



Leaders at the Core of Better Communities

This
CERTIFICATE OF EXCELLENCE

is presented to

Corvallis, OR

for exceeding the standards established by the ICMA Center for Performance Measurement™ in the identification and public reporting of key outcome measures, surveying of both residents and employees, and the pervasiveness of performance measurement in the organization's culture.

Presented at the 96th ICMA Annual Conference
San José, California
17 October 2010

A handwritten signature in black ink, appearing to read 'Robert J. O'Neill Jr.'.

ROBERT J. O'NEILL JR.
ICMA EXECUTIVE DIRECTOR

A handwritten signature in black ink, appearing to read 'Darnell Earley'.

DARNELL EARLEY
ICMA PRESIDENT

A handwritten signature in black ink, appearing to read 'Michael Lawson'.

MICHAEL LAWSON
DIRECTOR
ICMA CENTER FOR PERFORMANCE MEASUREMENT