and the Corvallis downtown. The Courthouse is already a frequent photo stop for visitors. The trick then is in identifying the programmatic element (or elements) that will entice them inside.

2.4 Community Engagement

As part of the study process, DLR Group interviewed 35 stakeholders, including City of Corvallis and Benton County representatives; economic, community, and tourism development leaders; arts and cultural program providers and organizations; educators; community and service organizations; and more. The list of stakeholders was developed in partnership with Benton County, and participating individuals were invited to recommend additional interviewees. All interviews were confidential and completed over the phone. Key findings and themes are as follows:

- The Courthouse is an icon in the community, but many have never been inside.
- Seismic vulnerability is a huge concern. Despite the perception that the Courthouse is unsafe, there is worry about the estimated cost of seismic upgrades. Whatever use the Courthouse serves, the value of that use should match the cost of the upgrades.
- Members of the preservation community expressed their belief that the building needs to be owned and operated by the County as a courthouse or at least a government building. There is concern that other proposed uses will not be financially sustainable and that the building will fall into disrepair and/or ultimately be demolished. There is also concern that it might be sold to a private entity, who will not be a responsible steward of the building.

- The Courthouse has long been a gathering place for protests, marches, and demonstrations. Many people valued that history as a place where citizens could assemble and make their voices heard.
- There is a strong feeling that the Courthouse should be accessible to all members of the community regardless of race, ethnicity, age, language, income level, education level, etc. and that there should be an effort to provide diverse programming.
- There is strong interest in EDI and how the facility can serve, represent, and build community. Multiple stakeholders mentioned the idea of a center focused on justice work.
- Homelessness was cited as one of the most critical issues facing downtown. Stakeholders mentioned ideas about making a consolidated headquarters for providing social services, or at least providing space for job training programs.
- Meeting space is in high demand, especially affordable meeting space. Benton County and Corvallis citizens are typically very engaged and active in their communities. Several people noted that meetings are usually well attended.
- Medium sized performance venue space is in demand as is rehearsal space and space to give lessons. School auditorium spaces sometimes fill this need, but availability is often an issue.
- Many nonprofit organizations noted a need for affordable office space. The Confluence project was cited as a new collective hub that will house several sustainability oriented nonprofit offices with shared spaces. It will also be a centralized place where people interested in sustainability and ecology can go to connect with organizations.
- Some people noted that the Courthouse's history as a justice facility might carry negative connotations for some groups. It was also noted that the architectural style does not necessarily represent or resonate with all cultures. Consideration should be taken as to how the facility could be more reflective of the community, perhaps through integration of art and interpretive displays.
- The OSU / Corvallis relationship could use improvement.
- Downtown development / vitality is a priority.
- Corvallis is a community of innovation and creativity—this should be reflected in the Courthouse.

2.5 Market Analysis Conclusions

Based on the above data and research, we can make the following conclusions about the market:

- Our pre-COVID understanding of the demographic drivers of arts participation indicates that educational attainment is the number one indicator of propensity to support traditional forms of arts and culture, like ballet, opera, theater, and classical music. We also know that most U.S. adults attend an artistic, creative, or cultural activity one or two times a year and that attendance in informal settings is nearly as high as attendance in

more formal settings like theaters and concert halls. A primary driver for attending arts and culture is the opportunity to socialize with family and friends.

- Demographic data, and particularly data related to educational attainment, suggests propensity for the market to support a mix of formal and informal arts and cultural offerings. Such offerings might range from a symphony performance at OSU to a devised theater piece in a repurposed Downtown storefront to an outdoor festival of arts and traditional crafts. The need for diverse and varied programming is further supported by variances in age and race, which suggest opportunities for social, family-oriented, and multigenerational programs as well as those that may be culturally or ethnically specific and representative.
- Median Household Income, County, and Per Capita Ticket Spending data indicate limitations on disposable income, suggesting a need for affordable program offerings.
- OSU is a significant presence in the market. In planning for the future of the Courthouse, care should be taken to consider whether and if there are opportunities for increased OSU / Downtown connectivity and, if so, the shape that should begin to take.
- As a tourism destination, Corvallis is associated with OSU, outdoor recreation / adventure, and wineries. There is minimal cultural or heritage tourism, although there is potential to develop this demographic. The Courthouse is already a frequent photo stop for visitors. Tied with the new Corvallis Museum, Majestic and Whiteside Theatres, and OSU, it could play a role in developing that segment of the tourism market further.

3. Competitive Facilities Analysis

Understanding future opportunities for the Courthouse relies, in part, on understanding the assets that already exist in the market. To assess the competitive landscape for a repurposed Courthouse, DLR Group reviewed the 2019 Arts Space Study created by the City of Corvallis Arts & Culture Advisory Board in addition to building and mapping four asset inventories:

- Gallery & Exhibition Facilities Inventory
- Performing Arts Facilities Inventory
- Participatory Program Spaces Inventory
- Community Meeting & Event Facilities Inventory

A summary of the Arts Space Study and an analysis and explanation of each inventory is included below. For each inventory, facilities in Benton County and Albany were considered.

3.1 City of Corvallis Arts & Culture Advisory Board Arts Space Study

The Arts & Culture Advisory Board (ACAB) was formed in 2010 to advise the Corvallis City Council on arts and culture-related matters. In response to Imagine Corvallis 2040, the City's vision and action plan, and Benton County's own strategic visioning process, ACAB embarked on a study to better understand the space needs of the Corvallis and surrounding arts and cultural communities in 2019. Findings suggested that there are many under-utilized facilities in the market that are inaccessible to most artists / performers. Facilities-related recommendations included:

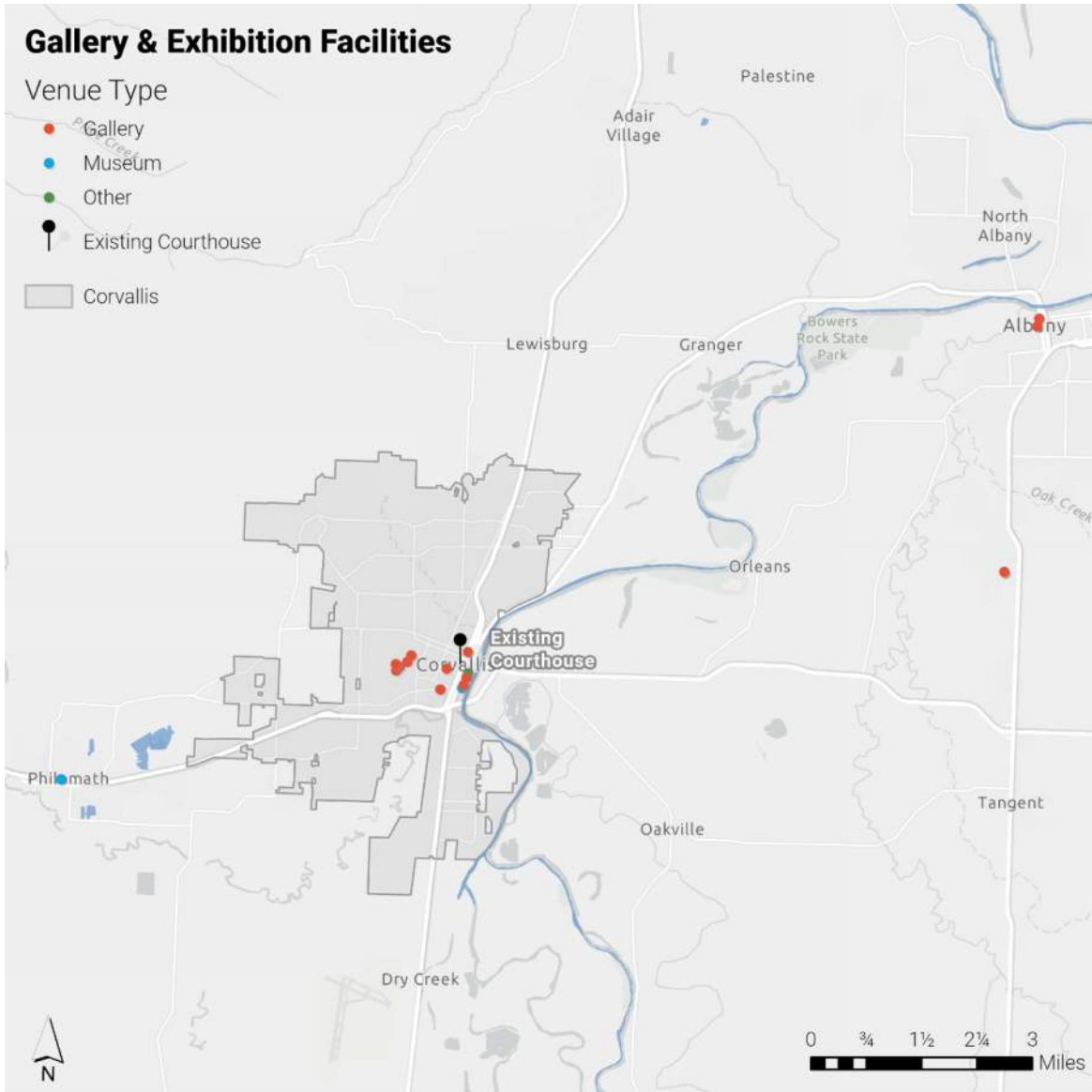
1. Improve coordination of access to existing art and culture venues, studios, and maker spaces to optimize the effective utilization of current facilities.
2. Create an arts district downtown, setting up Corvallis and Benton County as a 'Creative Destination.'

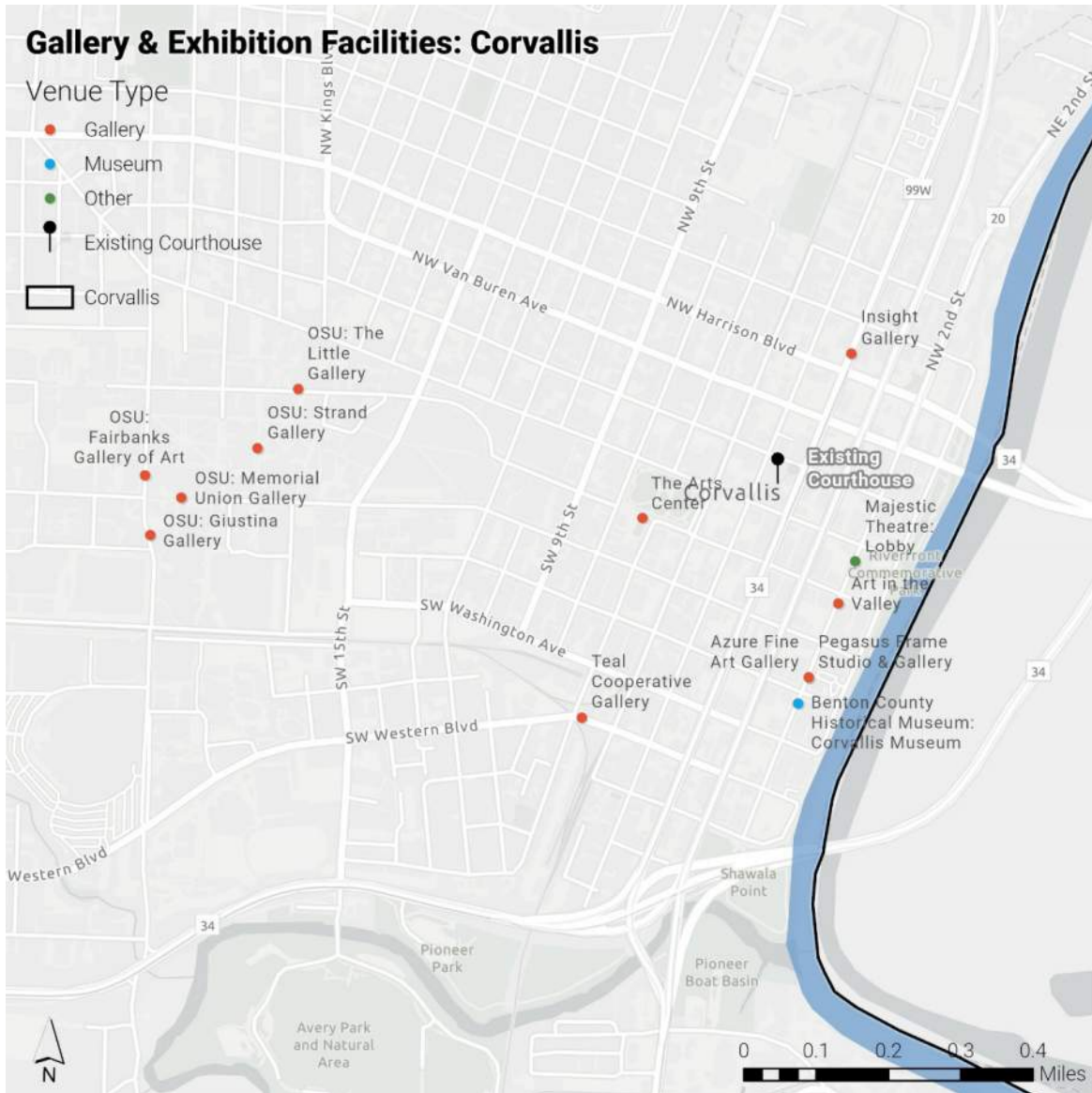
Developing inventories of existing spaces was identified as an additional need.

3.2 Gallery & Exhibition Facilities Inventory

The Gallery & Exhibition Facilities Inventory features 19 galleries and museums. In-home galleries were not included, although it must be acknowledged that there are multiple throughout Benton County. Most gallery / exhibition spaces display 2D (drawings, paintings, photography, etc.) or 3D (woodwork, glass, ceramic, metal, etc.) art. Just three galleries offer any kinds of hands-on programs or services (e.g., framing, curation, artist workspace) and very few are available for rent. Most galleries do not have program or education space, temperature control, or collections storage, and just half have gallery or museum lighting (the remainder have standard track/spotlight lighting).

As the map below shows, nearly all of the inventoried gallery / exhibition spaces are in Corvallis, divided between the OSU campus (where there are five gallery spaces) and Downtown. Of the remaining facilities, three are at Linn-Benton Community College, two are in Albany, and one is in Philomath.





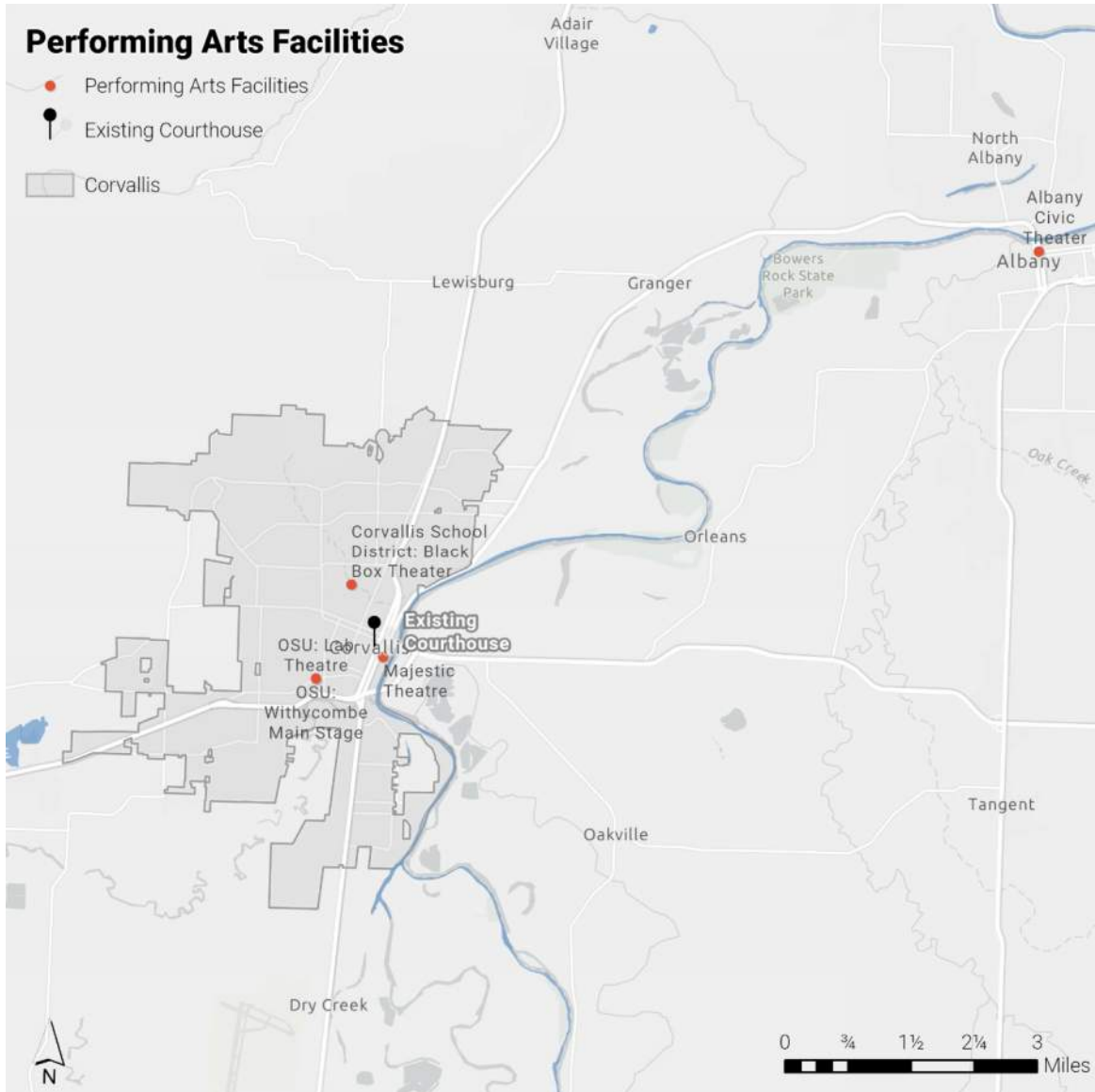
3.3 Performing Arts Facilities Inventory

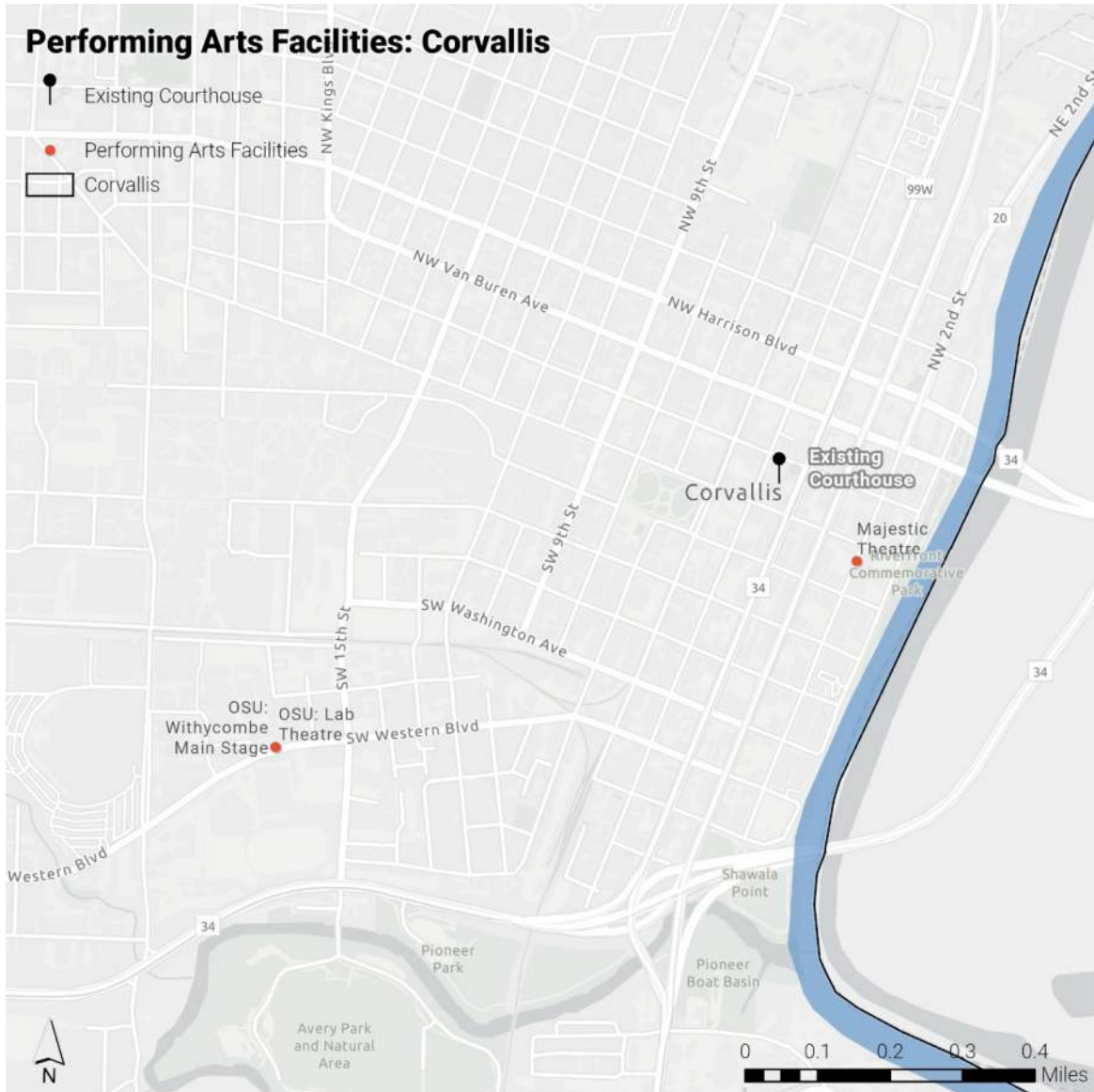
The Performing Arts Facilities Inventory includes indoor performance spaces with seating capacities between 50 and 350 that are used more than a few times a year for live performance events. The capacity limitation was determined based on the characteristics of the Courthouse and the size of theater it would most likely be able to accommodate should such a use be deemed viable. For this reason, the inventory *excludes* facilities like the Austin Auditorium at OSU’s LaSells Stewart Center, which has 1,200 seats, and the recently reopened Westside Theatre, which has a capacity of 800.

With these parameters in place, five facilities were included in the inventory: the Withycombe Main Stage and Lab Theatre at OSU, Corvallis School District's Black Box Theater, the Majestic Theatre, and the Albany Civic Theatre. None of these facilities present entertainment; rather, their primary use comes from educational programs, rehearsals, and performances developed by students or local arts / cultural organizations.

With the exception of the facilities at OSU, all of the inventoried facilities are available for community rentals. Based on conversations with stakeholders, however, we know that demand for space is extremely high and that most venues cannot accommodate all of the rental requests they receive. The Majestic Theatre, for example, as an arm of City of Corvallis Parks and Recreation, will often hold programs in other Parks and Recreation facilities or outdoor spaces due to the limited availability of space at the theater.

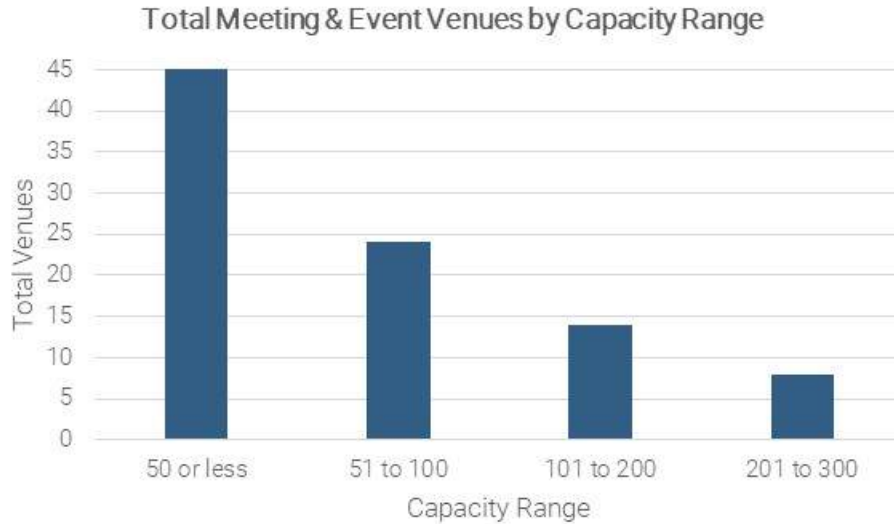
As with the Gallery & Exhibition facilities, Benton County's small-scale performance facilities are concentrated in Corvallis.





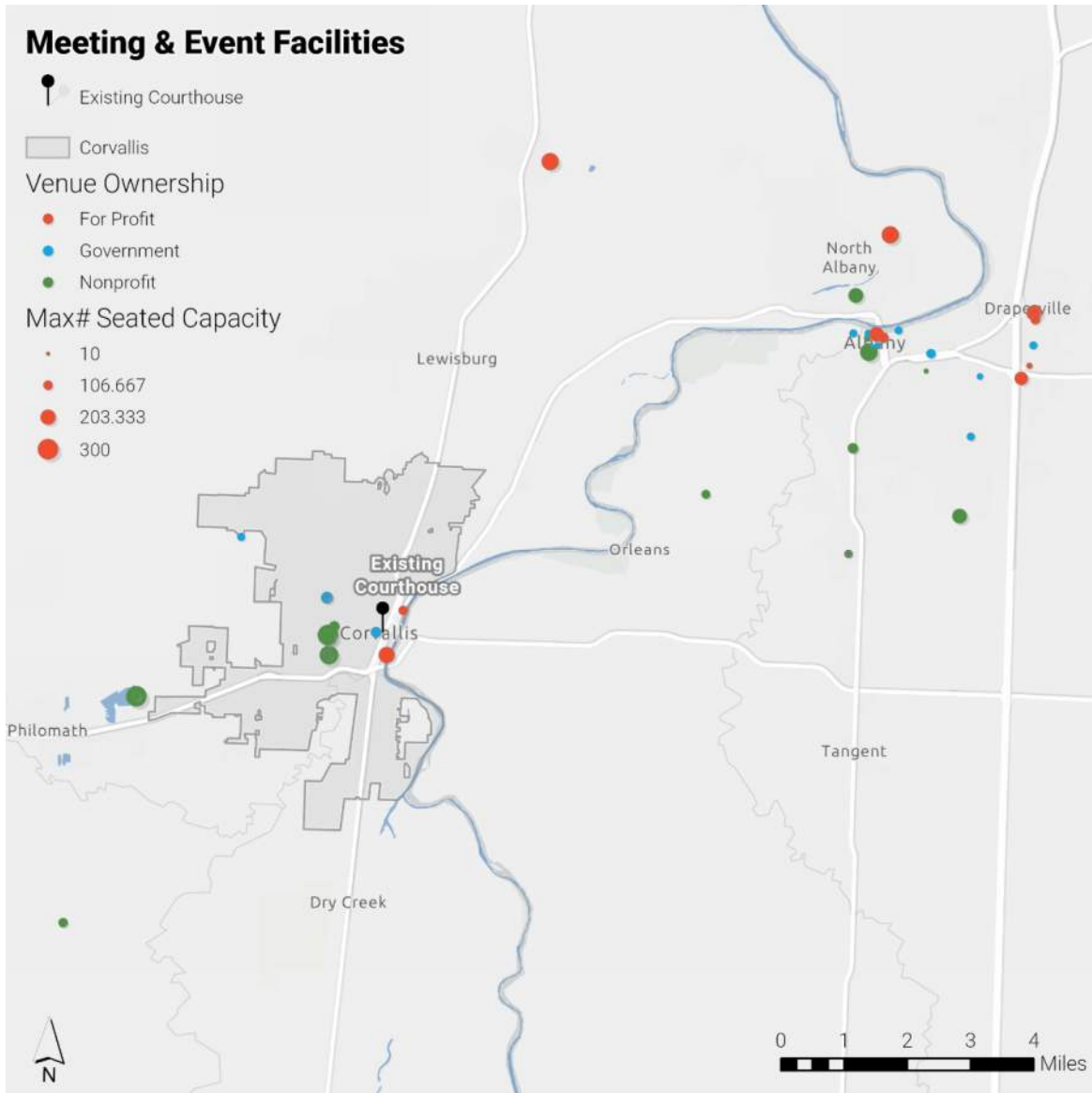
3.4 Meeting & Event Facilities Inventory

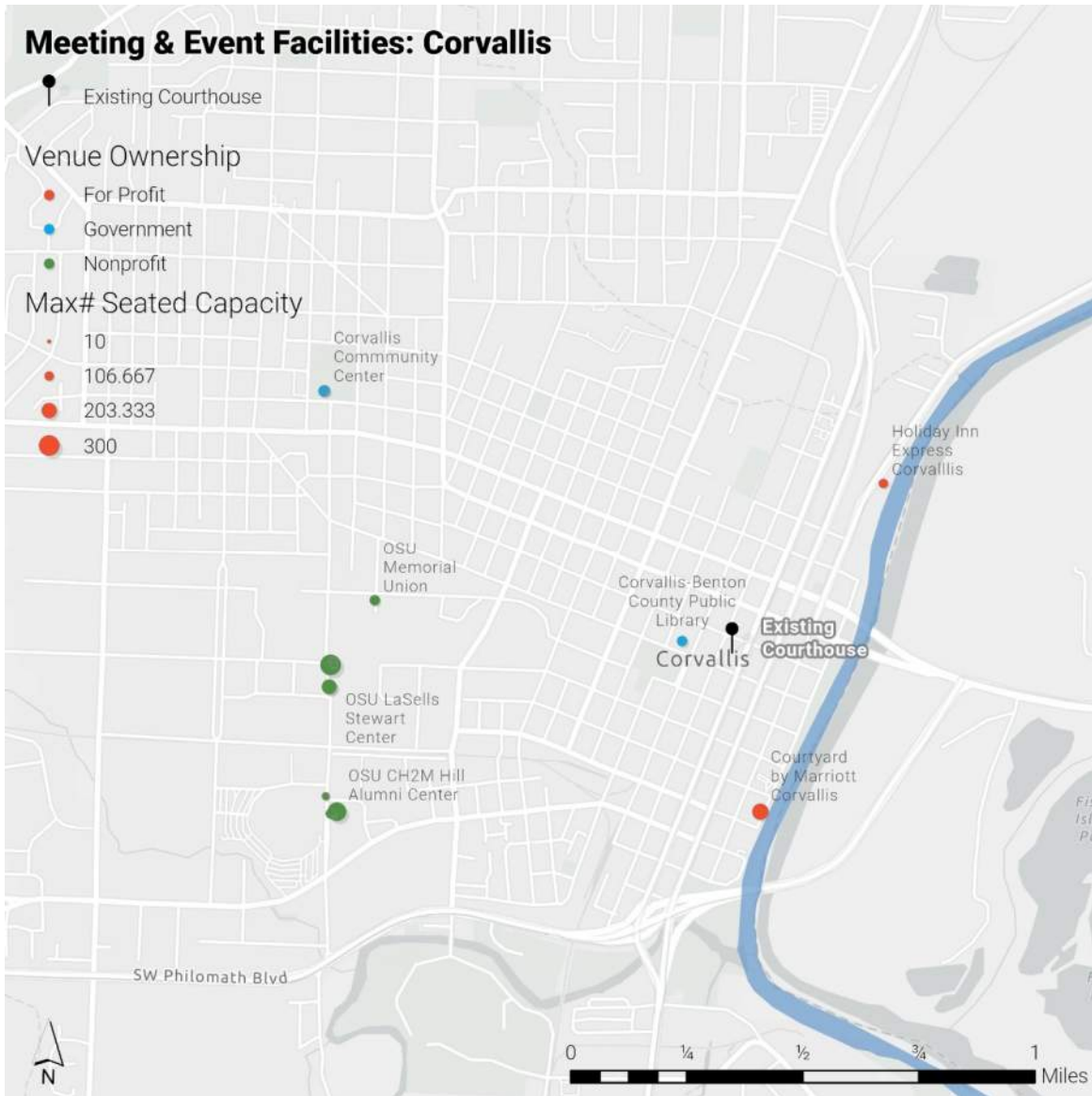
The Meeting & Event Facilities Inventory features 91 meeting and event spaces in Benton County and Albany with maximum seating capacities between 10 and 300. The majority of inventoried venues (45 total, or 49%) have capacities of 50 or less. Just eight of the inventoried venues (9%) have capacities between 201 and 300. This breakdown can be seen in the graph below.



Thirty-six (36) of the inventoried venues are on the campus of either OSU or Linn-Benton Community College and 13 are at hotels. The remainder are divided between community spaces like the Albany Boys & Girls Club, the Eagles Lodge, libraries, and parks. Nearly every venue has tables, chairs, and Wi-Fi available, and most include the use of AV equipment (projections, sound, mics, etc.). Access to outdoor space and / or a catering or warming kitchen is less common, as both are found in only about half of the spaces inventoried.

Each meeting and event space has been mapped below. Notably, there are very few meeting and event facilities in Downtown Corvallis.





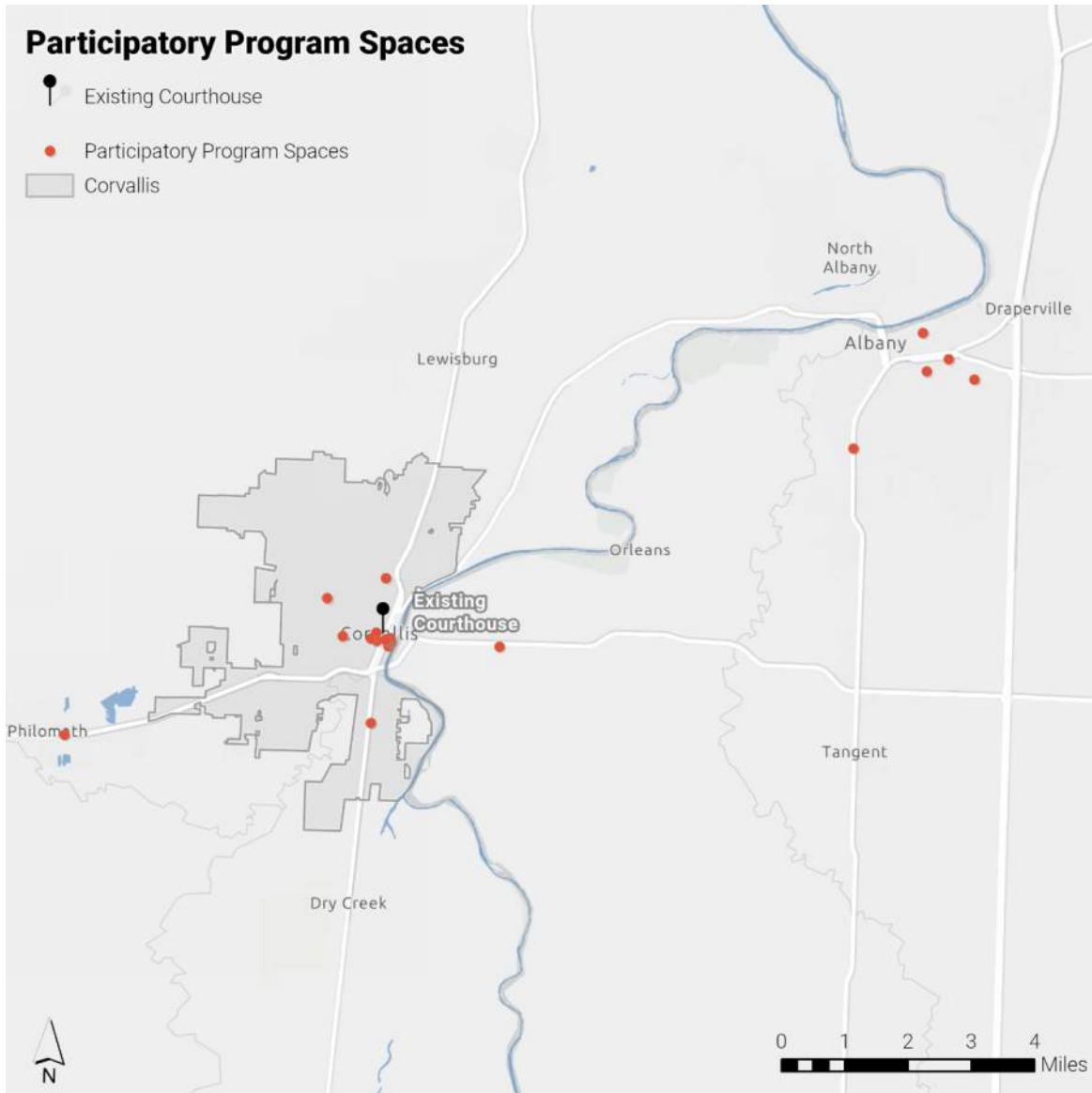
3.5 Participatory Program Spaces Inventory

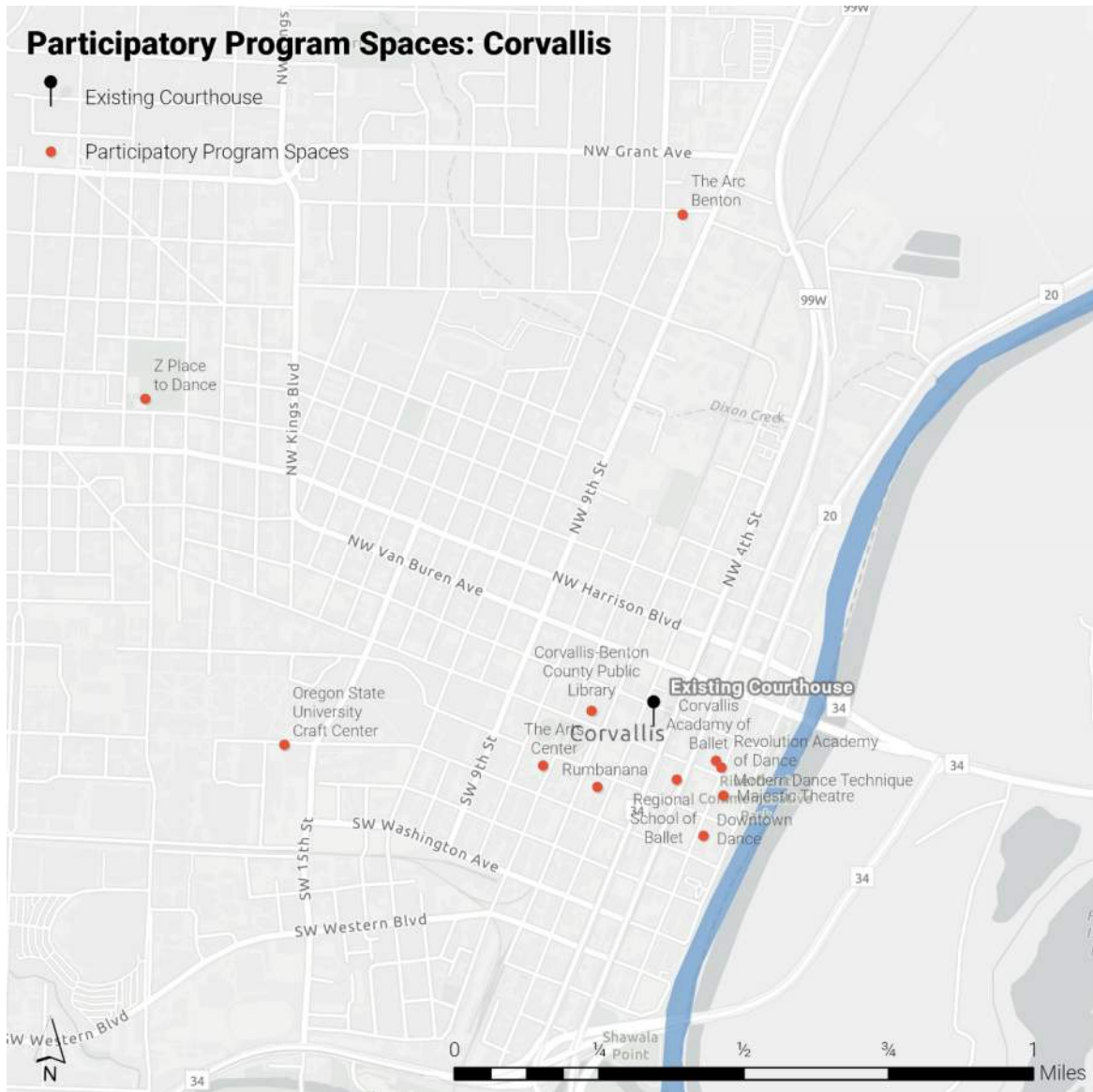
The Participatory Program Spaces Inventory includes 22 facilities in Benton County and Albany that accommodate hands-on, or participatory, arts and culture programs. These spaces range from the Majestic Theatre to the Boys & Girls Clubs of Corvallis and Albany and the YMCA. Dance is the most commonly taught art form (offered by 15 program providers), followed by visual arts (offered by six program providers).

Most classes are offered on weekdays and there are generally very few opportunities to engage with hands-on programs on the weekends. Most hands-on programs are offered to children /

youth and teens. A number of program providers offer classes to adults. There are few programs specifically for seniors or multi-generational / family participants.

As shown in the maps below, facilities offering participatory programs are largely concentrated in Downtown Corvallis.





3.6 Conclusions

The following conclusions can be drawn from the above research and analysis:

- The space needs of the Corvallis and surrounding arts and cultural communities were studied as recently as 2019. The resulting Arts Space Study found opportunities to improve access to space and develop an arts district.
- Gallery and exhibition space in Benton County is concentrated in Corvallis (including on the OSU campus) and focused on 2D and 3D art. While the inventory suggests that there are a range of gallery / exhibition spaces in operation (from community to commercial to

museum), it also suggests some opportunity for higher quality gallery / exhibition space, particularly at the community level.

- Small-scale and mid-scale performing arts space is extremely limited in the market. Those spaces that do exist have very high demand, suggesting an opportunity for additional space.
- There are numerous meeting and event spaces at a range of capacities. Most spaces are concentrated in Albany or on the OSU / Linn-Benton Community College campuses and most have capacities of 50 or less. Notably, the Benton County Public Library is the only community-based meeting / event space in Downtown Corvallis (all others are in hotels). This suggests an opportunity for additional, well-equipped, meeting and event spaces in the Downtown area at all ranges of capacity.
- Unlike meeting and event spaces—which are nearly non-existent in the Corvallis Downtown—participatory program spaces are densely concentrated there. Generally, the Participatory Program Spaces Inventory suggests opportunities for more diverse programs, offered in a greater variety of formats and times, for a more representative portion of the population (seniors, multigenerational households, families, etc.).

4. Assessment of User Demand and Potential Partnerships

Recommending potential future uses for the Courthouse requires an understanding of market demand: Who needs space? For what purposes is it needed? Could the Courthouse meet some of that need? The findings of this analysis are rooted in the stakeholder engagement process and represent just a sample of potential demand for space. The list of potential users—and partners—is not exhaustive and may change as the Justice System Improvement Project and Courthouse Reuse Study continue to develop and take shape.

4. 1 Potential Facility Uses and Users

The following entities and organizations have expressed interest in and demand for space. They range from small nonprofits to City of Corvallis / Benton County departments. Most, but not all, serve an arts / cultural / creative purpose.

- **Arioso Chamber Players:** A chamber music group that plays in Albany and Corvallis. The Players have demand for an intimate performance space that can accommodate between 100 and 200 people and be used for three to four concerts a year. Desired features include good acoustics and access to (and storage for) a grand piano. The Players could also use space for receptions, fundraisers, and board meetings. A nonprofit business center with access to printers and other equipment could be of use, as well as a music library and storage for music stands and instruments. This space, and its contents, could be shared with other user / tenant organizations.
- **Arts and Cultural Advisory Board Arts Space Study:** Along with identifying opportunities for the continued development of arts and culture in Corvallis, the Arts Space Study suggested the creation of a hands-on and interactive Science, Technology, Engineering, Arts, and Math (S.T.E.A.M) museum. The study also found demand for affordable studio space; shared equipment for artists working with glass, jewelry, sculpture, clothing / textiles, and ceramics; practice space for musical groups and musicians; dance space; digital space; and a small black box with flexible seating.
- **Benton County Cultural Coalition:** The Benton County Cultural Coalition is a funding organization for Benton County's arts, heritage, and cultural nonprofits. The organization is confronted with a lack of available meeting spaces and cited need for affordable mid-sized space, rehearsal / practice rooms, private lesson spaces, and spaces for classrooms.
- **Benton County Equity, Diversity, and Inclusion Program:** The Equity, Diversity, and Inclusion Program is new in Benton County—the first full-time staff member was hired in January 2021. Already, there are plans in the works for the program's expansion. The Program's officer could envision using space for administration and service provision, including access to a small business center, community food pantry, centralized resources for the unhoused, and more. The long-term vision would be that the

Courthouse serve as an open and welcoming community space that is accessible to those that might be feeling alone.

- **Benton County Parks and Natural Resources:** The Courthouse building is currently managed and maintained by Benton County Facilities. If, however, the building changes to a use that is not justice or government related, it will likely be managed by Benton County Natural Areas and Parks. Natural Areas and Parks leadership has the skills, experiences, and resources to operate the Courthouse as either a short- or long-term event rental facility.
- **Corvallis Arts Walk:** The Corvallis Arts Walk takes place on the third Thursday of every month and is a time when galleries, studios, arts / crafts stores, and pop-ups keep their doors open late. Arts Walk organizers regularly need additional space for artists to display and exhibit work.
- **Corvallis-Benton County Public Library:** The Library has a robust programming calendar with multiple programs operating a maximum capacity. Kids and adults are regularly turned away from programs because of capacity limitations and the Library meeting room is in high demand. To accommodate programming needs, the Library would require flexible space in a variety of sizes that could be used on their own or all at once. At a maximum, the space would need to accommodate 250+ individuals. All spaces would need to be able to accommodate hybrid (in-person and virtual) programming. In addition to general program space, the Library could envision the Courthouse accommodating a large-scale, community makerspace or touring exhibits curated by the American Library Association.
- **Corvallis Community Band:** The Corvallis Community Band rehearses at a local middle school. The organization has demand for a recital room that could accommodate performances by its multiple small ensembles. Such a space would require good acoustics and folding chairs and would come at a reasonable rate to rent.
- **Corvallis NAACP:** The Corvallis NAACP has demand for a space that can hold at least 120 for membership and executive meetings.
- **Corvallis School District:** The Corvallis School District has weekly need for a centrally located meeting space with capacity for 100. The space would need the A/V and technical equipment expected of any meeting space. Any gallery space in the Courthouse could be used to display student artwork.
- **Corvallis Youth Symphony Association:** The Corvallis Youth Symphony Association “provides young people with opportunities for exceptional musical experiences, enhancing school music programs, and developing an awareness and appreciation of

great music in the community and for our students.” The organization needs a mid-size performance venue that can accommodate 60 to 100 performers on stage and 450 to 650 in the audience, as well as affordable/rent free rehearsal and office space. The ideal performance space would have hybrid performance abilities and would be centrally located.

- **Downtown Corvallis Association:** The Downtown Corvallis Association could use meeting / event space for monthly member meetings as well as for the Downtown Design Awards.
- **Majestic Theatre:** The Majestic Theatre is operating at capacity and already utilizes space off-site to accommodate programs. Leadership could use a 20x30 foot space in the Courthouse for rehearsals and meetings, primarily in the evenings.
- **The Art Center:** The Art Center’s current facility has a number of challenges. Nevertheless, the organization would only be interested in using the Courthouse if it were to go through a complete retrofit, making it fully ADA compliant and bringing amenities and features up to date.
- **Visit Corvallis:** Visit Corvallis could utilize Courthouse facilities for office space and / or a visitor center.
- **Willamette Valley Symphony:** The Symphony has demand for a 500 to 700-seat venue. Such a space could be used 50 to 100 times a year for rehearsals and performances. The ideal space would have instrument storage, good acoustics, and large and small meeting rooms. A nonprofit business center would be nice. Storage for music library, instruments, music stands—these things could be shared between community groups.

In addition to the above demand for space, general interest was expressed in small business incubator space and co-working space, as well as facilities that are designed to accommodate hybrid (virtual and in-person) programming.

4.2 Potential Partnerships

The stakeholder engagement process suggests a few key partnership opportunities. First, many of the entities that have expressed demand for space have some connection to the City of Corvallis. Building on existing relationships, Benton County may want to consider a partnership with the City that would allow City-affiliated programs and departments access to (and perhaps, in some cases, management of) space. The Majestic Theatre, for example, has high demand for space. While one option would be for the Theatre to book space for use on an as-needed basis, another might be for Theatre leadership to actively manage the use and operation of any performance-related facilities (like a flexible theater space), should they be found viable.

Additional opportunities for partnership might exist with entities like Visit Corvallis and Corvallis Benton County Economic Development Office. While both are already affiliated with the County, the scope of their relationship could be expanded. The County might partner with Visit Corvallis, for example, to create a visitor center in the Courthouse, while the Economic Development Office might play a role in establishing or operating a small business incubator or entrepreneurship center.

These represent just a few partnership opportunities. Any of the users identified above could take on a partnership role helping to activate or program the Courthouse, market offerings, manage repurposed facilities, and so on.

4.3 Conclusions

The stakeholder engagement process suggests very high demand for rentable space. While some demand is specifically related to arts and cultural uses, there is a significant amount of demand for meeting, event, and gathering space that can serve the needs of multiple user groups. This suggests opportunities for highly flexible spaces, at a variety of sizes, that can serve multiple uses. Additional users have expressed demand for incubator and co-working space and facilities that can accommodate hybrid (virtual and in-person) programming. Finally, there are a variety of partnership opportunities, ranging from those that may help to activate the Courthouse to those that may market the activities that take place within it.

5. Aligning the Courthouse with Long-term Planning Goals

Both Benton County and the City of Corvallis have adopted 2040 visioning documents to guide planning and decision making for the future. In considering possible reuse options for the Courthouse, the visions, goals, and objectives of these documents must be considered.

5.1 Benton County 2040 Thriving Communities Initiative

The [2040 Thriving Communities Initiative](#) is “a community-driven, visioning process that will use community-identified Core Values in order to address long-term, complex issues.” Through a multi-year, community-driven process, the Initiative resulted in five core values based on the principles of equity and health. The principles and values are outlined below.

<p>Equity for Everyone: We appreciate the inherent value of each community member, honor differences, celebrate diversity, and foster inclusion</p>	<p>Health in All Actions: We recognize and will address the well-being of our people by including health considerations in all policies, practices, activities, and operations</p>
<p>Vibrant, Livable Communities: Vibrant, safe, and livable communities that promote creativity, forward-thinking, a sense of place, and high quality of life</p>	
<p>Supportive People & Resources: Welcoming communities that actively build social connections, personal interactions, and community resources that foster belonging</p>	
<p>High Quality Environment & Access: High environmental quality, conservation of natural resources, consideration of carrying capacity, and easy access to the outdoors</p>	
<p>Diverse Economy That Fits: A diverse, robust economy that inspires and stimulates local business, entrepreneurship, innovation, and opportunities</p>	
<p>Community Resilience: Communities and individuals are prepared to respond to and recover from natural and human caused disasters, threats, and changes</p>	

5.2 Imagine Corvallis 2040

Similar to the 2040 Thriving Communities Initiative, [Imagine Corvallis 2040](#) is the result of a months-long community engagement effort aimed at establishing a vision for Corvallis that would guide community leaders, community organizations, and individuals toward decision making that reflects the community’s shared values. The Vision resulted in six vision areas:

<p>Engage & Support: Corvallis cultivates and engages a diverse and changing population emphasizing interculturally effective, inclusive, and equitable programs and services.</p>	<p>Steward & Sustain: Corvallis promotes a safe, sustainable, and resilient city through efficiently managing its land use development, natural resources, and infrastructure.</p>	<p>Learn & Thrive: Corvallis recognizes and strengthens the connections among education, health care, human services, and personal wellness to support a healthy, educated, livable community.</p>
<p>Innovate & Prosper: Corvallis has a vibrant, diverse economy with a wide range of companies and businesses that are environmentally responsible and involved in the community while serving customers all over the world.</p>	<p>Create & Celebrate: Corvallis has a strong identity centered on arts, culture, recreation, and celebration. The arts are an essential element of the community, its economy, and quality of life.</p>	<p>Plan & Change: Corvallis is a compact, well-planned city with extensive mixed-use development, including housing, retail, and jobs in Downtown and along major corridors. Vibrant neighborhoods contain a diverse mix of affordable housing, parks, and open spaces—all accessible by transit, biking, and walking.</p>

5.3 Conclusions

There are multiple points of overlap between Benton County’s 2040 Thriving Communities Initiative and Imagine Corvallis 2040. Both, for example, prioritize community and celebrate equity and diversity, and both are committed to the stewardship and protection of natural resources. Entrepreneurship, creativity, and innovation are also prioritized, particularly in relationship to supporting a strong and resilient economy. The synergies and commonalities reflected between these two plans should be apparent in any plan put forth for the future of the Courthouse. Just as these community-created values are used to inform County- and City-wide decision making, they should also be used to inform decision making around the Courthouse.

6. Conclusions and Recommendations

Based on this research, DLR Group has arrived at the following conclusions and recommendations.

6.1 Conclusions

Market Analysis: Local and regional demographics suggest a market inclined to support a broad mix of arts and cultural programs comprised of traditional, Western artforms (theater, ballet, classical music, etc.); more relaxed and informal offerings (a cabaret, film screenings, jazz, immersive theater, etc.); participatory experiences (classes and workshops); and festivals. Offerings should be offered at a variety of price points and should be representative and reflective of the diversity of the Corvallis and Benton County populations. Care should be given to provide offerings for multigenerational households and disabled populations (sensory-friendly performances, for example).

Nonresident market data suggests opportunity for the Courthouse to attract Benton County's visitors. These visitors tend to be most interested in the County's outdoor amenities and wineries, highlighting the opportunity for new and innovative programs that combine culture with the outdoors or wine making.

Lastly, the community engagement process emphasized the important role that the Courthouse plays in the community as an icon and landmark. It is imperative that any new use for the building be accessible, equitable, and representative of the community while also being financially sustainable and ensuring its long-term preservation.

Competitive Facilities Analysis: The analysis of local gallery and exhibition facilities, performance facilities, program spaces, and meeting and event spaces revealed a few key gaps:

1. Although there are a number of gallery and exhibition spaces in the downtown, there is a gap for a high-quality, accessible community gallery space.
2. There are gaps for a black box theater and a mid-sized performance space, as well as programming and rehearsal space. Affordability would be key to making these spaces accessible to local artists and organizations.
3. There is a huge gap for affordable, community-oriented meeting and event space in the Corvallis downtown.
4. The participatory program inventory highlights a need for more diverse program offerings that are offered to a broader demographic at a broader array of formats and times (drop ins, multi-week sessions, pay-as-you-go, weekend morning / evening, etc.).

Assessment of User Demand and Potential Partnerships: More than a dozen entities expressed demand for either performance or meeting and event space. While some need space only once or twice a year, many have regular and frequent need for a place to gather in small and large numbers. Notably, many entities are particularly interested in spaces that can accommodate hybrid programming, pointing to a need for state-of-the-art AV equipment and technology.

Long-term Planning Alignment: Benton County and the City of Corvallis have invested time and effort into long-term planning. As a public facility, a repurposed Courthouse has the opportunity to physically represent the values identified in the 2040 plans through the programs and activities that are offered. This will require some level of curation on the part of the County (or whatever entity is identified to manage the Courthouse) but will ensure that facility aligns with longer term EDI, accessibility, sustainability, resiliency, innovation, and entrepreneurship goals.

6.2 Recommendations

The research and analysis completed suggest a strong opportunity to transform the Courthouse into a vibrant community hub that serves a variety of purposes and needs. Three opportunities for the building are outlined below. For each, the DLR Group team would encourage the County to consider rejoining the historic courtrooms for use as a rentable meeting, event, and gathering space. In doing so, flexibility and technology should be prioritized, such that the room could accommodate a variety of activities (from bridal showers to community meetings to gallery events, exhibitions, and recitals) and provide options for hybrid programming.

1. **Create a Government Center.** There is potential to continue to utilize the Courthouse as a center for County, City and/or State government offices. There are obvious alignments with the historical use of the building and its stature as being an icon of the community, and the central downtown location makes it easily accessible and well served by public transportation. This use would fulfill goals pertaining to equity as it would continue to be a building that serves the public and is accessible to all. This model could also support the development of inter-governmental/joint functions or programs. To serve this purpose, it is possible that the building could require minimal modification depending on the number of entities represented, operational/security requirements, and their ability to share spaces such as meeting rooms. This option would require a concerted coordination effort between the various government entities to align needs, operational requirements and reach agreement on lease terms. The following information should be noted:

- **Benton County:** The County is currently undertaking efforts to consolidate services to a facility on Research Way. No Benton County department has been identified that currently has space needs, but there could be needs for more space in the future. There could also be potential for the County to utilize the courtroom space as a centralized location for public meetings.
- **City of Corvallis:** The City is currently undertaking a space needs assessment. It is possible that this assessment will show some space needs that might be a natural fit for the Courthouse.
- **State of Oregon:** There are certain State agencies such as the Oregon Liquor Control Commission that maintain local offices. There could be an opportunity to consolidate their office spaces into a central location.

2. Treat the Courthouse like the Fairgrounds. If the Courthouse is no longer used for courts or government offices, then it will likely fall under the stewardship of the Benton County Department of Natural Areas and Parks, which already manages the use of assets like the Fairground. Fairground facilities are available to any group, organization, or individual in need of space, regardless of their affiliations or beliefs. In its simplest form, the Courthouse could serve a similar function: providing rentable gathering space to anyone that needs it. To serve this purpose, the building would need to be outfitted with basic meeting and event equipment and technology, a catering kitchen or warming area, and, potentially, amenities like a small business center (computer, printer, phone, etc.), bridal suite / changing area, and so on. Ideally, the Courthouse would offer multiple flexible meeting and event spaces at a range of capacities, rates, and, possibly, durations.

This option also has potential for incremental growth if the County wants to add participatory program offerings or other programmed activities over time. It could also serve as a way to earn revenue in the near-term while partnerships and business planning efforts are further developed and explored for a more curated model.

3. Transform the Courthouse into a Community Arts Center. The Corvallis / Benton County arts and cultural communities have expressed significant demand for space. With that in mind, the Courthouse could be repurposed to accommodate those needs while also accommodating general community rentals. This would require rejoining the historic courtrooms, outfitting the recombined space to accommodate cabarets, recitals, and small ensembles; touring exhibits from the American Library Association; weddings and other events. The space should have state-of-the-art technology to enable hybrid programs, as well as adjustable acoustical drapes or panels. Other spaces in the Courthouse could be reserved for arts nonprofit office space, a community maker space, classrooms, and dance studios. An organization like Visit Corvallis might have a designated space for a Visitor's Center and Benton County Natural Resources and Parks could reserve space for an interpretive center, sharing exhibits and information related to Benton County's natural resources.

A curated approach to the Courthouse's use may require some policy approval. However, the DLR Group team believes that, while there would likely be high demand for a general meetings and events venue, a facility that is intentionally programmed would have greater community draw and impact and would be more successful in establishing the Courthouse as a community 'hub'.

6.3 Comparable Examples

The Gettys Art Center | Rock Hill, SC

Located 30 minutes southwest of Charlotte, Rock Hill, South Carolina is a community of 73,000 people. In recent years, the small city has become the “cultural seat” of York County, with the Gettys Art Center at its heart.

Built in the 1930s as the Rock Hill Post Office and Courthouse, the Gettys Art Center is now managed by the Arts Council of York County. The facility houses several galleries and showrooms, studios for artists and creative professionals, and a restored Courtroom. Located on the building’s second floor, the historic Courtroom can accommodate up to 118 people and is often used for concerts, receptions, meetings, and special occasions. The Arts Council, the Rock Hill Pottery Center, Downtown Artistry, Concerts at the Courtroom, and Hill City Church also operate from within the facility.



Other features include two art galleries, a catering kitchen, and a grand piano.

<https://www.yorkcountyarts.org/facility-rentals>

Courthouse Center for the Arts | West Kingston, RI

Located in the original Washington County Courthouse building in West Kingston, RI, this former 1893 courthouse serves as an arts and music educational organization and community arts center. The Courthouse Center for the Arts is a nonprofit organization that provides theater, music, art, and child development programs for children of all ages and abilities with inclusion programs for differently abled children. Year round and summer camp programs are offered for children to learn music, art, and theater. Monthly art gallery openings are provided for local artists to showcase and sell their creations. The Courthouse Center for the Arts is also available as a venue for weddings and events.



The facility operates as a year-round live music performance venue hosting a variety of rock concerts. The venue is located in a converted courtroom able to accommodate between 265 and 289 occupants depending on stage configuration. The venue is set up with a full sound system, stage lighting, and a full bar with limited food service.

The Courthouse Center for the Arts has an operating budget of \$350,000. There is one full-time staff member and a volunteer board of eight.

<https://courthousearts.org/about-us/>

McKinney Performing Arts Center | McKinney, Texas

The 1876 Collin County Courthouse was vacated in 1979 upon completion of a new Courthouse. The Historic Courthouse is now the centerpiece of the Downtown McKinney Commercial Historic District and was listed in the National Register of Historic Places in 1983. Community leaders and volunteers invested in research and planning for the restoration of this historic facility. The McKinney Community Development Corporation and City of McKinney moved forward and reviewed a compilation of community forums and planning sessions to evaluate the building's use and potential programming. In October 2003, a proposal was approved to re-craft the Courthouse as a cultural center for the citizens of McKinney and Collin County.



After extensive planning, diligent attention to detail and respect for historic integrity, the City of McKinney worked hand-in-hand with the Texas Historical Commission to preserve the original beauty of the Historic Collin County Courthouse. The project was funded by the City of McKinney, McKinney Community Development Corporation, and Collin County.

The McKinney Performing Arts Center renovation retained the Historic Collin County Courthouse's historic features and original materials, including maple floors, marble wainscoting, and decorative trim. The ground-level features an original limestone walled gallery and artist studio as well as a catering kitchen for events. The building features several rentable rooms ranging from 740 to 1,500 square feet and a banquet hall that seats approximately 104.

The main courtroom has been transformed into a 435-seat Courtroom Theater, equipped with a vintage Mighty Wurlitzer theatre pipe organ, dressing rooms with backstage access and two multipurpose rehearsal rooms. The stage in the Courtroom Theater may be removed to reveal the original judge's bench and jury box. A third floor offers balcony seating for the Courtroom Theater.

The facility is owned and operated by the City of McKinney.

<https://www.mckinneytexas.org/117/Performing-Arts-Center>

Historic Salem Courthouse Community Center | Salem, NY

Salem’s Courthouse Community Center is two-story brick structure that was built in 1869 to serve as the Washington County Courthouse. The building is located on landscaped grounds in the center of Salem and served as the second shire courthouse until 1993. The building is now the Historic Salem Courthouse Community Center and is owned by the Town of Salem and operated by the nonprofit Historic Salem Courthouse Preservation Association (HSPCA). The association hosts a variety of events, concerts, etc.

A large second story courtroom is used as both gallery and performance space. In addition, the courthouse maintains a community garden and runs the Lunch Learn & Play program, a six-week summer program for 150 kids.

The community center also hosts the Battenkill Kitchen, a shared-use, commissary kitchen, and commercially licensed space for chefs, bakers, caterers, food trucks, and other culinary professionals. The Battenkill Kitchen’s mission is to help food entrepreneurs succeed by providing a fully equipped, commercially licensed kitchen. The kitchen facilities are available for rental on a membership basis.

<https://salemcourthouse.org/>



**Gwinnett Historic Courthouse |
Lawrenceville, GA**

The Gwinnett Historic Courthouse was built in 1885 and served as the center of county business for over a century. As the population of the county grew, the Courthouse could no longer handle all of its business. In 1988, Gwinnett County moved the majority of its operations into a new Justice and Administration Building. The old Courthouse underwent a lengthy three-year renovation starting in 1989. It reopened on July 3, 1992 as the Gwinnett Historic Courthouse.

Today, it serves as a rental venue for weddings, concerts, conferences, and other special events. It is maintained by the Gwinnett County Parks and Recreation Department.

The facility offers a variety of spaces with some of the smaller spaces available as banquet or seminar rooms and the central courtroom space transformed into a ballroom that accommodates up to 300. The facility offers amenities such as a sound system and a catering kitchen. The grounds feature a gazebo and are also available for event rentals.



<https://www.gwinnettcounty.com/web/gwinnett/Departments/CommunityServices/ParksandRecreation/OurParksandFacilities/GuidetoYourParks/GwinnettHistoricCourthouse>

Historic Courthouse Reuse Case Studies

Facility	Location	Reuse	Partners/Financing
Sherman County Courthouse	Sherman County, OR	County Admin Offices, Tax Assessor, Finance, Clerk	
Jefferson County Courthouse	Jefferson County, OR	Office for mgmt company & law firms, event space	Purchased a refurbished by Madras resident
Multnomah County Courthouse	Multnomah County, OR	Offices, event space, café, restaurant, bar	Sold to NBP Capital for \$28 million in 2018
Gwinnette County Courthouse	Gwinnette County, GA	Event rental venue, concerts, conferences	Maintained by the Gwinnett County Parks & Rec Dept
McHenry County Courthouse	McHendry County, IL	Old Courthouse Arts Center with gallery space, shop and restaurant	
Lake County Courthouse	Lake County, IN	Retain one courtroom, professional offices, event space, retail shops, Lake County Museum	Mixed use example
Fayette County Courthouse	Fayette County, KY	Visitor Center, Café, Breeder's Cup Offices	Managed by for-profit in public-private partnership
Todd County Courthouse	Todd County, MN	Veterans Service Office, Extension, Public Health, Social Services, BOC Meeting Room	
Henderson County Courthouse	Henderson County, NC	Museum, BOC, County Manager Office	
Caswell County Courthouse	Caswell County, NC	Tax Office	
Chatham County Courthouse	Chatham County, NC	Chatham County Historical Association	Leases building from the County at reduced cost
Cleveland County Courthouse	Cleveland County, NC	Earl Scruggs Center/ Bluegrass Music Museum	
Rockingham County Courthouse	Rockingham County, NC	Museum & Archives of Rockingham County	
Burke County Courthouse	Burke County, NC	Heritage Museum	
Jackson County Courthouse	Jackson County, NC	Jackson County Library, Genealogical Society offices, Historical Association, Arts Council	Mixed use local government and private nonprofits
Federal Courthouse	Lincoln, NE	Apartments	Sold to private entity

Facility	Location	Reuse	Partners/Financing
Washington County Courthouse	Washington County, NY	Community Center with gallery and performance space, community garden, commercial kitchen	Owned by the Town of Salem and operated by nonprofit Historic Salem Courthouse Preservation Association
Kings County Courthouse	Kings County, Brooklyn, NY	Brooklyn Pubic Library	
Washington County Courthouse	Bartlesville, OK	Office Complex (lawyers, medical)	
McAlester US Courthouse	McAlester, OK	City offices & Jail	
Woodward Federal Courthouse & Post Office	Woodward, OK	Public Schools Admin Building	
Washington County Courthouse	Washington County, RI	Arts Center, theater, music, child development & summer camp programs, event rentals	Nonprofit - Courthouse Center for the Arts
Rock Hill Post Office & Courthouse	York County, SC	Gettys Art Center with galleries, showrooms, studios, concerts, church	Arts Council, Rock Hill Pottery Center, Downtown Artistry, Concerts at the Courtroom, Hill City Church
Collin County Courthouse	Collin County, TX	Performing Arts Center with artist studio, event space, catering kitchen, theater	Owned & operated by the City of McKinney. Partners: Texas Historical Commission, Community Development Corporation, Collin County
Blanco County Courthouse	Blanco County, TX	Event rentals	Private Nonprofit - Old Blanco Courthouse Preservation Society
Hays County Courthouse	Hays County, TX	Historic exhibits	Hays County Historical Commission
Green Lake County Courthouse	Green Lake County, WI	Town Square Community Center with fitness center, spa, brewery, Artisan Co-Op	Managed by nonprofit

Benton County commits to maintain the historic courthouse and will not demolish the building. The Historic Courthouse Advisory Committee (HCAC) seeks information on community values by soliciting public input on suggested new uses for the historic courthouse.



About the Courthouse

Benton County's courthouse, in use since 1889, is the oldest county courthouse in Oregon still being used for its original purpose. The building no longer meets court or county needs. Construction of a new courthouse and District Attorney's office is planned for completion in 2026. Benton County will preserve the historic courthouse as an important community landmark and is committed to giving it a new purpose and use.

The Planning Process

The Historic Courthouse Advisory Committee includes those with expertise in historic preservation and local expertise in economic development, arts and culture, education, and tourism. County staff serve in an advisory role.

The HCAC will recommend reuse ideas within a report given to the Benton County Board of Commissioners.

Your Input Is Important

The HCAC has developed ideas for reusing the historic courthouse and will thoughtfully consider comments from the public before finalizing recommendations.

- **Attend a committee meeting:** January 19, 2024. Meeting details are available online at <https://bit.ly/BentonCoGov-BCHCAC>.
- **Complete the comment form:** Available online and at all county offices through February 15, 2024. Visit https://www.surveymonkey.com/r/hcac_feedback or use the QR code to share your input.



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PROJECT PROCESS

October 2021

- Market analysis completed to determine possible reuse options for historic courthouse.

March 2022

- Historic Courthouse Advisory Committee (HCAC) is formed and begins meeting monthly.

October 2023

- HCAC finalizes ideas for building reuse to share with general public for further input.

January 2024

- Public invited to comment at HCAC meeting or with comment form available online and at county offices.

February 2024

- Community open house at historic courthouse. Public input period ends February 15.

April-May 2024

- HCAC submits report with recommendation to Board of Commissioners.

Next steps

- Benton County will continue with planning and public input activities before making a final decision about the reimagined courthouse.

Benton County is committed to maintaining the historic courthouse and will not consider demolishing or allowing the building to be demolished. Potentially, the county might retain full ownership, sell the building, or create a public/private partnership. The courthouse is approximately 31,000 square feet and is currently maintained for full occupancy at an annual cost of approximately \$300,000.

Reuse options explored by the HCAC but no longer under consideration include lodging, residential, commercial, retail, business and private office uses. The HCAC is seeking public input on the three concepts that it is still evaluating (below).

Concept 1: Government and Civic

Building to be used for specific public programs or services.

This scenario may not require a change in the interior layout of the building. Examples include government offices (federal, state, county, city, school district, etc.), public meeting rooms, supportive court functions for long-term community care (diversion programs, restorative justice), and event spaces.

Concept 2: Arts, Culture, & Education

This scenario could operate within the layout of the building but would likely require renovation. Examples include small/medium scale visual/performing arts, children's museum, recreation/game room (serves all ages), wine culture of Benton County/fermentation classes, artist studio with retail function, and OSU/LBCC classes.

Concept 3: Mixed Use

This scenario would combine elements of concepts 1 and 2.



Each reuse concept has advantages and disadvantages and would fulfill a community need, allow access, have the potential for public/private partnerships, provide flexibility and adaptability over time, and maintain the historic integrity of the building. The seismic resilience of the building is an important consideration which involves substantial costs for all potential uses.

The county has not secured funding for construction or renovation costs associated with reuse, and estimations of costs have not been calculated. Project costs and a final decision about courthouse reuse will be made in the future, following additional county planning and public input activities.

El Condado de Benton se compromete a mantener el edificio histórico y no demolerá el edificio. El Comité Asesor del Edificio Histórico de la Corte (HCAC por sus siglas en inglés) busca información sobre los valores de la comunidad pidiendo al público sugerencias sobre nuevos usos para el edificio histórico de la corte ubicado en el centro de la ciudad de Corvallis, OR.



Sobre el edificio histórico de la Corte

El edificio histórico de la corte del Condado de Benton está en uso desde 1889 y es la corte del condado más antigua de Oregón que todavía se usa para su propósito original. El edificio ya no cubre las necesidades de la corte ni del condado. Está previsto que la construcción de una nueva corte y de la oficina del fiscal de distrito se termine en 2026.

El Condado de Benton preservará el edificio histórico como un símbolo importante de la comunidad y se compromete a darle un nuevo propósito y uso.

El proceso de planificación

El Comité Asesor del Edificio Histórico de la Corte incluye personas con experiencia en preservación histórica y experiencia local en desarrollo económico, arte y cultura, educación y turismo. El personal del condado desempeña una función de consejería.

El HCAC recomendará ideas de reutilización en un informe presentado a la Junta de Comisionados del Condado de Benton.

Su opinión es importante

El HCAC ha desarrollado ideas para reusar el edificio histórico de la corte y considerará la opinión del público antes de terminar con las sugerencias.

- **Asista a una reunión del comité:** 19 de enero de 2024. Consulte la página web del HCAC para obtener información de la reunión.
- **Complete el formulario de comentarios:** Disponible en línea y en todas las oficinas del condado hasta el 15 de febrero de 2024. Visite https://www.surveymonkey.com/r/el_formulario_de_comentarios o use el código QR para compartir sus comentarios.



Escanea

PROCESO DEL PROYECTO

Octubre de 2021

- Se completó el análisis de mercado para determinar posibles opciones de reutilización para el edificio histórico de la corte.

Marzo de 2022

- Se formó el Comité Asesor del Edificio Histórico de la Corte (HCAC) y comenzó a reunirse mensualmente.

Octubre de 2023

- El HCAC concluyó las ideas para la reutilización del edificio para compartirlas con el público en general y obtener más comentarios.

Enero de 2024

- Se invita al público a hacer sus comentarios en la reunión del HCAC o con un formulario de comentarios disponible en línea y en las oficinas del condado.

Febrero de 2024

- Evento abierto para la comunidad en el edificio histórico de la corte.

Abril-mayo de 2024

- El HCAC presentará un informe con recomendaciones a la Junta de Comisionados.

Próximos pasos

El Condado de Benton seguirá con la planificación y las actividades de participación del público antes de tomar una decisión final.

El condado de Benton se compromete a mantener el edificio histórico de la corte y no considerará demoler el edificio ni permitir que lo destruyan. Potencialmente, el condado podría conservar la propiedad total, vender el edificio o crear una asociación público/privada. El edificio histórico de la corte mide aproximadamente 31,000 pies cuadrados y actualmente se mantiene para su ocupación total a un costo anual de aproximadamente \$300,000.

Las opciones de reutilización que el HCAC exploró pero que ya no están en consideración incluyen usos de alojamiento, residencial, comercial, venta, de negocios y de oficinas privadas. El HCAC está buscando opiniones del público sobre los tres conceptos que aún está evaluando (se mencionan continuación).

Concepto 1: gobierno y cívico

El edificio se usará para programas o servicios públicos específicos. Es posible que este caso no requiera un cambio en la distribución interna del edificio. Ejemplos: Oficinas del gobierno (federal, estatal, municipal, distrito escolar, etc.), salas de reuniones públicas, funciones judiciales de apoyo para la atención de la comunidad de largo plazo, y espacios/áreas para eventos/de renta.

Concepto 2: arte, cultura y educación

Este caso podría funcionar con el diseño del edificio pero probablemente requeriría remodelaciones. Ejemplos: artes visuales/escénicas de pequeña/mediana escala, museo para niños/recreación/sala de juegos (para todas las edades), cultura del vino del condado de Benton/clases de fermentación, estudio para artistas venta de arte, y clases de la Universidad Estatal de Oregón (OSU) / Colegio Comunitario de Linn-Benton (LBCC).

Concepto 3: Variedad en su uso

Este concepto combinaría elementos de los conceptos 1 y 2.



Cada concepto de reutilización tiene ventajas y desventajas y cubriría una necesidad de la comunidad, permitiría el acceso, tendría el potencial para asociaciones público/privadas, daría flexibilidad y adaptabilidad a lo largo del tiempo y mantendría la integridad histórica del edificio. La resiliencia sísmica del edificio es algo importante a considerar que implica costos sustanciales para todos los usos potenciales.

El condado no ha conseguido fondos para la construcción o renovación asociadas con la reutilización y no se han calculado los costos aproximados. Los costos del proyecto se calcularán más adelante y se determinará en el futuro para qué se usará el edificio histórico de la corte, después de otras actividades de planificación del condado y comentarios del público.



Community Feedback Questionnaire Historic Courthouse Advisory Committee

The Historic Courthouse Advisory Committee (HCAC) seeks information on community values by soliciting public input on suggested new uses for the historic courthouse.

Benton County is committed to maintaining the historic courthouse and will not consider demolishing or allowing the building to be demolished. *Please note: the County has not secured funding for construction or renovation costs associated with repurposing. Project costs and a final decision about repurposing the courthouse will be made in the future, following additional county planning and community engagement activities.

1. Please check all statements that are true for you about the historic courthouse.

- The historic courthouse is a landmark and icon of the community.
- It is important to preserve the historic courthouse since it is listed on the National Historic Register.
- The historic courthouse location serves as a gathering place for social action and connects the community in a central location.
- The future use of the historic courthouse matters to me because I live or work in an adjacent area.
- The historic courthouse is an architectural asset in downtown Corvallis.
- Preserving and repurposing the historic courthouse is not important to me.

2. Please share your feedback on Concept 1: Government and Civic

The building would be used for specific public programs or services. This scenario may not require a change in the layout of the building. Examples include government offices (federal, state, county, city, school district, etc.), public meeting rooms, supportive court functions for long-term community care (diversion programs, restorative justice), and event spaces.

- Extremely desirable
- Very desirable
- Somewhat desirable
- Not so desirable
- Not at all desirable

3. Please share your feedback on Concept 2: Arts, Culture, and Education Use

This scenario could operate within the layout of the building but would likely require renovation for new occupants. Examples include small/medium scale visual/performing arts, children's museum, recreation/game room (serves all ages), wine culture of Benton County/fermentation classes, artist studio with retail function and OSU/LBCC classes.

- Extremely desirable
- Very desirable
- Somewhat desirable
- Not so desirable
- Not at all desirable

4. Please share your feedback on Concept 3: Mixed Use

This scenario would combine elements of concepts 1 and 2.

- Extremely desirable
- Very desirable
- Somewhat desirable
- Not so desirable
- Not at all desirable

5. Of the outcomes listed, please **rank your priorities** for repurposing the historic courthouse. (1 through 4, or N/A)

- __ Maintain the historic character of the building.
- __ Provide the broadest access to the general public.
- __ Ensure the historic courthouse has a stable, long-term use.
- __ Provide a solution to an existing need.

6. Have you ever been inside the historic courthouse?

- Yes
- No
- Unsure

7. Where do you live?

- Alsea
- Blodgett
- City of Adair Village
- Corvallis
- Monroe
- North Albany
- Philomath
- Rural Benton County
- Outside Benton County

8. Please share any other comments you have below:

THANK YOU for completing this questionnaire on repurposing concepts for the historic courthouse. The Historic Courthouse Advisory Committee sincerely values your input.

HCAC Awareness Campaign and Social Media Metrics

The awareness campaign included announcements and articles shared two media releases via FlashAlert, the County’s wire service, e-newsletters, as news items published on the Benton County website, individual email announcements to all neighborhood associations in Corvallis, two announcements on the County’s NextDoor and LinkedIn accounts, and eight social media posts on the County’s Facebook, Instagram, and X (formerly Twitter) accounts. A [short video](#) was produced and shared as part of this campaign.

Benchmarks for tracking the effectiveness of social media campaigns include reach and engagement.¹

Reach is a measure of how far the message traveled and shows how many people saw the post. The reach rate for the HCAC campaign was 68%. In 10 posts, announcements about the public comment form reached 57% of all Benton County followers, for a total of 21,751 people. Reach in NextDoor was the greatest, followed by Facebook and Instagram. The reach rates were significantly higher than industry standards.

Engagement includes commenting, sharing, or clicking on a post. The more people interact with a post, the more engaging it is. The engagement rate for the HCAC campaign was significantly higher than the industry standard on Facebook and Instagram.

The table below shows engagement and reach for the HCAC awareness campaign in comparison to industry standards.

Platform	HCAC Campaign Reach	Industry Standard Reach	HCAC Campaign Engagement	Industry Standard Engagement
Facebook	62%	6%	4%	1.44%
Instagram	94%	5%	4.3%	1.93%
NextDoor	51%	n/a	.11%	0.50%
X	54%	12.60%	4.3%	1.24%
LinkedIn	78%	10.70%	3.7%	1.96%

All awareness campaign messages included information and a link to the 8-question HCAC comment form. The form was available online and at county offices from January 4 through February 15, 2024. The form was intended to share the work completed so far by the Historic Courthouse Advisory Committee and to gather public input from community members on ideas in consideration for final deliberations by the committee. Only one form was completed on a paper form, and those responses were added to the online responses and included in this analysis. A total of 323 comment forms were submitted during the comment period.

¹ Sources: Hootsuite, Influencer Marketing Hub, and Social Insider. No industry standard reach rate or engagement rate (using 2023) was found for NextDoor for 2024.

Social Media posts and content

January 4, 2024

Facebook	
Reach	417
Engagement	21

Twitter	
Impressions	238
Engagement	17

Instagram	
Reach	807
Engagement	58

Message:

Community members, The Historic Courthouse Advisory Committee would like your input about new uses for the historic courthouse. Please provide your feedback in person or through a survey by Feb. 15:

- Get meeting details: <https://ow.ly/UqEj50Qo0iB>
- Take the survey: <https://ow.ly/NjK050Qo0ny>
- Learn more at: <https://ow.ly/8CN450Qo0la> or via video: <https://ow.ly/qcjF50Qo0nJ>

January 10, 2024

Facebook	
Reach	273
Engagement	5

watch time: 15 mins

Twitter	
Impressions	167
Engagement	3

plays: 46

Instagram	
Reach	414
Engagement	7

plays: 643
watch time: 53 mins

Nextdoor - Enews	
Reach	6,764
Engagement	12

LinkedIn - Enews	
Reach	526
Engagement	14

Message:

The Historic Courthouse Advisory Committee is asking for input about new uses for the historic courthouse. Please share your feedback:

Get mtg details: <https://ow.ly/UpPV50Qo0iF>

Take the survey: <https://ow.ly/C08450Qo0nw>

More: <https://ow.ly/7AXh50Qo0l8> Video: <https://ow.ly/JQ6t50Qo0nL>

Benton County HCAC Awareness Campaign and Social Media Metrics

January 19, 2024

Facebook	
Reach	476
Engagement	8

watch time: 29 mins

Twitter	
Impressions	280
Engagement	10

plays: 52

Instagram	
Reach	n/a
Engagement	

post failed to load

Message:

☀️ Exciting times are ahead! 🏛️ The Historic Courthouse Advisory Committee's (HCAC) priority is to maintain the Benton County Historic Courthouse and its iconic presence in downtown Corvallis. The committee is working to develop reuse ideas for consideration by the #BentonCountyCommissioners. The diverse team includes experts in historic preservation, economic development, arts, culture, education, and tourism. The HCAC is seeking your input on its ideas.

Everyone is invited to share their feedback in-person or through a survey by Feb. 15:

- Get meeting details for Jan. 19: <https://ow.ly/I4IV50Qo0iC>
- Take the survey: <https://ow.ly/KENr50Qo0nz>. Español: <https://ow.ly/uhrv50QqAth>
- Learn more at: <https://ow.ly/esT550QqAeO> or via video: <https://ow.ly/uTaY50QqAeP>

January 31, 2024 (bilingual)

Facebook	
Reach	161
Engagement	2

Message:

Your Opinion is Important! Benton County is committed to maintaining the historic courthouse and will not consider demolishing the building or allowing it to be destroyed. Potentially, the county could retain full ownership, sell the building, or create a public/private partnership. Complete the form online:

https://www.surveymonkey.com/r/hcac_feedback



February 2, 2024

Facebook		Twitter		Instagram	
Reach	967	Impressions	160	Reach	357
Engagement	53	Engagement	1	Engagement	14



Message:

The Historic Advisory Committee brought in a group of OSU Interior Design students to help find innovative and creative reuse ideas for the historic courthouse! We loved seeing their ideas and are excited to continue our mission of finding a new purpose for this historic building. We still need your feedback! Voice your opinions:

https://www.surveymonkey.com/r/hcac_feedback

February 8, 2024

Nextdoor - Enews update		LinkedIn - Enews update	
Reach	5,962	Reach	364
Engagement	2	Engagement	15

Message:

Attend a demonstration on #BentonCountyOregon's new website, listen to a #BoardofCommissioners #Proclamation honoring #BlackHistoryMonth, share your #FeedBack on the #BentonCountyHistoricalCourthouse, and check out our #Vacancies on boards and committees this month. #BentonCounty #BentonCountyOregon #BentonCoGov #BentonCoGovNews #AtYourServiceEveryDay

February 9, 2024

Facebook		Twitter		Instagram	
Reach	243	Impressions	120	Reach	153
Engagement	5	Engagement	0	Engagement	3

Message:

Attend a demonstration on #BentonCountyOregon's new website, listen to a #BoardofCommissioners #Proclamation honoring #BlackHistoryMonth, share your #FeedBack on the #BentonCountyHistoricalCourthouse, and check out our #Vacancies on boards and committees this month. #BentonCounty #BentonCountyOregon #BentonCoGov #BentonCoGovNews #AtYourServiceEveryDay

February 12, 2024

Facebook		Twitter		Instagram		LinkedIn	
Reach	177	Impressions	153	Reach	244	Reach	476
Engagement	8	Engagement	1	Engagement	8	Engagement	21



Help us explore future options for the historic courthouse. The Historic Courthouse Advisory Committee needs your input to to help preserve and maintain the historic character of the building. Let's shape the future together! Share your input: https://www.surveymonkey.com/r/hcac_feedback

BOC Agenda Checklist Master

Agenda Placement and Contacts

Suggested Agenda Date 07/09/24

View [Agenda Tracker](#)

Suggested Placement * BOC Tuesday Meeting

Department * Human Resources

Contact Name * Tracy Martineau

Phone Extension * 6389

Meeting Attendee Name * Chip Polito, Tammy Webb, Tracy Martineau

Agenda Item Details



Item Title * 2024 Pay Equity Analysis and Organizational Demographics

- Item Involves *** Check all that apply
- Appointments
 - Budget
 - Contract/Agreement
 - Discussion and Action
 - Discussion Only
 - Document Recording
 - Employment
 - Notice of Intent
 - Order/Resolution
 - Ordinance/Public Hearing 1st Reading
 - Ordinance/Public Hearing 2nd Reading
 - Proclamation
 - Project/Committee Update
 - Public Comment
 - Special Report
 - Other

Estimated Time * 30

Board/Committee Involvement * Yes No

Advertisement*

Yes

No

Issues and Fiscal Impact

Item Issues and Description

Identified Salient Issues*	Report on 2024 pay equity analysis and organizational demographics 1. Oregon pay equity law 2. 2023-2024 pay equity timeline 3. Comparable work groups, employee factors and process 4. Decisions for adjustments 5. Outcomes and Demographic Analysis, AFSCME examples 6. Next Steps/Recommendations
Options*	n/a
Fiscal Impact*	<input type="radio"/> Yes <input checked="" type="radio"/> No

Mandated Service? * Yes
 No

2040 Thriving Communities Initiative

Describe how this agenda checklist advances the core values or focus areas of 2040, or supports a strategy of a departmental goal.

To review the initiative, visit the website [HERE](#).

Values and Focus Areas

Check boxes that reflect each applicable value or focus area and explain how they will be advanced.

- Core Values *** Select all that apply.
- Vibrant, Livable Communities
 - Supportive People Resources
 - High Quality Environment and Access
 - Diverse Economy that Fits
 - Community Resilience
 - Equity for Everyone
 - Health in All Actions
 - N/A

Explain Core Values Selections * n/a

- Focus Areas and Vision *** Select all that apply.
- Community Safety
 - Emergency Preparedness
 - Outdoor Recreation
 - Prosperous Economy
 - Environment and Natural Resources
 - Mobility and Transportation
 - Housing and Growth
 - Arts, Entertainment, Culture, and History
 - Food and Agriculture
 - Lifelong Learning and Education
 - N/A

Explain Focus Areas and Vision Selection * N/A

Recommendations and Motions

Item Recommendations and Motions

Staff

N/A

Recommendations*

Meeting Motions*

I move to ...

N/A

Attachments, Comments, and Submission

Item Comments and Attachments

Attachments

Upload any attachments to be included in the agenda, preferably as PDF files. If more than one attachment / exhibit, please indicate "1", "2", "3" or "A", "B", "C" on the documents.

Comments (optional) Powerpoint will be shared

If you have any questions, please call ext.6800

**Department
Approver**

TRACY MARTINEAU

1.

Department Approval

Comments

Signature

Tracy Martineau

2.

Counsel Approval

Comments

Signature

Vance H. Choney

3.

County Administrator Approval

Comments

Signature

Rachel L McEneny

4.

BOC Final Approval

Comments

Signature

Amarda Makepeace

2024 Pay Equity Analysis and Organizational Demographics

Human Resources Department

Tracy Martineau, Chip Polito, Tammy Webb

July 9, 2024



Table of Contents

1. Pay equity analysis background
2. Demographic groups: analysis and outcomes
3. Labor force data
4. Next Steps/Recommendations

Pay Equity Analysis Background

Oregon Pay Equity Law

The Oregon Equal Pay Act

- Employers must compensate employees the same as other employees doing comparable work (including wages, bonuses, benefits, and more).
- It's illegal to pay an employee less than another employee because of race, color, religion, sex, sexual orientation, national origin, marital status, veteran status, disability or age.
- Employers may not cut an employee's pay to make it equal with other employees' pay.
- Additional employee protections and employer requirements

Pay Equity vs. Pay Equality

Pay equity is often confused to mean all are paid equally within a similar job. Pay differentiation is allowed, however...

- Any difference in pay must be based entirely on one or more of the following factors:

Education	Experience	Travel	Work location
Merit system	Seniority system	Production quality/quantity	

2023-2024 Pay Equity Timeline



October 2023

Initial meetings to discuss previous analysis, enhancements and methodology for this analysis.



Nov. – Dec. 2023

Set up analysis based on methodology. Research employee applications and files to capture factors used in analysis.



Jan – Feb 2024

Perform expected step, regressions and additional analysis on comparable character groups. Identify pay equity concerns.



Feb – Mar 2024

County Administrator, HR and Finance meetings to discuss concerns, finalize adjustments, and prepare to implement changes effective 3/1/2024.

Comparable Work Groups

“Comparable work means jobs that require substantially similar knowledge, skill, effort, responsibility, and working conditions in the performance of work, regardless of job description or job title.”*

- Established 113 Comparable Work groups
 - Generally, County job classifications

Health Care Professional 2	Health Care Professional 3
----------------------------	----------------------------

- If necessary, further distinguished by different qualifications or salary ranges

Health Care Professional 2 - Dietician	Health Care Professional 3 – AFSCME Nurse
Health Care Professional 2 - QMHA	Health Care Professional 3 – ONA Nurse
Health Care Professional 2 - QMHP	Health Care Professional 3 – QMHP

Employee Factors

Reviewed all employee files and applications

- Assessed primary factors against minimum qualifications (MQ) for the job
 - Years experience working at or above the current job in a same or similar job
 - Education adjustments to total years applied for those above or below MQs. Degrees related to the job received full credit. Unrelated degrees received 0.5 credit.
 - This combination of factors determined the combination of years and experience to determine an employees' expected pay and pay in relation to the comparable work group.

MQ	Education	Experience
- Bachelors' degree - 5 years experience	No degree: -4 years	<ul style="list-style-type: none"> • 5 years in lower-level related jobs met MQ • County years in job applied • External years at or above same level applied
	Associates: -2 years	
	Bachelors: no adj.	
	Masters: +2 years	

Analysis Process

- **Step analysis**
 - Calculated employees' expected step based on primary factors
 - Flagged those below expected
 - Factored in probationary status and whether that resolved those below expected
 - Flagged those above expected for reference and impact in group analysis
- **Regression analysis of comparable work group**
 - Compared employee pay within the group to each other via regression analysis
 - Determined expected step and pay based on the regression formula
 - Those below expected pay in relation to their group were flagged for possible adjustment
 - Groups of less than three or groups where the regression returned an invalid result were reviewed on a comparative basis to determine the appropriate step.
- Reviewed **secondary factors** for impact on the employee and group analysis
 - County policy for annual merit and promotional increases were reviewed and assessed for impacts on the groups

Decision

Upon review of the multiple analysis performed, County Administrator, HR and Finance leadership determined to proceed with the step analysis approach.

- Employees were placed on their expected step given their experience and education in relation to the minimum qualifications for the job.
- If employees had an annual change coming in the near term, pay equity brought them one step below the expected step, with the upcoming annual change placing them on the proper step.
- If employees were at, above, or had an annual change coming in the near term, they held at their current step.
- Comparable character groups were then reviewed again to determine if any pay equity issues remained. If so, the group regression analysis or other comparable analysis (for small groups) was used to get those employees on the appropriate step.
- A new hire on probation was not placed on the top step, if warranted by the analysis. In those rare cases, the probationary period still needs to be completed.
- Employees that have not met performance requirements were not eligible for an adjustment.

Demographic Groups: Analysis and Outcomes

Groups of Interest Overview

- The Benton County pay equity analysis took a neutral approach
 - Any employee could belong to one or more demographic groups that could be identified as having a disparity
- The analysis that follows, conducted after pay equity implementation, assumes groups of Caucasian and male are the basis of comparison
 - This is consistent with the Bureau of Labor Statistics approach
 - Caucasian and/or male should not be assumed as the advantaged or most populated group in a decision band, pay grade, and/or job classification
 - Further analysis could be conducted using other demographic groups as the basis for comparison (e.g., the most populated group in the pay grade)
- Premium pay was not included in the analysis
- Available demographic county data included age, gender and race/ethnicity
- Employee population and data effective 3/1/2024 – pay equity effective date

Unadjusted Pay Gaps – Do they matter?

United States Overall*

Group	Unadjusted Pay Gap
Female	83%
Asian	130%
Black	78%
Hispanic	76%

Benton County

Group	Unadjusted Pay Gap Average Pre to Post	Unadjusted Pay Gap Median Pre to Post
Female	80% to 79%	77% to 76%
POC	80% to 80%	77% to 74%

Unadjusted Pay Gap: a raw average with no consideration of work of comparable character, pay grade, bona-fide factors, etc.

- A popular headline statistic, but not a proper analysis in relation to OR pay equity law
- Benton County unadjusted gaps are a result of males and Caucasians more represented in higher pay grades

Groups of Interest Outlook

Closing the unadjusted pay gap requires talent acquisition and workforce development strategies.

- Males most likely to be in decision band C
- Females most likely to be in decision band B
- Caucasian employees most likely to be in decision band C
- People of color most likely to be in decision band B

Pay Gaps Adjusted for Decision Band

Decision Band	Female Average	Female Median	People of Color Average	People of Color Median
Overall (UnAdj)	80%	76%	79%	74%
Deputy	95%	95%	98%	96%
A	98%	96%	102%	97%
B	91%	89%	92%	91%
C	89%	94%	89%	89%
D	102%	96%	98%	91%
E	103%	103%	100%	100%
F	N/A	N/A	N/A	N/A

Decision bands B and C pay gaps a product of premium grade demographics

Benton County Demographic Impacts

39%

Employees in pay bands D, E, & F that are female

Bands D, E, and F populated by Administrators, Directors, Physicians, and Sheriff's office leadership

10%

Employees in pay bands D, E, & F that are people of color

62%

Employees in pay bands B and C premium grades that are male

Premium grades populated by Roads/Fleet, Dental Hygienists, Dep, DA, Eng, IT, Phys. Asst, etc.

89%

Employees in pay bands B and C premium grades that are white

79%

Employees in lowest paying A band that are female

Populated by Administrative & Maintenance Assistants and CSRs

Pay Gaps Adjusted for Band & Grade

Group	Female Average	Female Median	People of Color Average	People of Color Median
Overall (UA)	80%	76%	79%	74%
B band	91%	89%	92%	91%
B22 grade	100%	97%	103%	103%
C band	89%	94%	88%	89%
C43 grade	99%	100%	101%	103%

- Pay equity gaps in this example drop as we focus more on alignment with OR law
- Differences in overall bands and grades are allowed if based on bona fide factors
 - ***Benton County aligned with OR law as of 3/1/24***
- Can lead to an examination of opportunities for less represented groups

Pay Equity Impacts – All Groups

Gender	Population	% of All Increases	% Receiving Increases	Average Increase
FEMALE	57%	50%	25%	9.8%
MALE	43%	49%	33%	11.2%
OTHER	0.2%	0%	0%	0.0%
NOT REPORTED	0.4%	1%	50%	8.3%
Total	100%	100%	29%	10.4%

Age	Population	% of All Increases	% Receiving Increases	Average Increase
Under 30	10%	14%	41%	7.2%
30 – 39	27%	29%	30%	8.5%
40 – 49	29%	23%	23%	10.7%
50 – 59	25%	27%	31%	14.0%
60 – 69	8%	5%	19%	10.5%
Over 70	1%	1%	50%	9.3%
Total	100%	100%	29%	10.4%

Race/Ethnicity	Population	% of All Increases	% Receiving Increases	Average Increase
AMERICAN INDIAN	1%	1%	20%	5.0%
ASIAN	1%	1%	29%	4.1%
BLACK	3%	3%	31%	12.5%
CAUCASIAN	78%	76%	28%	10.9%
HISPANIC	12%	11%	25%	9.5%
NATIVE HAWAIIAN OR PAC ISLANDER	0.4%	1%	100%	10.8%
TWO OR MORE RACES	2%	3%	36%	10.8%
UNREPORTED	0.6%	1%	33%	3.7%
BLANKS	2%	4%	60%	7.3%
Total	100%	100%	29%	10.4%

Pay Equity Impacts: AFSCME Gender

Gender	Employee Count	Average Years*	Average Prior Step	Average New Step	Median Years*	Median Prior Step	Median New Step	% Receiving Increases	Average Increase	Median Increase
FEMALE	209	6.1	6	6	5.9	6	7	22%	7.8%	7.1%
MALE	115	7.1	6	7	8.1	6	8	30%	8.1%	7.5%
OTHER	1	4.4	4	4	4.4	4	4	0%	N/A	N/A
NOT REPORTED	2	4.9	4	5	4.9	4	5	50%	8.2%	8.2%
Totals	327	6.4	6	6	6.4	6	7	25%	8.0%	7.5%

AFSCME top step = 8

* Years = experience at equivalent or higher level + education adjustments

Pay Equity Impacts: AFSCME Age

Age	Employee Count	Average Years*	Average Prior Step	Average New Step	Median Years*	Median Prior Step	Median New Step	% Receiving Increases	Average Increase	Median Increase
Under 30	38	3.5	3	4	3.8	3	4	37%	7.1%	7.8%
30 – 39	95	5.5	5	6	5.1	5	6	28%	7.2%	4.5%
40 – 49	88	7.0	6	7	8.1	7	8	22%	8.8%	7.1%
50 – 59	75	7.8	6	7	10	7	8	25%	9.1%	7.7%
60 – 69	27	8.2	7	7	10	8	8	7%	4.1%	4.1%
Over 70	4	8.1	6	7	10	6	8	50%	9.3%	9.3%
Totals	327	6.4	6	6	6.4	6	7	25%	8.0%	7.5%

AFSCME top step = 8



* Years = experience at equivalent or higher level + education adjustments

Pay Equity Impacts: AFSCME Race

Race/Ethnicity	Employee Count	Average Years*	Average Prior Step	Average New Step	Median Years*	Median Prior Step	Median New Step	% Receiving Increase	Average Increase	Median Increase
AMERICAN INDIAN	2	5.7	6	6	5.7	6	6	0%	N/A	N/A
ASIAN	6	5.5	6	6	5.1	6	6	17%	4.3%	4.3%
BLACK	9	6.3	5	6	4.9	5	5	22%	8.5%	8.5%
CAUCASIAN	236	6.7	6	6	7.2	6	8	25%	7.8%	4.7%
HISPANIC	56	5.8	5	6	5.6	5	7	24%	8.2%	7.9%
NATIVE HAWAIIAN OR PAC ISLANDER	1	6.1	4	6	6.1	4	6	100%	8.0%	8.0%
TWO OR MORE RACES	9	5.8	4	6	5.1	5	6	44%	10.8%	12.4%
UNREPORTED	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BLANKS	8	6.2	6	7	6.1	6	8	50%	7.9%	6.0%
Totals	327	6.4	6	6	6.4	6	7	25%	8.0%	7.5%

AFSCME top step = 8

* Years = experience at equivalent or higher level + education adjustments



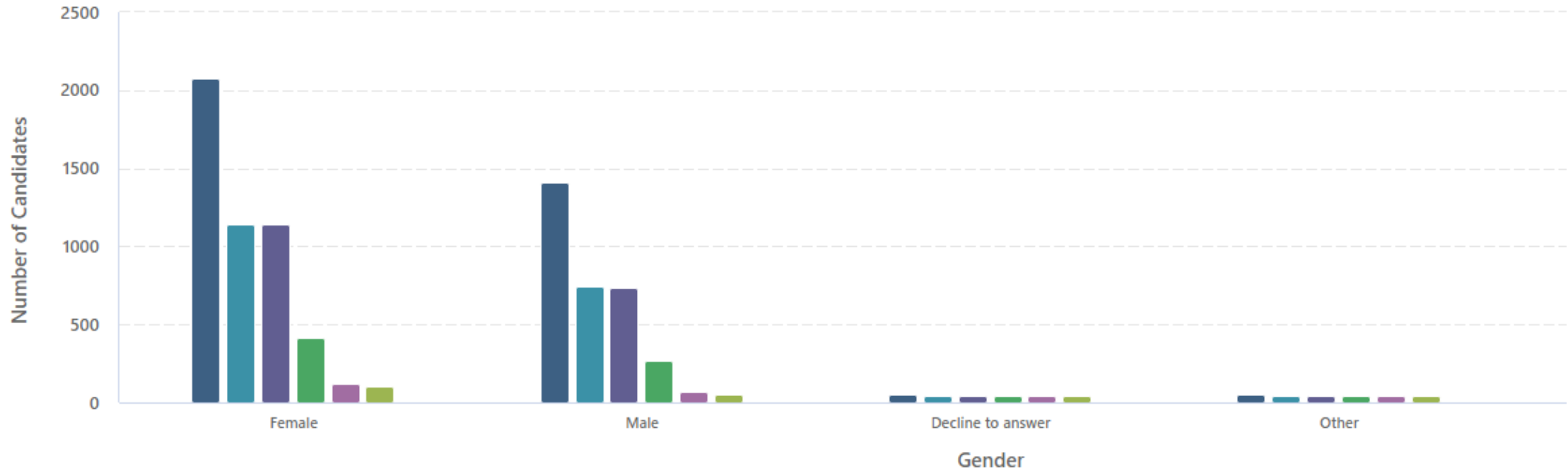
Labor Force Data

Recruitment Statistics -Gender

Number of Candidates By Gender

July 01, 2023 - June 26, 2024

Applied Eligible Referred Interviewed Offered Hired

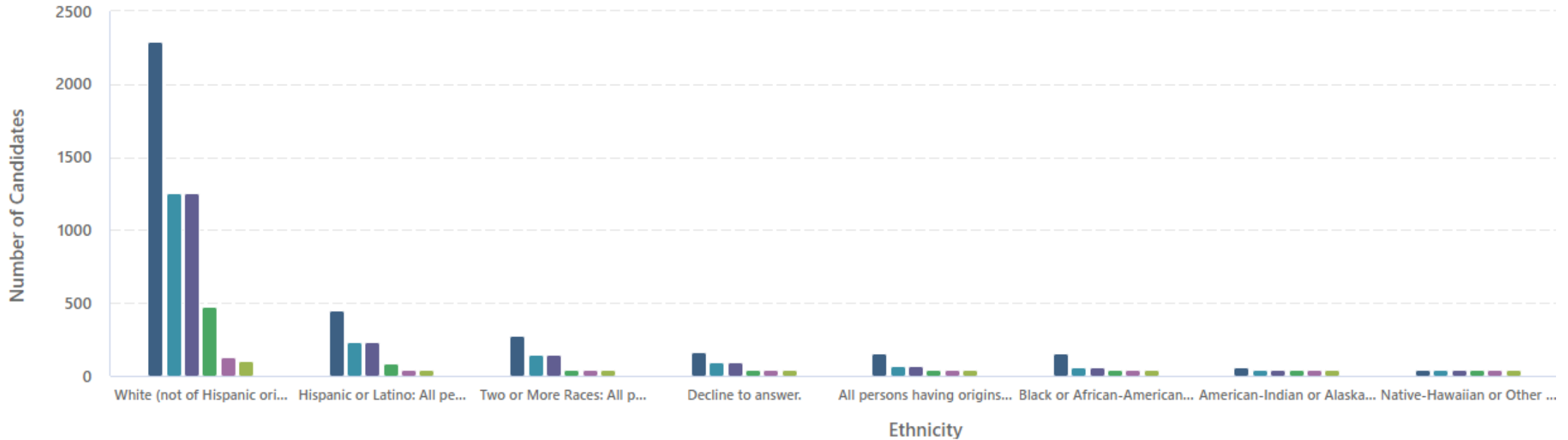


Recruitment Statistics - Ethnicity

Number of Candidates By Ethnicity

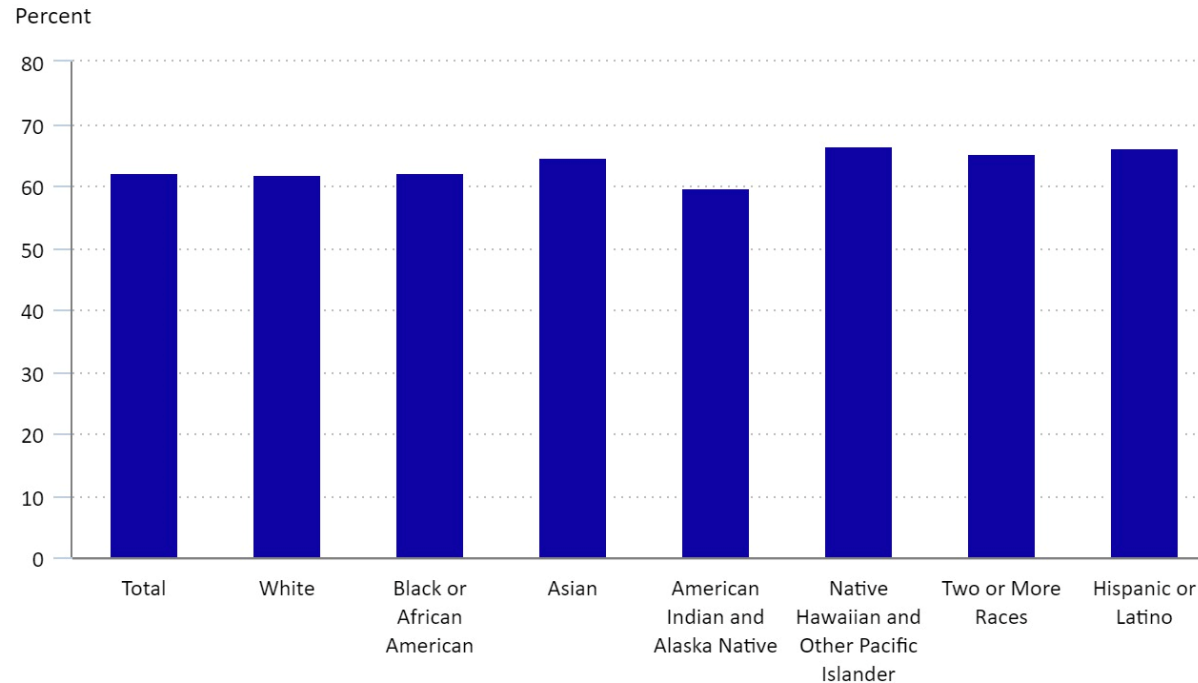
July 01, 2023 - June 26, 2024

Applied Eligible Referred Interviewed Offered Hired



Labor Force Participation -National

Chart 1. Labor force participation rates by race and Hispanic or Latino ethnicity, 2022 annual averages



Hover over chart to view data.

Note: People whose ethnicity is identified as Hispanic or Latino may be of any race.

Source: U.S. Bureau of Labor Statistics, Current Population Survey (CPS).



Labor Force Participation - Oregon

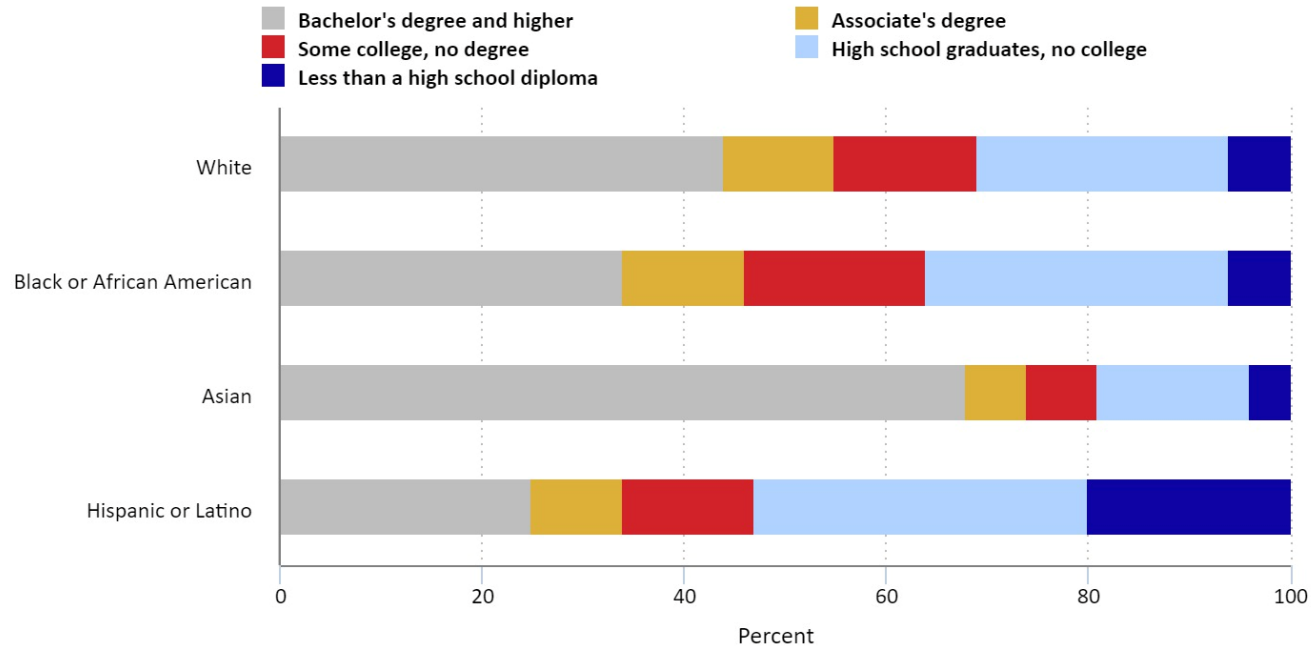
Employment Status by Race and Ethnicity, 2018-2022

Group	Oregon Total	Labor Force Participation Rate	Unemployment Rate
Population 16 years and over	3,472,552	62.5%	5.5%
Race			
White alone	2,794,358	61.0%	5.4%
Black or African American alone	62,945	66.6%	7.6%
American Indian and Alaska Native alone	37,643	61.9%	8.3%
Asian alone	158,923	67.1%	4.6%
Native Hawaiian and Other Pacific Islander	13,571	70.4%	5.9%
Some other race alone	133,106	72.4%	5.7%
Two or more races	272,006	68.5%	6.5%
Ethnicity			
Hispanic or Latino origin (of any race)	407,991	73.1%	5.9%
White alone, not Hispanic or Latino	2,640,429	60.3%	5.4%

Source: Oregon Employment Department and U.S. Census Bureau

Labor Force- Educational Attainment

Chart 2. Educational attainment of the labor force age 25 and older by race and Hispanic or Latino ethnicity, 2022 annual averages



Click legend items to change data display. Hover over chart to view data.

Notes: People whose ethnicity is identified as Hispanic or Latino may be of any race. Data may not sum to 100 percent because of rounding.

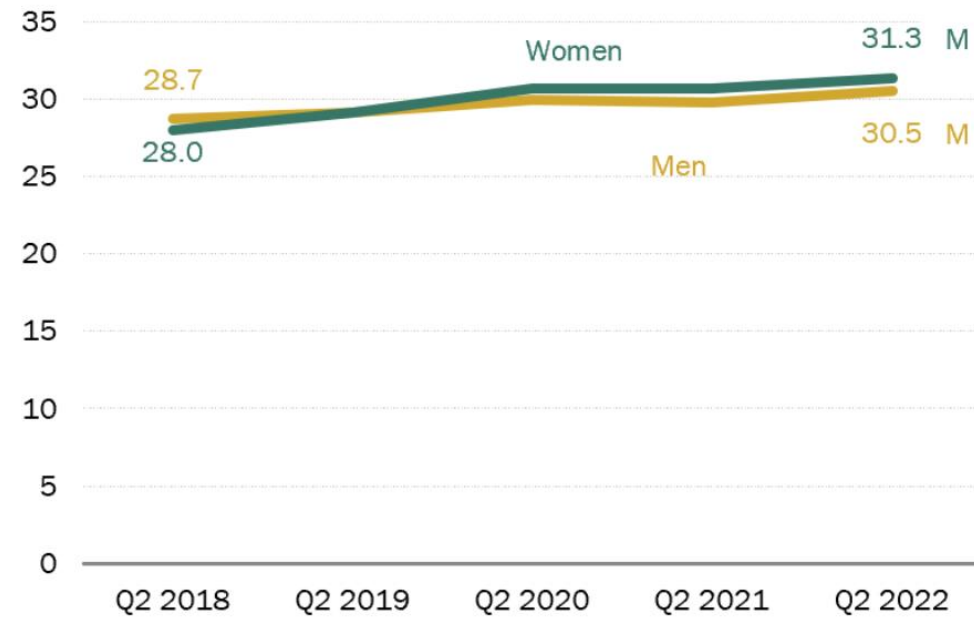
Source: U.S. Bureau of Labor Statistics, Current Population Survey (CPS).



Labor Force – Education by gender

Women have overtaken men and now account for more than half (50.7%) of the college-educated labor force in the United States, according to a Pew Research Center analysis of government data. The change occurred in the fourth quarter of 2019 and remains the case today, even though the COVID-19 pandemic resulted in a sharp recession and an overall decline in the size of the nation’s labor force.

Number of people ages 25 and older in the U.S. labor force with at least a bachelor’s degree, in millions

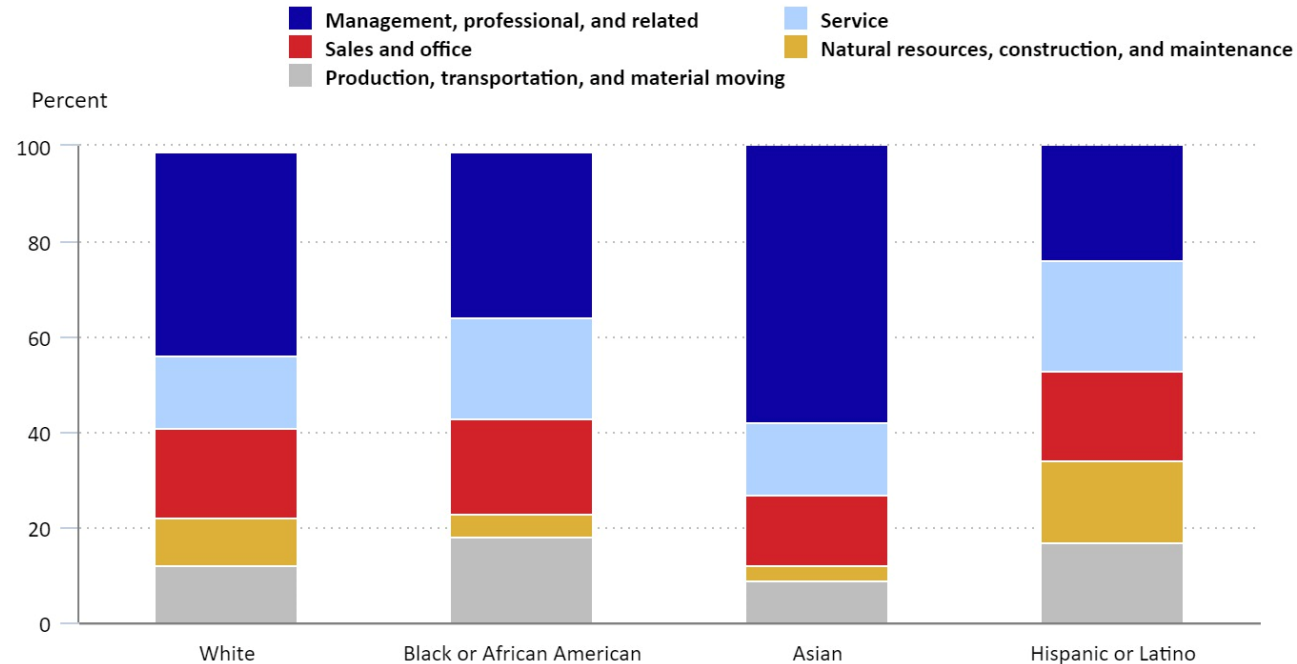


Note: Estimates refer to civilians ages 25 and older who are either employed or actively looking for work; they are not seasonally adjusted.

Source: Pew Research Center analysis of April, May and June Current Population Survey monthly files (IPUMS).

Occupation by Ethnicity- National

Chart 3. Employed people by occupation, race, and Hispanic or Latino ethnicity, 2022 annual averages



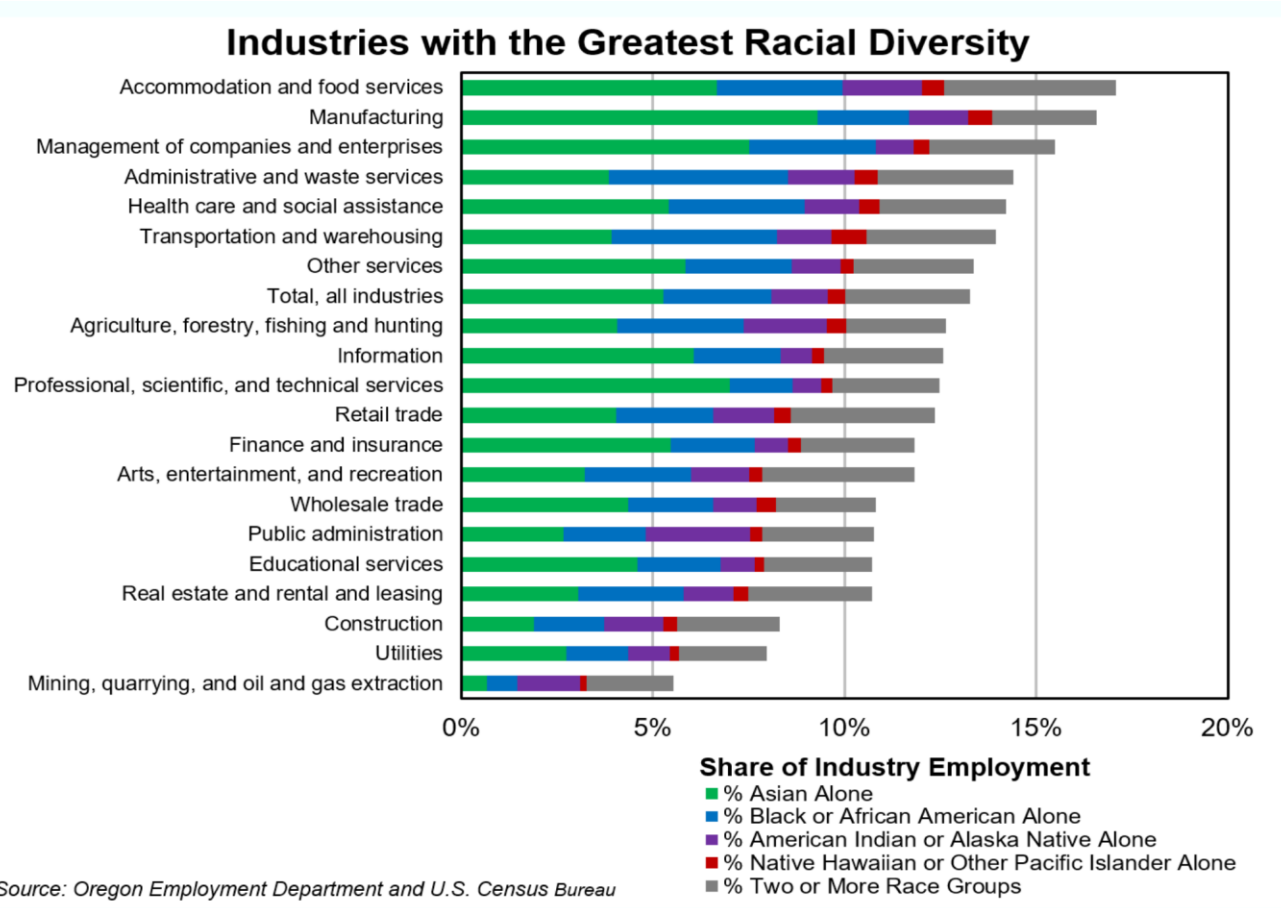
Click legend items to change data display. Hover over chart to view data.

Note: People whose ethnicity is identified as Hispanic or Latino may be of any race. Data may not sum to 100 percent because of rounding.

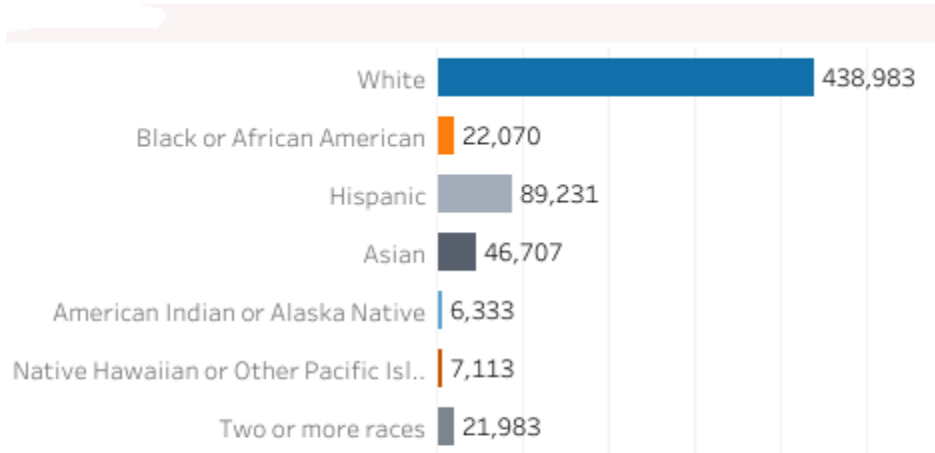
Source: U.S. Bureau of Labor Statistics, Current Population Survey (CPS).



Occupation by Ethnicity- Oregon



Oregon Population-Ethnicity

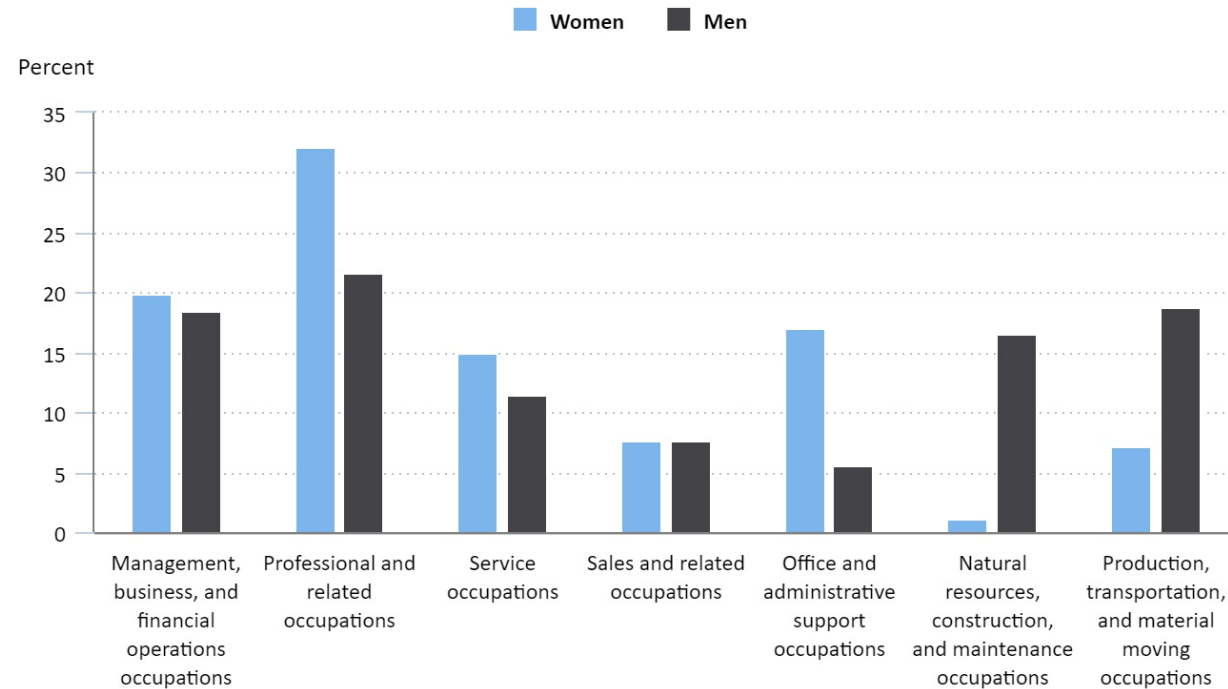


White	Male	239,889
	Female	199,094
Black or African American	Male	12,106
	Female	9,964
Hispanic	Male	49,155
	Female	40,076
Asian	Male	24,749
	Female	21,958
American Indian or Alaska Native	Male	3,491
	Female	2,842
Native Hawaiian or Other Pacific Islander	Male	3,817
	Female	3,296
Two or more races	Male	11,631
	Female	10,352

* 2021 EEO-1 Public Use File

Occupational by Gender -National

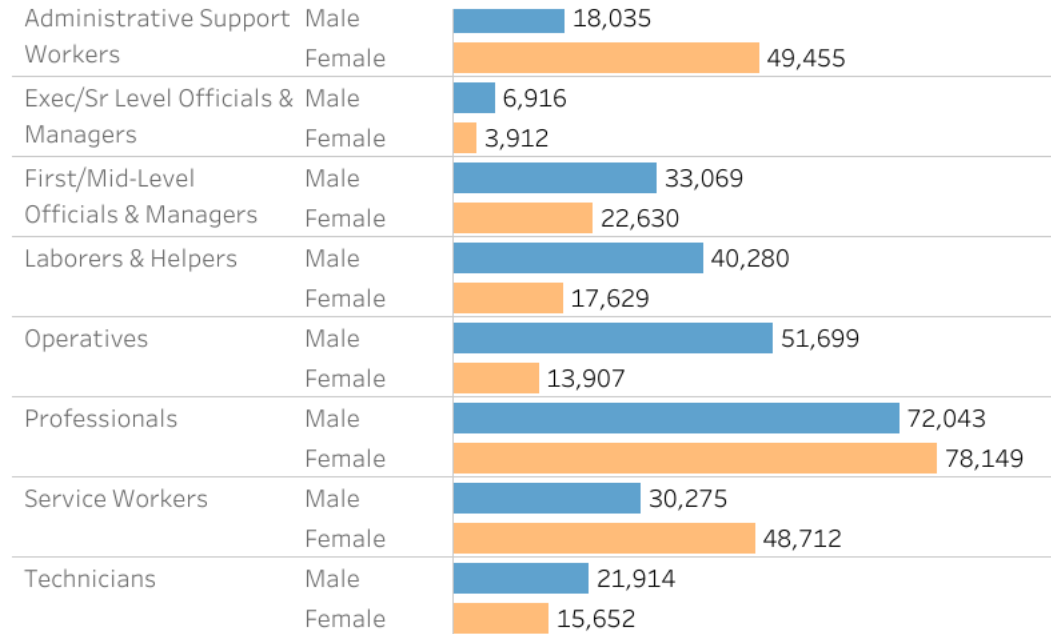
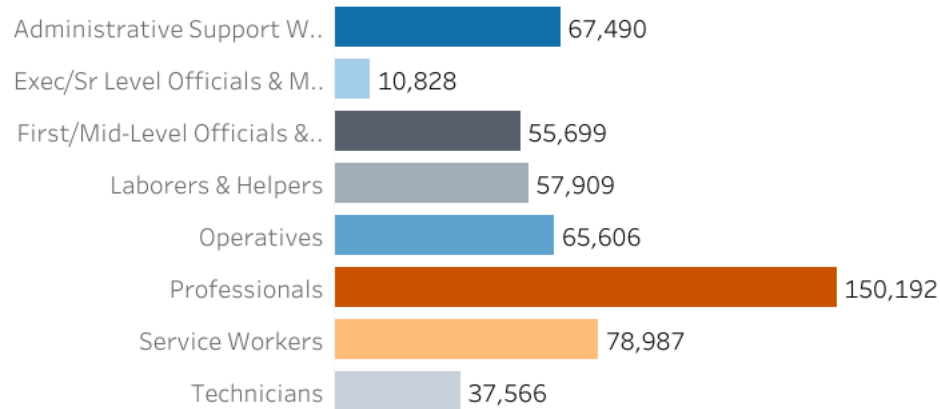
Chart 5. Distribution of full-time wage and salary employment for women and men, by major occupational group, 2022 annual averages



Click legend items to change data display. Hover over chart to view data.
Source: U.S. Bureau of Labor Statistics.



Oregon Occupation by Gender



* 2021 EEO-1 Public Use File

Next Steps/Recommendations

- HR and hiring managers continue to evaluate new hires with a methodology consistent with the pay equity analysis via and equitable hiring approach.
- HR continues to review impact of hires and promotions on comparable character groups and advises on possible further actions.
- Assess workforce development plan. Evaluate partnerships and programmatic opportunities to diversify workforce at higher pay grades.
- HR performs next full “pay equity no less often than every three years to correct inequitable practices*” ...
 - Consider adding analysis by disability and veteran status, sexual identity, etc.

Appendix

Pay Equity Impacts: BCDSA Gender

Gender	Employee Count	Average Years*	Average Prior Step	Average New Step	Median Years*	Median Prior Step	Median New Step	% Receiving Increases	Average Increase	Median Increase
FEMALE	9	7.2	5	6	7.2	6	7	33%	10.3%	10.3%
MALE	39	8.1	6	6	9.8	7	7	18%	6.5%	5.0%
OTHER	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NOT REPORTED	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Totals	48	7.9	6	6	9.6	7	7	21%	7.65%	5.0%

BCDSA top step = 7

* Years = experience at equivalent or higher level + education adjustments

Pay Equity Impacts: BCDSA Age

Age	Employee Count	Average Years*	Average Prior Step	Average New Step	Median Years*	Median Prior Step	Median New Step	% Receiving Increases	Average Increase	Median Increase
Under 30	7	5.13	4	5	4.72	3	5	57%	7.6%	7.6%
30 – 39	17	7.67	6	7	8.10	7	7	24%	5.0%	5.0%
40 – 49	19	8.61	6	6	10	7	7	11%	13.0%	13.0%
50 – 59	4	10	7	7	10	7	7	0%	N/A	N/A
60 – 69	1	10	7	7	10	7	7	0%	N/A	N/A
Over 70	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Totals	48	7.9	6	6	9.6	7	7	21%	7.6%	5.0%

BCDSA top step = 7

* Years = experience at equivalent or higher level + education adjustments

Pay Equity Impacts: BCDSA Race

Race/Ethnicity	Employee Count	Average Years*	Average Prior Step	Average New Step	Median Years*	Median Prior Step	Median New Step	% Receiving Increase	Average Increase	Median Increase
AMERICAN INDIAN	1	4.9	3	5	4.9	3	5	100%	5.0%	5.0%
ASIAN	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BLACK	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CAUCASIAN	45	8.0	6	6	9.6	7	7	18%	8.3%	7.6%
HISPANIC	1	10	7	7	10	7	7	0%	N/A	N/A
NATIVE HAWAIIAN OR PAC ISLANDER	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TWO OR MORE RACES	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
UNREPORTED	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BLANKS	1	4.9	3	5	4.9	3	5	100%	5.0%	5.0%
Totals	48	7.9	6	6	9.6	7	7	21%	7.6%	5.0%

BCDSA top step = 7

* Years = experience at equivalent or higher level + education adjustments



Pay Equity Impacts: MGMT/NONREP Gender

Gender	Employee Count	Average Years*	Average Prior Step	Average New Step	Median Years*	Median Prior Step	Median New Step	% Receiving Increases	Average Increase	Median Increase
FEMALE	60	4.9	4	5	4.0	4	5	33%	14.5%	12.8%
MALE	66	6.1	5	7	7.1	5	8	45%	15.7%	13.9%
OTHER	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NOT REPORTED	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Totals	126	5.5	5	6	5.8	4	6	40%	15.3%	13.0%

MGMT/NONREP top step = 9 or 12 if exceptional performance

* Years = experience at equivalent or higher level + education adjustments

Pay Equity Impacts: MGMT/NONREP Age

Age	Employee Count	Average Years*	Average Prior Step	Average New Step	Median Years*	Median Prior Step	Median New Step	% Receiving Increases	Average Increase	Median Increase
Under 30	3	0.4	2	3	2.2	1	3	67%	6.8%	6.8%
30 – 39	29	3.3	4	5	2.6	4	6	41%	12.6%	10.3%
40 – 49	35	4.5	5	6	4.5	5	5	29%	13.8%	14.0%
50 – 59	48	7.2	5	7	10	5	8	44%	18.4%	16.7%
60 – 69	11	8.6	5	7	10	5	9	45%	14.5%	10.9%
Over 70	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Totals	126	5.5	5	6	5.8	4	6	40%	15.3%	13.0%

MGMT/NONREP top step = 9 or 12 if exceptional performance

* Years = experience at equivalent or higher level + education adjustments

Pay Equity Impacts: MGMT/NONREP Race

Race/Ethnicity	Employee Count	Average Years*	Average Prior Step	Average New Step	Median Years*	Median Prior Step	Median New Step	% Receiving Increase	Average Increase	Median Increase
AMERICAN INDIAN	2	3.1	4	4	3.1	4	4	0%	N/A	N/A
ASIAN	1	6.4	5	6	6.4	5	6	100%	3.8%	3.8%
BLACK	3	4.0	2	5	2.6	2	4	67%	16.4%	16.4%
CAUCASIAN	108	5.6	5	6	6.4	5	7	38%	16.0%	13.8%
HISPANIC	5	6.0	3	5	6.0	3	5	60%	15.5%	13.0%
NATIVE HAWAIIAN OR PAC ISLANDER	1	5.5	1	4	5.5	1	4	100%	13.6%	13.6%
TWO OR MORE RACES	2	4.7	3	4	4.7	3	4	0%	N/A	N/A
UNREPORTED	3	4.9	6	7	2.5	6	6	33%	3.7%	3.7%
BLANKS	1	3.9	5	7	3.9	5	7	100%	7.0%	7.0%
Totals	126	5.5	5	6	5.8	4	6	40%	15.3%	13.0%

MGMT/NONREP top step = 9 or 12 if exceptional performance

* Years = experience at equivalent or higher level + education adjustments

Pay Equity Impacts: ONA Gender

Gender	Employee Count	Average Years*	Average Prior Step	Average New Step	Median Years*	Median Prior Step	Median New Step	% Receiving Increases	Average Increase	Median Increase
FEMALE	13	10.2	10	11	12.0	11	12	31%	8.8%	8.8%
MALE	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
OTHER	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NOT REPORTED	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Totals	13	10.2	10	11	12.0	11	12	31%	8.8%	8.8%

ONA top step = 12

* Years = experience at equivalent or higher level + education adjustments

Pay Equity Impacts: ONA Age

Age	Employee Count	Average Years*	Average Prior Step	Average New Step	Median Years*	Median Prior Step	Median New Step	% Receiving Increases	Average Increase	Median Increase
Under 30	1	3.4	5	5	3.4	5	5	0%	N/A	N/A
30 – 39	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
40 – 49	5	9.6	9	10	9.1	8	10	60%	10.6%	10.6%
50 – 59	3	11.2	12	12	12	12	12	0%	N/A	N/A
60 – 69	4	12	12	12	12	12	12	25%	3.4%	3.4%
Over 70	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Totals	13	10.2	10	11	12.0	11	12	31%	8.8%	8.8%

ONA top step = 12

Pay Equity Impacts: ONA Race

Race/Ethnicity	Employee Count	Average Years*	Average Prior Step	Average New Step	Median Years*	Median Prior Step	Median New Step	% Receiving Increase	Average Increase	Median Increase
AMERICAN INDIAN	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ASIAN	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BLACK	1	9.5	12	12	9.5	12	12	0%	N/A	N/A
CAUCASIAN	11	10.4	10	11	12.0	11	12	31%	8.8%	8.8%
HISPANIC	1	8.6	11	11	8.6	11	11	0%	N/A	N/A
NATIVE HAWAIIAN OR PAC ISLANDER	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TWO OR MORE RACES	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
UNREPORTED	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BLANKS	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Totals	13	10.2	10	11	12.0	11	12	31%	8.8%	8.8%

ONA top step = 12

* Years = experience at equivalent or higher level + education adjustments





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