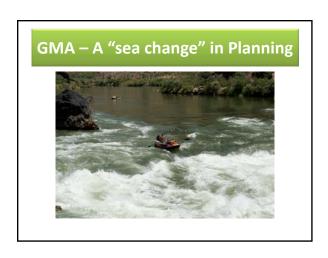
Planning Association of Washington and Washington State Department of Commerce

A Regional Short Course on Local Planning

Context of Comprehensive Planning
& Implementation Basics
October 1, 2013
Edward G. McGuire
E. G. McGuire & Associates LLC
egmcguire @harbornet.com - (253) 732-9637



Pre-GMA Planning Context 1970's and 1980's Pre -1990 conditions • Plans optional - advisory Zoning - governs • Not Comprehensive SEPA – largely project • Piecemeal. . .yields: specific Sprawl • SMA – 200' of shoreline Congestion Loss of open space, • EFSEC - major energy critical areas and facilities resource lands





Basic Planning Questions

- What do we have? Inventories, needs assessments
- What do we need and want? Accommodate 20 year population projections from the State in a manner consistent with community vision – Guide Growth!
- How are we going to get it? Plan lays out goals, objectives, policies, standards, costs and strategies to guide implementation

Basic Implementation Strategies

- Regulation
- Acquisition
- Taxation
- ullet ullet



Navigating GMA Waters



1990 Growth Management Act **Chapter 36.70A RCW**

- Key Changes to land use planning:
 - CONSISTENCY [cannot conflict or thwart]
 - Plans and development regulations must be *consistent* with 14 State Goals [RCW 36.70A.020]
 - Development regulations must be consistent with and implement plans [RCW 36.70A.040, .070, .130]
 - All elements of plans must be internally *consistent* [RCW 36.70A.070, .130]
 - Plans must be *consistent* with the plans of adjacent counties and cities [RCW 36.70A.100]
 - Plans must be *consistent* with CPPs [RCW 36.70A.210]

1990 Growth Management Act **Chapter 36.70A RCW**

- Key Changes to land use planning (continued):
 - No plan or development regulation can preclude the siting of essential public facilities EPFs [RCW 36.70A.200]
 - All plans must accommodate the allocated share of the State's forecast population for the subsequent 20 years [RCW 36,70A,110, .115]
 - Public Participation is the bedrock of GMA [RCW 36.70A.020(11), .035, .130 and .140]
 - Counties allocate forecasted population to its cities and draw Urban Growth Areas - UGAs [RCW 36.70A.110, .115]
 - **Concurrency** of infrastructure and development is required [RCW 36.70A.020(12), .070(6)
 - Plans can be amended only once a year, periodic updates are required every seven years [RCW 36.70A.130]

The GMA's Goals [RCW 36.70A.020]

ALL PLANS AND DEVELOPMENT REGULATIONS MUST BE **GUIDED BY THE FOLLOWING GOALS**

[Each Goal is backed by a GMA requirement]:

- Urban growth Encourage development in urban areas [.070, .110, .115]
- **Reduce sprawl** Reduce the inappropriate conversion of undeveloped land [.070, .110, .115]
- Transportation Encourage efficient multimodal transportation [.070]
- Housing Encourage the availability of affordable housing to all economic segments [.070]
- Economic Development Encourage economic development throughout
- Property Rights Preserve private property rights [.370]
- Permits Process permits in a timely and fair manner [.120, .200, .040]

The GMA's Goals

GMA Goals (continued)

- Natural Resource Industries Maintain and enhance natural resource industries [.060, .170, .172]
- Open Space Retain open space [.070, .165]
- Environment Protect the environment [.070, .060, .170, .172, SEPA]
- **Citizen Participation** Encourage the involvement of citizens in the planning process [.035, .130, .140]

- planning process [.035, .130, .140]

 Public Facilities and Services Ensure that those public facilities and services necessary to support development shall be adequate to serve the development at occupancy [.070, .120]

 Historic Preservation Encourage the preservation of sites with historical and archeological significance [.070]

 Morelines of the State The goals and policies of the Shoreline Management Act [RCW 90.58.020] are added to RCW 36.70A.020 [RCW 36.70A.480(1)]

GMA Planning Process and Timelines

- **Coordination and Communication**: County-wide Planning Policies (CPPs) developed to guide planning among jurisdictions within the county 1991
- The Land Speaks First: Natural Resource Lands and Critical Areas identified, designated, conserved and protected - 1992
- UGAs: Urban Growth Areas drawn outside of which urban growth cannot occur - 1992
- Comprehensive Plans adopted 1994-95 . . .
- Implementing Development Regulations adopted within 6 months of Plan adoption
 - Plan Amendments no more often than once a year
 - Plan Updates every 7 years
 - UGA Updates at least every 10 years
- **Public Participation throughout all stages**

Public Participation "early and continuous"

[RCW 36.70A.035, .130, .140]



- Notice: newspapers, posting, websites, media
- Public meetings
- Public Workshops
- Charettes
- Citizen Advisory Committees
- **Public Hearings**
- Always opportunity for written comment
- Elected officials decide!
- Pool of Potential "Petitioners"

GMA Comprehensive Plans

- Three fundamental types of land: Urban, Rural, and Natural Resource Lands – Critical Areas are found on
- All cities are Urban within UGAs must allow urban uses and intensities, urban densities, and ensure urban services are adequate and available to support growth. [Infill, mixed uses, transit oriented design, and TDRs]
- GMA specifies mandatory elements for each Plan. Each element includes inventories, needs projections and sets out policies and programs to shape the future and meet needs [financing plans are required for capital facilities and transportation]

Required Elements of GMA Comprehensive Plans

- Each comprehensive plan shall include [maps and text] for each of the following elements [mandatory elements]
 - Land Use*
 - Housing
 - Capital Facilities*
 - Utilities Rural [Counties only]
 - Transportation* Economic Development (in updates if funded)
 - Parks and Recreation (in updates if funded)
 - Ports (Seattle and Tacoma)
- **Subareas plans** are permitted as are other *optional elements* such as Environment, Energy and Natural Resources
- * = inextricably linked

Land Use, Transportation, and Capital Facilities Elements – Linkages!

Capital Facilities Element

- **Inventory** of existing facilities
- Forecast of future needs
- Six-year financing plan to fund needed facilities
- Reassess land use element if funding falls short
- Proposed locations an capacity of needed facilities

Transportation Element

- **Inventory** of existing modes
- Needs assessment LOS
- Multi-year financing plan to fund needed facilities
- Reassess land use element if funding falls short
- Assumptions on land use and traffic - Demand management

Urban Growth Areas - UGAs

- OFM forecasts 20-year population by county
- County, in consultation with Cities, allocates population
- Land capacity analysis land supply
- Density assumptions, and ability to serve
- UGAs drawn by County to accommodate growth



Conservation of Natural Resource Lands and Protection of Critical Areas

IRCW 36 70A 050 060 1701

- All jurisdictions must identify, designate and conserve Natural Resource Lands:
 - Agricultural lands , Forest lands and Mineral lands of long-term commercial significance
 - These provisions are intended to protect the related natural resource industries
- All jurisdictions must identify, designate and protect [using the "best available science"] Critical Areas:
 - Wetlands, Aquifers, Fish and Wildlife Habitat Conservation areas, Frequently Flooded areas and Geologically Hazardous areas
 - These provisions are to protect the function and values of the critical areas and public safety.
 - Critical areas are found in urban areas, rural areas and on resource lands

GMA Enforcement!

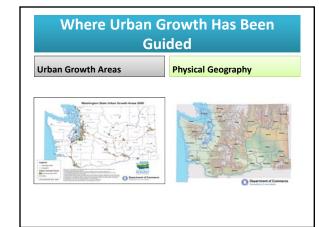
- All plans, development regulations, and amendments thereto, must be submitted to the State Department of Commerce (DOC provides technical assistance and limited funding support) for circulation to other agencies for their review and comment prior to adoption.
- There is no requirement for GMA plans to be approved by any state agency or department they are presumed valid upon adoption.
- Enforcement of the GMA is through appeal to the Growth Management Hearings Board 3 regional panels.
- If the Board finds <u>Noncompliance and remands:</u> affects certain state funding priorities (all), can invalidate (not so rare), recommend gubernatorial sanctions (rare).

Enforcement! Sometimes trouble! Always help available

Updates to the Plan

An opportunity to improve plans and regulations:

- Review vision, goals and policies
- Address new issues [climate change, regional transit]
- Assess plan performance is it working? [buildable lands]
- Assess land availability for needs [population, housing, jobs, etc.]
- Incorporate new and updated data and information [statutory changes, case law, etc.]
- · Refine how it all fits together.



Smooth [GMA] Waters Ed Modifier E.G. MoGulire & Associates LL (253) 732-9537 egmrquire@harbornet.com

Short Course on Local Planning

Robin McClelland, FAICP WA APA Conference October 1, 2013

- · Roles of the Planning Commission
- Tools for effective meetings
- Relationships with the public, staff, and elected officials
- Rewards

Work as a team.

Robin McClelland, FAICF

Roles: Keepers of the Plans

<u>Guardians</u> of the Comprehensive Plan, other policy documents, and development codes (Zoning Ordinance, Shoreline Master Program)

Offer recommendations that reflect community input, professional staff advice, and *thoughtful* commission deliberation.

<u>Provide</u> the ground work for elected officials to make decisions.

Robin McClelland, FAICP

adventure.

Review and Update



What takes precedent?

- Evaluate implementation strategy: *What have we accomplished?*
- Re-energize "Vision Statement": What's changed? Where are we headed?
- Make sure Vision, CPPs, and the Comprehensive Plan are internally consistent and are coordinated with implementation strategy: Are there conflicts?

Robin McClelland, FAICP

3

Tools: Structure and Procedures

- 1. Adopt and Review By-laws
 - Reporting function
 - Establish meeting procedures
 - Number of members, residency
 - · Terms, rotation of speakers



Know when to tap the gavel.

- 2. Apply Meeting Procedures
- 3. Use Ground Rules when necessary
 - Set terms for public comment (time limits, etc.)
 - Agree on a protocol for public meetingsPost ground rules at meetings, online
 - Robin McClelland, FAICP 4

The Effective Planning Commissioner

- Know your town and your people
- · Bring knowledge, experience
- Learn how to make the best of available tools to fulfill your community vision
- · Rely on staff for expertise, clarification
- Get out and about: attend open houses and community events, take field trips
- · Attend conferences to keep current



Keep an open mind.

Robin McClelland, FAICP

Know Your Meetings

Always know the purpose:

- · Regular meeting with agenda
- Community meeting for gathering input
- · Pre-hearing informational meeting
- Public hearing (transcribed)

Play by

Always know and follow the procedures:

Use staff instructions, guide sheets

Robin McClelland, FAICP

The Effective Meeting

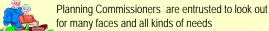
- · Read all packet materials
- · Come prepared to take action
- Start on time; end at a reasonable hour
- · Use a "timed" agenda
- Chair keeps meeting on task
- Discourage grandstanding, "speechifying"

Robin McClelland, FAICF



Relationship to Public

Public = neighbors, shopkeepers, school children, employees, elderly, old-timers and newcomers, business and property owners, builders, employers, neighboring towns



- Make site visits, read comment letters, view the issues from many sides
- Listen and be attentive
- During public hearings keep testimony pertinent to the subject

Plan for those busy doing other things.



Robin McClelland, FAICP 8

Relationship to staff

- · Treat staff with respect
- Understand demands unrelated to Planning Commission
- · Develop a work program
 - Necessary work (updates)
 - Interesting work (design)
 - Parking lot (sign code)
- Ask for additional information <u>prior</u> to the meeting
- Be mindful of open meeting law and public disclosure constraints



Make the most of your professional expertise.

Robin McClelland, FAICP

Your Packet: What's in it?

- · Agenda: order of the day
- Staff Report: narrative description of the topics; may include maps, illustrations, graphics
- · Comment letters
- · Facts, findings, conclusions
- Environmental review: SEPA documents, technical appendix





Robin McClelland, FAICP

. .

Relationship to elected officials

Elected officials appoint Commissioners and rely on you to:

- · Reflect the interests of the community
- Know the Comprehensive Plan and other policy documents, ordinances, and procedures
- Conduct public meetings as required to hear concerns
- Use insight to amend, revise policies
- Make recommendations that officials will adopt



Conduct periodic joint meetings with Councilmembers other boards to discuss issues.

Robin McClelland, FAICP

Reap the Rewards

- Keepers of the community's vision for now and the future
- Important link in the legal (hearing) process
- Sometimes say "no" to keep things from happening
- Knowledge of how the city and your government work
- Experienced, seasoned, respected ready to run for elected office

Robin McClelland, FAICP





THE LEGAL BASES OF PLANNING IN WASHINGTON

Presented by:
Scott M. Missall
Short Cressman & Burgess PLLC
Seattle, Washington
(206) 682-3333
Smissall@scblaw.com

Willage of Euclid v Ambler Realty Co. (1926)

Planning Enabling Act (1935)

RCW Chapter 36.70

Planning Commission/Agency

Comprehensive Plan (Land Use; Circulation)

Planning Players

Staff & Planning Commissioners

Board of Adjustment / Hearing Examiner

City Council

SHORTCRESSMAN

REPURCESSPRICE

Introduction to Land Use Law
and Local Planning

Substantive Laws
Constitutional Standards
Public Procedural Laws
Public Hearings

SHORTCRESHAN

BEUNGESSPILC

The City legislative body . . . shall determine if appropriate provisions are made for, but not limited to, the public health, safety, and general welfare, for open spaces, drainage ways, streets, alleys, other public ways, water supplies, sanitary wastes, parks, playgrounds, sites for schools and school grounds, and shall consider all other relevant facts, including sidewalks and other planning features that assure safe walking conditions for students who walk to and from school, and determine whether the public interest will be served by the subdivision and dedication.

RCW 58.17 (since 1857)

The
Development of Land Use
and
Planning Law

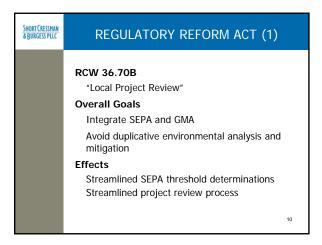
* * * * *
Washington Statutory Basics

FAIRNESS MATTERS

The Appearance of Fairness Doctrine
Smith v. Skagit County, 75 Wn.2d 715 (1969)
RCW 42.36 (1982)

The General Rule
Hearings must not only be fair, they must appear to be fair

SHORT CRESSMAN & BURGESS PLLC	ACTIVISM IN THE 1970s	
	Open Public Meetings Act (1971) RCW 42.30	
	State Environmental Policy Act (1971) RCW 43.21C	
	Shorelines Management Act (1971) RCW 90.58	
	Public Disclosure Act (1972) Now Public Records Act RCW 42.56	
		7



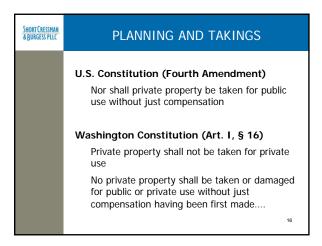
SHORT CRESSMAN & BURGESS PLLC	STATEWIDE PLANNING (AT LAST)
	Growth Management Act (1990) RCW 36.70A
	Coordinated Planning
	Mandatory Comprehensive Plans Consistent Development Regulations
	Growth Areas & Concurrency Critical Areas Protection
	More from Other Speakers
	8

SHORT CRESSMAN & BURGESS PLLC	REGULATORY REFORM ACT (2)	
	How it Works: Nuts and Bolts	
	Concurrent project review	
	Only one open record hearing	
	Emphasized use of regulations to condition, approve and mitigate	
	Distinguished between GMA impact fees and SEPA mitigation fees	
	Vested status for complete applications	
	120 day decision period	
		11

SHORT CRESSMAN & BURGESS PLLC	MAJOR PLANNING UPGRADES	
	Regulatory Reform Act (1995) SEPA – GMA Integration Land Use Petition Act (1995) Uniform (and Expedited) Land Use Appeals	
		9

SHORT CRESSMAN & BURGESS PLLC	LAND USE PETITION ACT (1)	
	RCW Chapter 36.70C "LUPA" Overall Goals Simplify land use appeal process Speed up land use appeal process Make land use appeal process uniform Effects All of the above	
		12

SHORT CRESSMAN & BURGESS PLLC	LAND USE PETITION ACT (2)
	How it Works: Nuts and Bolts 21-day appeal period Record review
	Project-based (not planning-based) Deference to underlying decision 5-6 month court schedule
	13



How the Federal and Washington
Constitutions
Affect Land Use Planning and Decisions

* * * * *

Fundamental Rights at Ground Level

TAKINGS, EXACTIONS & DEDICATIONS

Physical Takings
 Appropriation of land/property

Regulatory Takings
 Deprivation of all economic use

Exactions & Dedications
 Nexus + Proportionality

Reasonable Use Exceptions
 Critical areas

SHORT CRESSMAN

BUNGESS PILC

The basic rule in land use law is still that, absent more, an individual should be able to utilize his land as he sees fit.

Norco Construction v. King County, 97 Wn.2d 680 (1982)

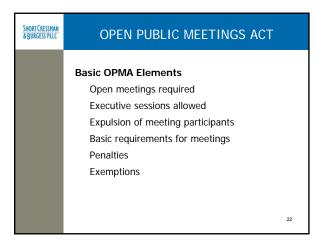
PLANNING AND DUE PROCESS

Procedural Due Process (5th & 14th Amend.)

Notice and opportunity to be heard
Intelligent participation
Reasonable laws; Void for vagueness

Substantive Due Process
Uniquely Washington
Unduly burdensome outcome

SHORT CRESSMAN & BURGESS PLLC	PLANNING AND PERSONAL RIGHTS
	Equal Protection (5 th & 14 th Amend.) Protected Classes Discriminatory Basis
	Free Expression & Religion (1st Amend.) Churches, Temples and Mosques Adult Businesses & Entertainment
	19



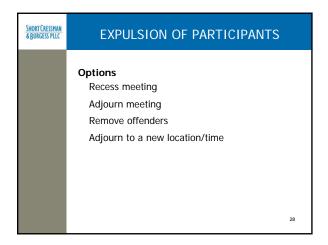
SHORT CRESSMAN & BURGESS PLLC	III. PUBLIC PROCEDURAL LAWS
	The Open Public Meetings Act
	<u>And</u>
	Appearance of Fairness Doctrine
	* * * *
	Transparency in Process
	20

SHORT CRESSMAN & BURGESS PLLC	OPEN MEETINGS REQUIRED
	All meetings of the governing body of a public agency Shall be open and public All persons shall be permitted to attend any meeting of the governing body of a public agency, except as otherwise provided in this chapter. RCW 42.30.030

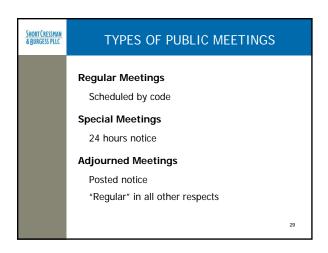
SHORT CRESSMAN & BURGESS PLLC	OPEN PUBLIC MEETINGS ACT
	RCW Chapter 42.30 Purpose All public commissions, boards, councils, committees, subcommittees, departments, divisions, offices, and all other public agencies of this state and subdivisions thereof Exist to aid conduct of the people's business Intent of this chapter that their actions be taken openly and that their deliberations be conducted openly RCW 42.30.010

SHORT CRESSMAN & BURGESS PLLC	WHO IS COVERED?	
	Multi-Member Boards For Sure City Council Planning Commission Civil Service Commission Board of Adjustment Maybe Others Library Boards Park Boards Council Committees	24

SHORT CRESSMAN & BURGESS PLLC	WHAT CONSTITUTES A MEETING?
	County/City Councils & Planning Comm'ns Quorum + Action
	Committees, When They Hold hearings Take public comment
	Make decisions
	25



SHORT CRESSMAN & BURGESS PLLC	IMPROPER MEETINGS	
	OPMA Problems	
	No "cooked" decisions	
	No vote trading	
	No decisions outside of public meetings	
	Serial phone calls	
	Serial emails	
	Texting and messaging	
	Personal computers	
		26



SHORT CRESSMAN & BURGESS PLLC	COMMON EXECUTIVE SESSIONS
	Personnel
	Review charges and performance
	Litigation and Legal Advice
	Ongoing and potential cases/threats
	Potential financial harm
	Real Estate
	Affect price
	27

SHORT CRESSMAN & BURGESS PLLC	OPMA PENALTIES	
	Violation by Member Knowing violation \$100 fine	
	Violation by City Actions taken during illegal meetings are null and void Pay attorney fees	
	ray atterney roos	30

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APPEARANCE OF FAIRNESS DOCTRINE

Common Law Origin

"It is axiomatic that, whenever the law requires a hearing of any sort as a condition precedent to the power to proceed, it *means a fair* hearing, a hearing not only fair in substance, but fair in appearance as well."

"A public hearing, if the public is entitled by law to participate, means then a fair and impartial hearing."

Smith v. Skagit County, 75 Wn.2d 715, 739 (1969)

31

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APPEARANCE OF FAIRNESS DOCTRINE

Applies to Quasi-judicial Actions

Acting like a judge

Making judicial-like decisions

Quasi-judicial Characteristics

Retrospective

Specific parties

Applies existing law or rules to conform conduct Hearing or other contested forum/action

Determines rights, duties or privileges

34

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APPEARANCE OF FAIRNESS DOCTRINE

Overview

Codified RCW Chapter 42.36 (1982)

Only 11 sections

No purpose statement

Limited to quasi-judicial application

Creates objective & subjective standards

"Full employment" for attorneys?

32

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APPEARANCE OF FAIRNESS DOCTRINE

Quasi-judicial Examples

Development permit applications

Plats, subdivisions, BSPs, PUDs, PADs, variances, special use permits, CUPs

Site-specific rezones

But Not

Comprehensive plan amendments

Area-wide rezones

Query

What is site-specific?

What about site-specific comprehensive plan amendments?

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APPEARANCE OF FAIRNESS DOCTRINE

Legal Standard

Would a reasonable person

Apprised of the totality of a member's personal interest or involvement

Be reasonably justified in thinking

That the involvement might affect the member's judgment?

Swift v. Island Co., 87 Wn. 348 (1976)

33

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APPEARANCE OF FAIRNESS DOCTRINE

Ex-parte Contacts

The Rule

No *ex parte* contacts with opponents or proponents during pendency of quasi-judicial action

The Exception

 $\label{eq:Disclose} \mbox{ Disclose the substance of communication } \\$

Offer an opportunity for rebuttal

36

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APPEARANCE OF FAIRNESS DOCTRINE

Exception: Conduct of regular public business allowed

"No members of a local decision-making body may be disqualified by the appearance-of-fairness doctrine for conducting the business of his or her office with any constituent on any matter other than a quasi-judicial action then pending before the local legislative body."

RCW 42.36.020

37

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APPEARANCE OF FAIRNESS DOCTRINE

Exception: Campaign Statements

No public discussion or expression of an opinion By a person subsequently elected to office

On any pending or proposed quasi-judicial action

Shall be a violation of the doctrine

If made prior to declaring as a candidate or while campaigning for public office as defined in RCW 42.17.020(5) and (25)

RCW 42.36.040

40

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APPEARANCE OF FAIRNESS DOCTRINE

Exception: Loss of Quorum

Doctrine does not apply if it results in loss of quorum or majority needed to approve pending

RCW 42.36.090

Exception: Disclosure

Disclosing basis for disqualification prior to rendering decision enables participation in proceedings

RCW 42.36.080

3

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APPEARANCE OF FAIRNESS DOCTRINE

Exception: Campaign Contributions

A candidate for public office

Who complies with all applicable public disclosure and ethics laws

Shall not be limited from accepting campaign contributions to finance a campaign

And it is not a violation of the doctrine to accept such campaign contributions

RCW 42.36.050

41

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APPEARANCE OF FAIRNESS DOCTRINE

Exception: Waiver of Objection / Estoppel

Anyone seeking to rely on the AFD

Seeking to disqualify a member of a body

Must raise the challenge as soon as the basis for disqualification is made known to the individual.

Where the basis is known or should reasonably have been known prior to the issuance of a decision and it is not raised, it may not be relied on to invalidate the decision.

RCW 42.36.080

39

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APPEARANCE OF FAIRNESS DOCTRINE

Exception: Prior Participation in Advisory Action

Participation by a member of a decision-making body

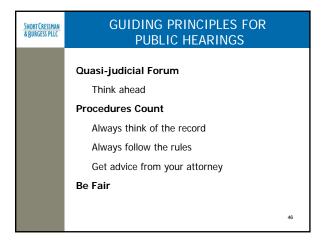
In earlier proceedings that result in an advisory recommendation to a decision-making body

Shall not disqualify that person from participating in any subsequent quasi-judicial proceeding

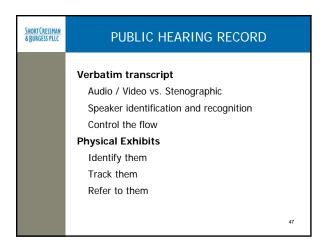
RCW 42.36.070

42





Compliance Strategies
Poll Council/Board for Conflicts
At start of hearing
Make a record
Ask Audience for Objections
Recuse Yourself from Participation
Leave the room
Start Over
From the starting point of the problem



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& BURGESS PLLC

IV. PUBLIC HEARINGS

The Basics of Public Hearings

* * * * *

Rules & Procedures



SHORT CRESSMAN & BURGESS PLLC	OPENING THE HEARING
	Open Hearing
	Introductory Comments
	Topic
	Purpose/goal
	Hearing and decision schedule
	Order of hearing presentation
	Poll Council/Board for Conflicts
	49

SHORT CRESSMAN & BURGESS PLLC	DELIBERATION
	Discussion, Evaluation & Deliberation Remember the record
	Identify important issues/components of project or application State facts and reasons, based on record, supporting approval or disapproval
	Tie position to code/statutory criteria Determine positions and/or consensus for action
	Do not seek new evidence, though argument and comment may be allowed; a fine line

SHORT CRESSMAN & BURGESS PLLC	TYPICAL HEARING PROCESS (1)
	Staff Presentation Testimony Power point Exhibits
	Commission/Council Q&A of Staff To clarify project, issues, etc.
	Proponent Presentation [Same as Staff]
	50

SHORT CRESSMAN & BURGESS PLLC	DECISION PROCESS
	Motion to Approve or Disapprove Needs second for discussion State reasons; Identify criteria, law, evidence Amendments Life is easier if you follow RRO Votes Approve as presented Approve as amended
	Disapprove ss

SHORT CRESSMAN & BURGESS PLLC	TYPICAL HEARING PROCESS (2)
	Public Comment Signed in Not signed in Proponent Rebuttal Commission/Council Q&A To staff, proponent, public Close Hearing No further evidence permitted
	51

SHORT CRESSMAN & BURGESS PLLC	DECISION DOCUMENT	
	Ordinance vs. Resolution Prepared Decision Documents Help Fully justified decision Timing Unexpected/Complicated Outcomes Instruct staff to prepare draft findings and conclusions per discussion Presentation for final approval	
		54



Appropriate Exercise of Power
Scope of authority
Base Decision on the Record
Future LUPA/Other Appeal
Typical review standard (is there substantial evidence in the record to support the decision)
Judicial deference

AND WE'RE DONE!

Questions?

Feel Free to Get in Touch

Scott M. Missall
Short Cressman & Burgess PLLC
(206) 515-2241
smissall@scblaw.com