

**TALENT CITY COUNCIL
REGULAR COUNCIL MEETING MINUTES
TOWN HALL
January 6, 2016 – 6:45 P.M.**

Study Session, Regular Council & TURA meetings are being digitally recorded and will be available on the City website

The City Council of the City of Talent will meet in a Regular Council session at 6:45 P.M on Wednesday, January 6, 2016 at 6:45 P.M. in the Town Hall, 206 E. Main Street. 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 in advance of the meeting to the City Recorder at 541-535-1566, ext. 1012.

The City Council reserves the right to add or delete items as needed, change the order of the agenda, and discuss any other business deemed necessary at the time of the study session and/or meeting.

REGULAR COUNCIL MEETING- 6:45 PM

Anyone wishing to speak on an agenda item should complete a Public Comment Form and give it to the City Recorder. Public Comment Forms are located at the entrance to the meeting place. Anyone commenting on a subject not on the agenda will be called upon during the "Citizens Heard on Non-agenda Items" section of the agenda. Comments pertaining to specific agenda items will be taken at the time the matter is discussed by the City Council.

1. Call to Order/Roll Call

Members Present

**Mayor Stricker
Councilor McManus
Councilor Cooke
Councilor Abshire
Councilor Pederson
Councilor Wise
Councilor Collins**

Members Absent

2. Pledge of Allegiance

3. Mayor Announcements

- Council Goal Setting will begin this month.
- Volunteer Recognition Celebration is being planned tentatively on February 4th.

4. Public Hearings

Public hearings are conducted under a prescribed procedure depending on the topic. The presiding officer will conduct the hearing in accordance with those procedures which will allow for public input at the announced time.

4.1 Zone Change

Community Development Director, Zac Moody gave a Staff Report (*see attached*).

Council discussed the zone change.

Mayor Stricker spoke in concern about there being no site plan due to the floodway and floodplain. Mayor Stricker questioned why there would be a zone change with no site plan. Mr. Moody answered that a site plan was not required.

Mayor Stricker questioned if it was required to notify FEMA. Mr. Moody answered no and he went over who was notified.

Mayor Stricker clarified that if there was a site plan review a zone change could be considered at that time.

Mayor Stricker opened the Public Hearing at 7:33 PM

Applicant Megan Lanier- 100 E. Main St. Suite O, Medford. Ms. Lanier is here from Richard Stevens & Association, Inc. to represent Talent Truck Stop Property. Ms. Lanier spoke regarding the zone change. She spoke that the proposed zone change is consistent with the comprehensive plan.

Public Input:

Joi Riley- 1706 Lithia Way, Talent – Ms. Riley gave Council a handout and map regarding the flood plain (*see attached*). Ms. Riley spoke regarding zone change.

Mr. Moody commented on the handout. He spoke that all noticing procedures were followed correctly for this Public Hearing.

Ms. Lanier spoke that currently no residential is being proposed on this. She also spoke of her concerns regarding the map that was distributed. She spoke that it may not reflect the actual true FEMA map. She spoke that if the zone changed is approved it will give a lot of opportunity for economic development.

Ms. Riley spoke that the map was a current FEMA map. She spoke if there was a more current map the applicant or Staff should have it.

Mayor Stricker closed the Public Hearing at: 7:52 PM

Councilor Pederson moved to approve Ordinance 16-906-O, an Ordinance for a zone change of 5.40 acres from commercial interchange (CI) to commercial highway (CH), for property along Valley View Road, previously occupied by the Talent Truck Stop. Councilor Collins seconded. Mayor Stricker repeated the motion. Discussion: Councilor Wise spoke in favor of the change and his reasons why. Councilor Cooke spoke that she is not in support of the change. Councilor Pederson spoke in support of the change and his reasons why. Councilor Abshire agreed with Councilor Cooke. Councilor Collins spoke in support of the change. Councilor McManus spoke in support of the zone change. Mayor Stricker spoke that a denial of this proposed zone change does not inhibit the options. Roll Call Vote: Councilor McManus, Councilor Pederson, Councilor Wise and Councilor Collins: YES. Councilor Cooke and Councilor Abshire: NO. Motion Passed 4-2.

5. Citizens Heard on Non-Agenda Items

Limited to 5 minutes or less per Mayoral discretion

Ron Medinger and Jan Wright, 333 Mountain View Drive, Talent– Mr. Medinger went over Talent Historical Society goals. (*see attached*).

6. Public Presentations

Items that do not require immediate Council action, such as presentations, discussion of potential future action items. Time limited to 15 minutes per presentation unless prior arrangements have been made.

6.1 None

7. Consent Agenda

The consent agenda consists of items of a repeating or routine nature considered under a single action. Any Councilor may have an item on the consent agenda removed and considered separately on request.

7.1 Approval of Regular Council Meeting Minutes for December 16, 2015

Councilor Wise moved to approve the Regular Council Minutes for December 16, 2015. Councilor Cooke seconded. Mayor Stricker repeated the motion. Discussion: None. All Ayes. Motion passed unanimously.

8. Regular Agenda

Citizens will be provided the opportunity to offer comments on action items after staff has given their report and if there is an applicant, after they have had the opportunity to speak. Action items are expected to result in motions, resolutions, orders, or ordinances.

8.1 Council Goals Process

City Manager, Tom Corrigan gave a Staff Report. He explained Staff found money in the budget in the training line item.

Mr. Corrigan went over the proposed facilitator, Guy Perrin from Central Point (*see attached*). His price range is approximately \$900-\$1200. Councilor Cooke questioned how much money was available in the training budget. Mr. Corrigan answered \$2000.

Mr. Perrin would be available to meet on January 27th and February 10th.

Council gave Consensus to have a work session next week. Wednesday, January 13th at 6:30 PM and meet with Mr. Perrin on January 27th & February 10th at 6:30 PM. Councilor Wise will not be here next week.

Councilor Cooke moved to use a Guy Perrin for Council Goals facilitator to not to exceed \$2000. Councilor McManus seconded. Mayor Stricker repeated the motion. Discussion: None. Roll Call Vote: Councilor McManus, Councilor Cook, Councilor Abshire and Councilor Collins: YES. Councilor Pederson and Councilor Wise: NO. Motion passed 4-2.

Council requested the bids in writing.

8.2 First Reading, Ordinance 16-907-O, An Ordinance Regulating Activities on the portion of the Bear Creek Greenway Corridor within the City limits of the City of Talent, Oregon

Mr. Corrigan gave a brief staff report.

Councilor Pederson moved to adopt Ordinance 16-907-O, An Ordinance Regulating Activities on the portion of the Bear Creek Greenway Corridor within the City limits of the City of Talent, Oregon. Councilor Wise seconded. Mayor Stricker spoke that there was a motion and second to approve Ordinance 16-907-O as read into the record by Councilor Pederson. Discussion. None. All Ayes. Motion passed unanimously.

8.3 First Reading 16-908-O, an Ordinance adopting a uniform fire code prescribing regulations governing conditions hazardous to life and property from fire or explosion; and establishing a bureau of fire prevention and providing officers therefore and defining their powers and duties

Mr. Corrigan gave a brief staff report.

Councilor Wise moved to adopt 16-908-O, an Ordinance adopting a uniform fire code prescribing regulations governing conditions hazardous to life and property from fire or explosion; and establishing a bureau of fire prevention and providing officers therefore and defining their powers and duties. Councilor Collins seconded. Mayor Stricker spoke there was a motion and a second to adopt Ordinance 16-908-O as read into record by Councilor Wise. Discussion: None. All ayes. Motion passed unanimously

8.4 First Reading 16-909-O, an Ordinance regulating the use of solid fuel burning devices within the City of Talent, Oregon and to require the permanent removal of non-certified wood stoves and fire place inserts from structures.

Mr. Corrigan gave a brief Staff report.

Councilor Collins moved to adopt 16-909-O, an Ordinance regulating the use of solid fuel burning devices within the City of Talent, Oregon and to require the permanent removal of non-certified wood stoves and fire place inserts from structures. Councilor Abshire seconded. Mayor Stricker spoke there was a motion and a second to adopt Ordinance 16-909-O as read into the record by Councilor Collins. Discussion: None. All Ayes. Motion passed unanimously.

9. Information Items

9.1 Draft Ordinance for Smoke Free Parks 16-910-O

Mr. Corrigan gave a Staff report. Council gave Staff a few recommendations changes to the Ordinance. The Ordinance will be sent to the Parks Commission.

10. City Manager & Other Department Reports

Items for discussion by the City Manager and Department Heads as needed.

Mr. Corrigan gave City and Department reports.

- There is a new light at Town Hall.
- 2 lights for the Plaza came in one was broken so will be replaced.
- Front Street open house will be next Thursday 4-6 PM at City Hall.
- There will be 3 Public Hearings at the next Council Meeting 3 Public Hearings. Planning, Water Rate Recovery and Styrofoam Ban.
- The Street Sweeper is here. There will be training on Friday at Brammo.
- We will now have a Brammo motorcycle for Talent.
- Budget is being reviewed.
- The water rights certification has passed.
- Negotiations are being discussed with Medford Water Commission regarding peak water flow.
- There will be training for the new software in finance.
- Rumble strips have been ordered for Rapp Rd.
- Rays Food Place has a new manager.
- New signs will be going up in Talent that say "Green Energy"

11. Other Business

11.1 Mayor Stricker suggested Council review Council Rules and the Charter within the quarter. She spoke that no member of Council should walk out of a meeting without requesting a break.

Councilor Collins questioned if there was anything new regarding Oregon Power –Solar Cooperative. Mr. Corrigan spoke that he has not received any more information and will send out an email.

12. Mayor and Councilor - Committee Reports and Councilor Comments

Rogue Valley Area Commission on Transportation – Mayor Stricker (alternate)
Together for Talent Committee – Councilor Collins
Metropolitan Planning Organization – Mayor Stricker & Councilor Cooke (alternate)
Planning Commission – Councilor Wise & Councilor Abshire (alternate)
Public Art Advisory Committee – Councilor McManus
Parks Commission – Mayor Stricker
Traffic Safety & Transportation Commission – Councilor Cooke
Rogue Valley Council of Governments – Councilor McManus & Mayor Stricker (alternate)
Talent Historical Society – Councilor Abshire
Harvest Festival Committee – Councilor McManus
Economic Development - Councilor Pederson & Councilor McManus
Chamber – Councilor Pederson
Talent Charter Review – Councilor Cooke

Councilor Wise spoke that he attended the Planning Commission and the zone change was discussed.

Councilor Cooke announced that she attended TSTC. She spoke that rumble strips for Rapp Rd. and the roundabout was discussed.

Councilor Pederson announced he attended the Chamber Meeting:

- He spoke that they are looking for new members.
- There will be more Facebook activity for business members this year.
- The Chamber is healthy financially.
- The January mixer will be on January 8th at Kindred Spirits.

Mayor Stricker spoke that she will be interviewing another Parks applicant. R/VACT Meeting is coming up. Taking leave of absence of all other boards for the first quarter of 2016.

Councilor Abshire announced that the Talent Historical Society:

- Worked on their goals. He suggested for Council to come by the museum.
- They have 2 new members.

Councilor Collins attended the Together for Talent Meeting and gave announcements.

- They have a new member.
- March 5th at the Talent Library 10-12 Forum for integrated pest management.
- Friends of Trees and Weed Team have finished approximately 36 hours of weeding and planting. They thanked Mr. Corrigan for dropping off trees and mulch.
- Friends of Wagner Creek is working on a project with Native Fish Society.
- Emergency Preparedness will have 2 public presentations in May regarding house fires and map your neighborhood.
- Volunteer recognition celebration is being planned.
- Rogue Climate will meet on January 14th at 6 PM in the Community Center.

Councilor McManus had no announcements.

13. Adjournment

The Council Meeting was adjourned at 9: 19 PM

Respectfully submitted by:



City Recorder, Melissa Huhtala

Attest



City Manager, Tom Corrigan

Note: This agenda and the entire agenda packet, including staff reports, referenced documents, resolutions and ordinances are posted on the City of Talent website (www.cityoftalent.org) in advance of each meeting.

In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, please contact TTY phone number 1-800-735-2900 for English and for Spanish please contact TTY phone number 1-800-735-3896.



City of Talent

REZ 2015-001

Zoning Map Amendment

Talent City Council
Public Hearing
January 6, 2016



Background

- Subject tract was the site of the Talent Truck Stop and Restaurant
- Lot is approximately 5.40 acres and includes two legal lots of record
- Lot is zoned Commercial Interchange
- Track is surround to the west, north and south by Commercial Highway and Commercial Interchange to the east.





Site Information





Property Characteristics





Property Characteristics





Approval Criteria



Article 8-3M.160 – Review Procedures – Type IV Legislative

- Notice of Hearing Requirements
- Pre Application Conferences

City of Talent Comprehensive Plan

- Element B – Parks, Recreation, Open Space, and Urban Forestry
- Element C – Natural Hazards
- Element D - Transportation
- Element E - Economy
- Element F – Public Facilities and Services

Oregon Administrative Rules (OAR 660-012-0060) – Plan and Land Use Regulations



Planning Commission Comments

- Requested more information about potential uses on property
- Future development in the 100-Year Floodplain and Floodway
- Concerns about future traffic congestion issues with expanded residential use options
- Comprehensive Plan does not reflect the need for a zone change and that TSP was predicated on the current zoning
- Proposed zone change should only be considered with a complete development plan to rationalize the zone change needs
- Would like to see open space requirement for the proposed zone change.

Planning Commission recommended approval with a 3-1 vote





Findings

City of Talent Comprehensive Plan – Element B (Parks and Recreation)

Policy 1: Preservation: It is the policy of the City of Talent to preserve and enhance the quality of its existing parks and recreation resources

- Proposed change of zoning will NOT have any impact on the exiting bike paths or greenway. Comprehensive Plan designation remains commercial.
- Any future site development would be required to address all riparian and open space standards at the time of review. Enhancements of riparian area will be likely at the time of development considering the existing impacts of the current development.





Findings

City of Talent Comprehensive Plan – Element C (Natural Hazards)

Policy 1.1. Flood Hazards: It is the policy of the City of Talent to implement a comprehensive strategy that will mitigate and reduce the risks of flood damage from naturally occurring flood events

- The uses allowed in the Commercial Interchange zone are similar to the other commercial and residential uses allowed in the Commercial Highway zone. No increased risks are anticipated with the change of zoning.
- All future development regardless of the zoning designation will require a floodplain review to reduce the risk of flood damage.





Findings

City of Talent Comprehensive Plan – Element D (Transportation)

Policies: The City shall consider changes to the Zoning Code that will more effectively implement Comprehensive Plan goals that encourage transit-oriented, mixed-use and high-density development near the city center to reduce private vehicle trips by increasing access to transportation alternatives in conformity with the Oregon Transportation Planning Rule (TPR).

- Proposed zone change from Commercial Interchange to Commercial Highway allows a larger variety of uses that could be more transit-oriented and allow mixed-use and high density residential which encourage the use of transportation alternatives.





Findings

City of Talent Comprehensive Plan – Element E (Economy)

Policy 2: Family Wage Jobs: Promote and support businesses that bring family wage jobs into the community.

Policy 3: Business Support and Assistance: The City will support, and encourage retention and expansion of existing businesses.

Policy 5: Livability: The City recognizes that livability is an important factor in the location choices of some types of businesses, and the policy of maintaining livability for the benefits of City residents is further reinforced by the potential for economic benefits.

Policy 8: Land Availability: The City will plan for commercial and industrial land needs and encourage the efficient use of land.





Findings

City of Talent Comprehensive Plan – Element E (Economy)

- Proposed zone change will allow for a much wider variety of uses that can be established on the subject tract, providing a broader opportunity for economic growth.
- Proposed zone change allows for the weaknesses of the SWOT (strengths, weaknesses, opportunities and threats) to be improved due to the wider variety of allowed land uses, including high density residential.
- Allows the existing lot to be used to its capacity. The existing zoning allows uses that serve the traveling public. The proposed zoning allows uses that serve both the community and traveling public.





Findings

City of Talent Comprehensive Plan – Element F (Public Facilities)

Objective 3.1: Continue to provide safe and livable housing for working families, single-earner households, retired people, and students while improving the quality and value of local housing stock.

- *Proposed zone change allows the subject properties to be developed with high-density residential on 50% of the parcel provided it is screen by commercial uses adjacent to the street.*
- *Existing zoning only allows mixed-use commercial/residential units and forces property owner to expand commercial uses in order to provide needed residential housing.*





Approval Criteria

Oregon Administrative Rules (OAR 660-012-0060) – Plan and Land Use Regulations

1. *If an amendment to a functional plan, an acknowledged comprehensive plan or a land use regulation (including a zoning map) **would significantly affect an existing or planned transportation facility**, then the local government must put in place measures as provided in section (2) of this rule, unless the amendment is allowed under section (3), (9) or (10) of this rule. A plan or land use regulation amendment significantly affects a transportation facility if it would:
 - a. *Change the functional classification of an existing or planned transportation facility (exclusive of correction of map errors in an adopted plan).*
 - b. *Change standards implementing a functional classification system, or**



Approval Criteria

Oregon Administrative Rules (OAR 660-012-0060) – Plan and Land Use Regulations

- c. *Results in any of the effects listed below*
 - (A) *Types or levels of travel or access that are inconsistent with the functional classification of an existing or planned transportation facility;*
 - (B) *Degrade the performance of an existing or planned transportation facility such that it would not meet the performance standards identified in the TSP or comprehensive plan; or*
 - (C) *Degrade the performance of an existing or planned transportation facility that is otherwise projected to not meet the performance standards identified in the TSP or comprehensive plan.*



Findings

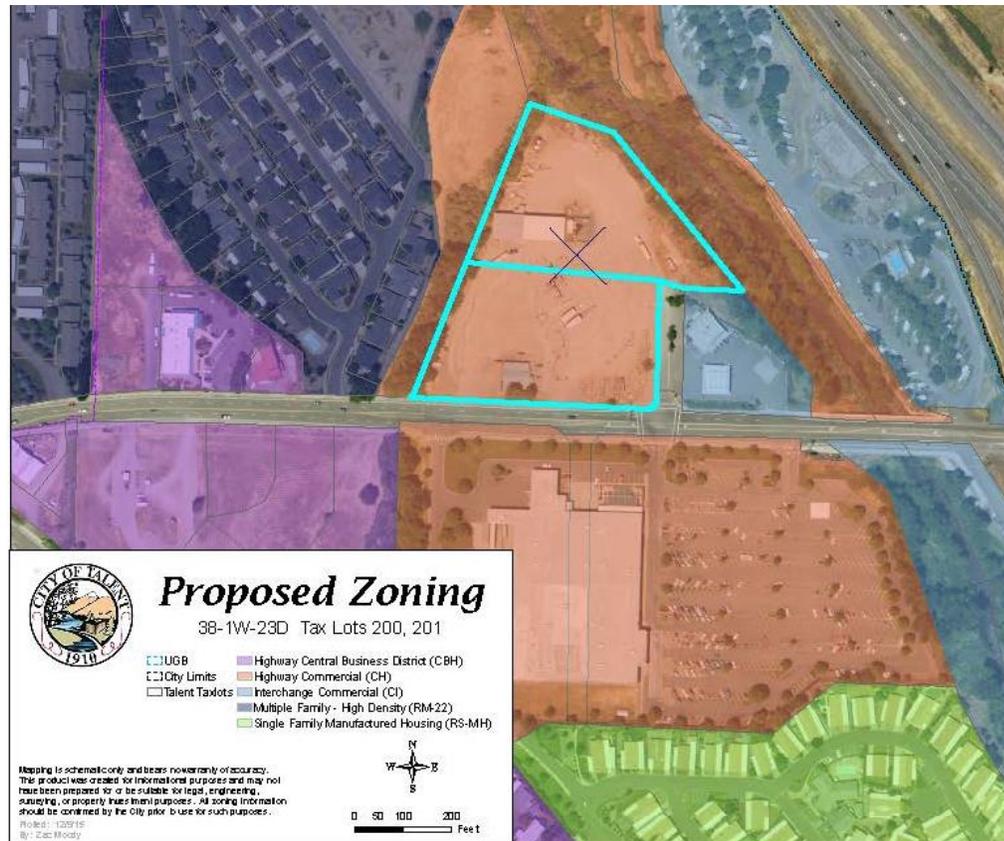
Oregon Administrative Rules (OAR 660-012-0060) – Plan and Land Use Regulations

Does the proposed zone change significantly affect the transportation facility?

- Current average daily trips (ADT) count for W. Valley View is 8,000.
- Estimated average daily trips at full buildout of commercial in Talent (25 years) is approximately 13,000 ADT.
- Proposed 3 lane cross section on Valley View would accommodate approximately 20,000 ADT.
- Proposed change of zoning will not degrade the performance of the existing transportation facility and does not appear to affect the level of service (LOS must be no less than 95%).
- Current proposal with new allowed uses does not appear to increase the ADT to a point that a Transportation Impact Study would be required.



Proposed Zoning





Recommendation & Motion

Recommendation

Based on the findings for the Zone Change stated in the signed Final Order, Planning Commission recommends approval of the Zoning Map Amendment.

Proposed Motion

"I move to adopt Ordinance 16-906-O, an Ordinance for a zone change of 5.40 acres from Commercial Interchange to Commercial Highway for property along Valley View Road, previously occupied by the Talent Truck Stop".



Jan. 6, 2016

To: Hon. Mayor and City Council

Re: REZ 2015-001

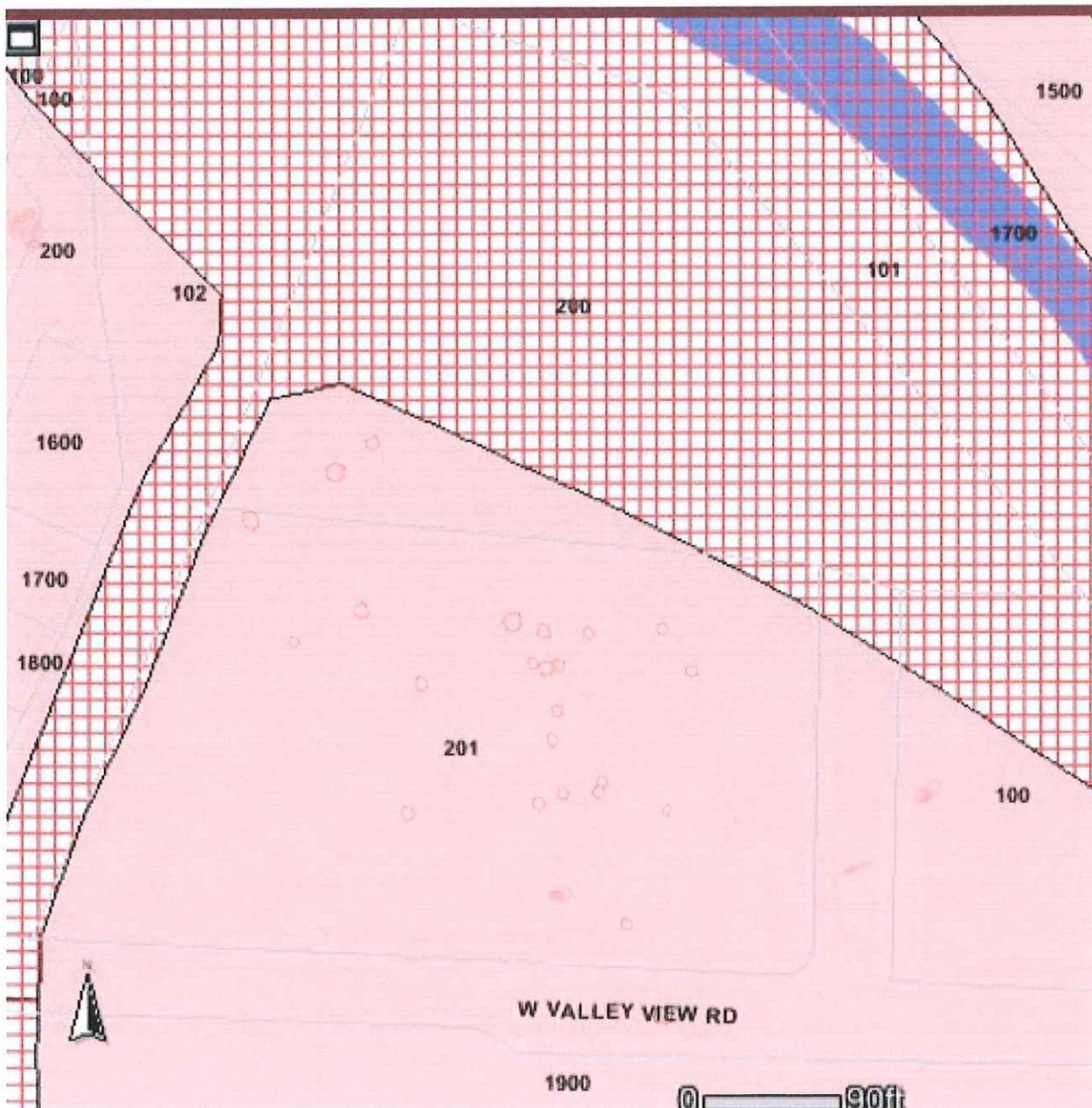
From: Joi Riley

1706 Lithia Way

Talent, OR. 97540

Granting this zone change application without an attached land use application leaves us open to unknown and unintended negative consequences.

More than half of the property is designated floodway. That means nothing may be built on it. Below is the current FEMA map. Cross hatched areas are FLOODWAY. Solid Pink is FLOODPLAIN, determined, not approximate.



5.3 FLOODWAYS: Located within areas of special flood hazard established in Section 3.2 are areas designated as floodways. Since the floodway is an extremely hazardous area due to the velocity of flood waters which carry debris, potential projectiles, and erosion potential, the following provisions apply:

5.3.1 No new or replacement structures or substantial improvements are allowed within thirty-five feet of the floodway, as established in Article 12 of the Talent Zoning Ordinance. In addition, Article 12 establishes wetland and riparian area setbacks that may be stricter than the floodway setback in some cases. A structure existing within 35 feet of a floodway is a non-conforming structure, and no expansion or substantial improvement of a non-conforming structure is allowed, as established in Article 16 of the Talent Zoning Ordinance.

5.3.2 Other encroachments are also prohibited, including fill, water-related facilities and roads, unless certification by a registered professional civil engineer is provided demonstrating that such encroachment will not result in any increase in flood levels during the occurrence of the base flood discharge.

5.4 ENCROACHMENTS: The cumulative effect of any proposed development, where combined with all other existing and anticipated development, shall not increase the water surface elevation of the base flood more than one foot at any point.

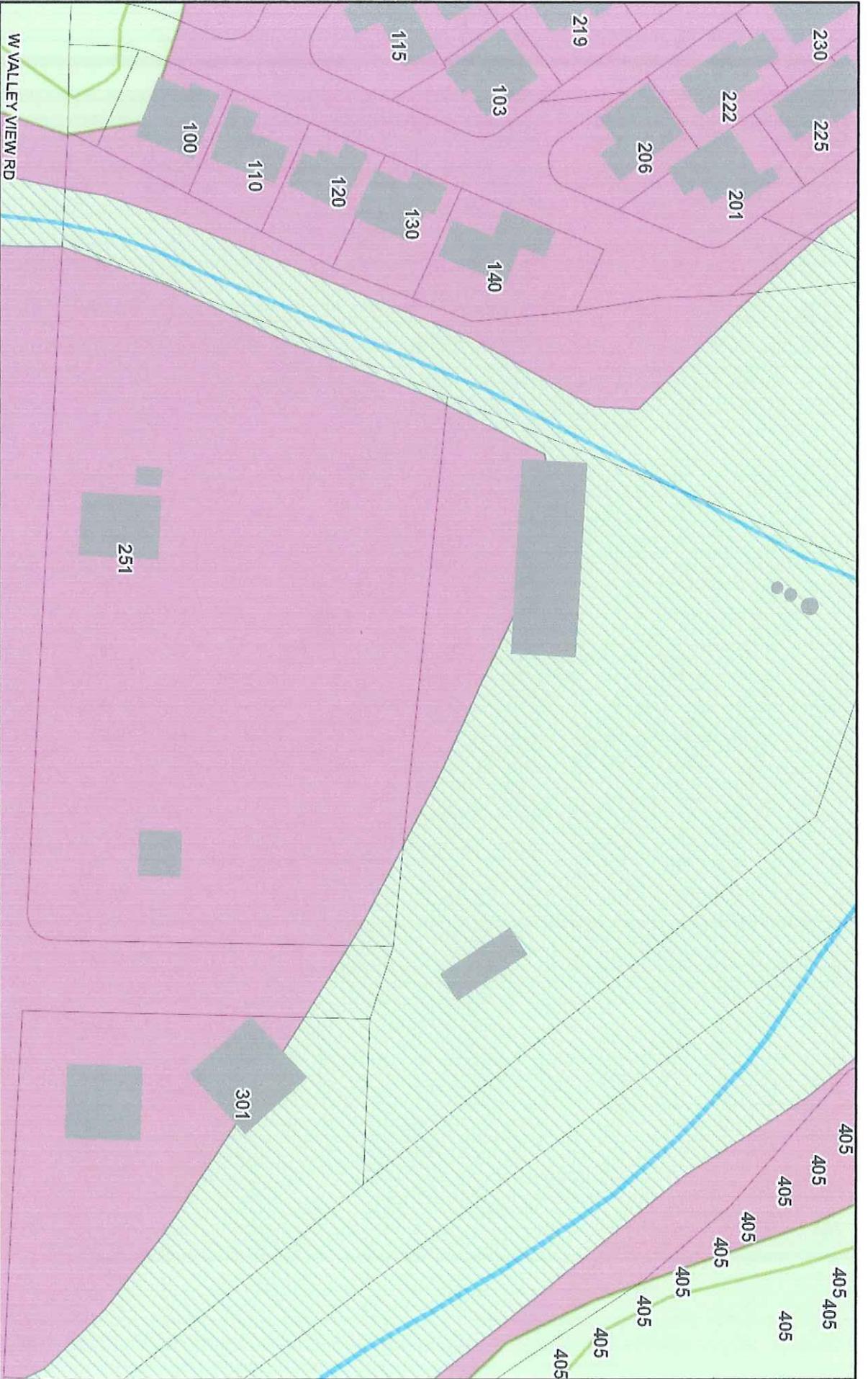
The applicant and staff brush aside all questions about the future impacts of the zone change by saying that because there's no development attached all potential problems will be addressed in the future by engineers. That is unacceptable because an engineer's job is to find a way to fulfill an objective, not to determine whether or not potential impacts are acceptable. By the time it's reached an engineer there is implied approval. And engineers can and do make mistakes.

Once we designate the right to a specific density of a property with an underlying condition, like a floodway or a wetland, which prevents building on a portion of the land, the developer's team will argue that there is a legal right to build to the "promised" density on the available land. Historically in Talent, the staff will support those arguments. Without staff support the planning commission will feel compelled to approve, which forces citizens into an expensive appeals process.

The current zoning pre existed and remained during the scrutiny of three comprehensive plan reviews and the microscopic regional problem solving process. Making a zoning change on land with natural threats simply because one property owner requests for their marketing purposes, is not adequate. It is not good planning.

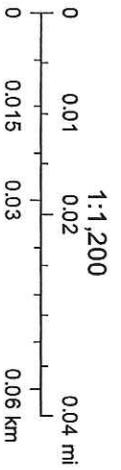
The Planning Commission recommended approval in a vacuum. The floodway information was left out of the criteria supplied by staff, so did not exist in staff's findings. There was only the minimum, and miniscule, public notice required by law before this application came before the planning commission virtually guaranteeing the lack of public and agency response. That is a failure on the part of the city staff to use the tools readily available, like the FLASH, to inform and publicize.

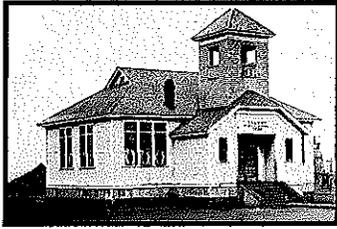
Jackson County GIS



January 6, 2016

- Site Address - Label Only
- Building Footprints
- 500 YEAR BOUNDARY
- 100 YEAR BOUNDARY - APPROXIMATE A
- 100 YEAR DETERMINED BFE - AE W/BFE
- FLOODWAY
- 100 YEAR SHALLOW FLOODING - AO
- County Line
- Streets - Label Only





Talent Historical Society

P.O. Box 582, Talent, OR 97540

(541) 512-8838 www.talenthistory.org

January 6, 2016

Talent Historical Society's primary goals for 2016 and forward.

- 1) Obtain the ultimate evidence of support from the Talent City Council by having each Councilor become a dues paying Historical Society member, thereby personally supporting the mission of the Talent Historical Society. Currently the Mayor and two City Councilors are paid members.
- 2) Obtain and install commercial shelving in the storage area at the Talent Historical Society Museum to vastly improve our ability and capacity to archive historical items and museum materials.
- 3) Obtain and install new commercial carpeting in the museum public areas. This would be attained by using commercial carpet tiles, with Historical Society volunteers removing the old carpet, preparing the concrete sub-floor and installing the new carpet tiles. Commercial carpet tiles were recommended as an excellent material for this particular use by the carpeting professional the Society had look at the project.
- 4) Work towards developing a solid financial foundation and operational structure for the Historical Society so that by 2019, the 120th anniversary of this Historic Town Hall, the Talent Historical Society could move into this building making it a new and permanent home for the Society. This move would allow us much needed additional space to continue the growth of the Historical Society Museum and would provide a fitting use for this National Register of Historic Places building. The Historical Society Board assures the Talent City Council that the Talent Historical Society would be exemplary stewards in caring for this iconic Talent building.

Thank you.

Ron Medinger
Board President
Membership Chair
Talent Historical Society

Talent Historical Society Membership Application

The Talent Historical Society was founded in 1994 as a non-profit organization dedicated to collecting, preserving and interpreting the history of the Talent area in Southern Oregon. By becoming a member of the Society, you provide valuable support of the Society's ongoing work.

To become a member complete the form below, and return the completed form along with your membership payment. All memberships, regardless of level, are greatly appreciated.

As we are a 501(C)3 non-profit organization, your contribution may be tax deductible and you will receive a receipt by email or post.

Date _____

Name _____

Street Address _____

City, State, Zip _____

Phone _____ e-mail _____

Member Type: New Renewing

Membership Level: Junior (12-18) - \$10 Individual - \$20 Lifetime Individual - \$200

(Please select one) Business - \$50 Family - \$30 Lifetime Family - \$300

Individual/Family Sponsorship - \$100 or more

Business Sponsorship - \$100 or more

Donation in addition to membership: \$ _____

Amount Enclosed: \$ _____

Dues include our quarterly newsletter: *The Historacle*

Check to receive *The Historacle* electronically, sent by email in lieu of paper. (This saves us printing and postage costs.)

Please make checks payable to: Talent Historical Society

Send completed form along with payment to: Talent Historical Society

P.O. Box 582

Thank You!

Talent, OR 97540

Guy Perrin

Guy has over 20 years' experience in coaching, consulting, facilitation and human resources management. His client engagements focus on leadership and professional development, organizational development, outplacement and career consulting, critical incident stress management and counseling.

Prior to leading Central Point Leadership Services, Guy was a Senior Consultant for KPMG Consulting's Vancouver office. He provided career consulting and outplacement services, and developed a practice in executive and professional coaching. Also in Vancouver, Guy was Labor Relations Manager for two daily newspapers, and Industrial Relations Supervisor in a manufacturing company.

Guy has a Masters Degree in Counseling Psychology from Antioch Graduate School, a Commerce Degree in Organizational Behavior from the University of British Columbia, and a Certificate in Dispute Resolution from the Justice Institute of BC. He is a Licensed Professional Counselor and a Certified Employee Assistance Professional. Guy is a member of the Employee Assistance Professionals Association, Society of Human Resources Management, and International Coach Federation.