

As Amended



CITY OF PORTLAND

2017 State Legislative Agenda

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PRIORITIES	AFFORDABLE AND STABLE HOUSING	1
	SUSTAINABLE TRANSPORTATION FUNDING	2
	IMPROVING AIR QUALITY	3
	PROTECTING AND ENHANCING LOCAL FUNDING AND AUTHORITY	4
	SUPPORT FOR RURAL COMMUNITIES	5
INITIATIVES	EXPAND OPPORTUNITY	
	Grow Homeownership Programs	6
	FOSTER GOOD GOVERNMENT	
	Auditor Oversight	7
	Liquor Licensing Fees	7
	BUILD RESILIENCE	
POLICY POSITIONS	Earthquake Safety Disclosure	8
	Seismic Retrofit Incentive	8
	CIVIL LIABILITY	
	Recreational Immunity	9
	ECONOMIC DEVELOPMENT	
	Brownfield Redevelopment	9
	Film Production Incentives	10
	EMERGENCY MANAGEMENT	
	Seismic Resiliency	10
	ENVIRONMENT	
	Portland Harbor Superfund Cleanup	11
	GENERAL GOVERNMENT	
	State Agency Budgets	11
	State Shared Revenue	12
	Cannabis Tax Revenue	12
	HEALTH AND FAMILIES	
	Cover All Kids	13
	Paid Family Leave	13
	Tobacco 21	14
	INFRASTRUCTURE	
	Columbia River Levee Repair & Accreditation	14
	PUBLIC SAFETY	
	Gun Safety	15
	Prescription Take Back	15
	Unlicensed Cannabis Business Regulation	16
	SAFETY NET SERVICES	
	211info Investment	16
	TRANSPORTATION	
	Vision Zero	17
	Autonomous Vehicles	17
	Transit Access for Youth	17
	WATER	
	Collaborative Planning for Drought Resilience	18
	WORKFORCE	
	Flex Scheduling	18

PRIORITIES

AFFORDABLE AND STABLE HOUSING

Objective:

Strengthen and defend tenant protections for Portland residents. Remove barriers for local governments to address the housing affordability crisis. Support state investments that increase access to and supply of affordable housing units.

Issue:

The City of Portland and communities across the state are experiencing an unprecedented housing affordability crisis. Inadequate supply of affordable units, rising rents, no-cause evictions, persistent homelessness and a lack of local tools to address these issues cause renters and working families to be priced out of their neighborhoods. Vulnerable families and individuals are at increased risk of experiencing homelessness. For these reasons, the City of Portland supports legislation to:

Establish a Just-Cause Eviction Standard

The City of Portland will support legislation to establish a just-cause eviction standard. Currently, landlords may terminate a tenancy without providing a reason, severely disrupting tenants' lives and putting them at risk of homelessness. These evictions can also serve as a cover for retaliation when a tenant has requested a repair, or for discrimination. Establishing a just-cause eviction standard would allow landlords to terminate a tenancy for specific "tenant's fault" reasons, such as nonpayment of rent or other violations of a lease, or for "no fault" reasons such as a landlord moving in. A just-cause eviction law would also provide for notice and moving expenses for displaced tenants and penalties for violation of the just-cause law.

Allow Rent Stabilization Policies

The City of Portland will support legislation to repeal the statewide ban on local policies to stabilize the rate and speed of rent increases for Oregon residents. Current statute preempts cities and counties from enacting ordinances that regulate rents.

Increase Funding for Affordable Housing and Homeless Services

The City of Portland will support additional state investments in affordable housing and services for individuals and families experiencing homelessness. Although the state and city have recently made significant investments to build new affordable housing units, demand for such units in Portland continues to outpace development. More resources are needed to keep people in their homes and for emergency services if they lose stable housing. Increasing state investments in the Emergency Housing Account (EHA) and the State Homeless Assistance Program (SHAP) will grow these critical safety nets. Additionally, existing affordable housing properties with federal rent assistance or maturing mortgages, manufactured home parks, and public housing are all at risk of losing affordability for low-income households. The City of Portland will support state funding for these critical housing resources and the use of state bonding authority for the development and preservation of affordable housing.

PRIORITIES

SUSTAINABLE TRANSPORTATION FUNDING

Objective:

Support additional funding to maintain and preserve transportation infrastructure, make the road system safer for all users, and reduce congestion through multimodal investments.

Issue:

The City of Portland supports smart and targeted investments in transportation. Like the majority of municipalities in Oregon, Portland's infrastructure is aging and maintenance investments cannot keep pace. Preventative maintenance is a critical part of stretching resources—every \$1 spent on preventive maintenance can save up to \$10 in future reconstruction costs. Increasing the gas tax and fees alone are not sufficient, the gas tax must be indexed in order to prevent further erosion of maintenance and operation funds.

Last year was the deadliest since 2003 for traffic fatalities on City of Portland streets. In 2016, 44 people died while travelling on Portland's roadways. Based on detailed data, risk is concentrated on certain corridors. Over half of all serious injuries and fatalities occur on just 8 percent of roads within the City. Improving and transferring strategic orphan highways, like Powell Boulevard, so they can be managed for dense urban use will help alleviate conflicts and reduce traffic deaths. State assistance to complete critical safety infrastructure improvements on SW Capitol Highway and connect with state facilities is of pressing importance. Committing dedicated funding to Safe Routes to Schools will protect children and other vulnerable road users while improving neighborhood livability and safety.

Smart investments will keep congestion from becoming a drag on economic growth and neighborhood quality of life as the City of Portland grows by approximately 1,000 people every month. Significant, ongoing investments in transit for both new and enhanced capacity are critical to making the system more efficient. Enhancing active transportation infrastructure also helps to alleviate system pressures and makes travel safer for all modes. Finally, strategic investments in certain highway bottlenecks like the Rose Quarter and surrounding surface streets will help mitigate congestion throughout the region and the state.

PRIORITIES

IMPROVING AIR QUALITY

Objective:

Support legislation and state funding to reduce Oregonians' exposure to airborne toxins.

Issue:

The City of Portland will support state investments and legislation to reduce exposure to environmental toxins and promote better air quality for all Oregonians. City staff is participating in the advisory process for the Cleaner Air Oregon rulemaking effort with the Oregon Department of Environmental Quality (DEQ) and Oregon Health Authority, and will support funding for state administration of programs to improve and protect air quality. Additionally, the City will support efforts to clarify jurisdictional authority, improve public information, and require abatement of lead-based paint and asbestos present in buildings subject to demolition.

The City will also support legislation to reduce emissions of particulate matter from diesel combustion. Diesel exhaust is 100 times more toxic than gasoline exhaust, and includes fine sooty particles layered in heavy metals and toxic gases. Lowering diesel particulate pollution yields about \$40 in human health benefits per dollar invested in off-road engines such as construction vehicles. North Portland has the highest level of diesel particulate matter in the state, nearly 20 times the health standard. The City of Portland has been working to reduce diesel emissions since 2006, retrofitting nearly all of the City's construction equipment with diesel exhaust filters as part of a federal grant project. However, addressing diesel emissions through City policy alone is exceedingly difficult, and the aggregate benefits of such efforts are limited.

PRIORITIES

PROTECTING AND ENHANCING LOCAL FUNDING AND AUTHORITY

Objective:

Protect and strengthen the City of Portland's authority to address policy issues, raise revenue and manage City administration.

Issue:

The City will strongly oppose efforts to limit its authority to develop and enforce local ordinances, manage its bureaus and their functions, and raise local revenue. Conversely, the City will support efforts to remove state barriers to local action. For example, the City of Portland will actively advocate against restrictions of local authority on:

- System Development Charges (SDCs)
- Franchise fees
- Right of way management
- Utility license fees
- Urban renewal
- Civil rights ordinances
- Worker protections
- Transportation taxes and fees
- Public contracting
- Local improvement districts
- Alcohol, tobacco, and cannabis taxes

PRIORITIES

SUPPORT FOR RURAL COMMUNITIES

Objective:

Support and advocate for issues of importance to our rural partners that will enhance the health, growth and vitality of the entire state.

Issue:

The health and economic vitality of urban and rural communities in Oregon are intertwined. The City will continue to work with its rural partners on issues that disproportionately affect rural communities.

Access to Health Care

Residents of rural Oregon experience challenges to accessing medical care. The City of Portland supports legislation that would help recruit and retain primary care licensed medical practitioners serving rural communities. The Rural Practitioner Tax Credit is for dentists, physicians, podiatrists, nurse practitioners, physician assistants, certified registered nurse anesthetists, and optometrists serving underserved and rural communities. The tax credit is administered by the Oregon Office of Rural Health in order to improve the quality, availability and accessibility of health care for rural Oregonians. The City supports the extension of the sunset on the Rural Medical Practice income tax credit.

Recapitalizing the Special Public Works Fund

The City supports legislation to recapitalize the Special Public Works Fund (SPWF). The SPWF provides funding for publicly owned facilities that support economic and community development in the form of loans and grants to municipalities at the direction of the Infrastructure Finance Authority. The program provides financing to local governments to construct, improve and repair public infrastructure and facilities that will support economic growth and create new jobs.

Eligible facility and infrastructure projects include airport facilities; buildings and associated equipment; restoration of environmental conditions on publically owned industrial lands; port facilities, wharves and docks; the purchase of land, rights of way and easements necessary for a public facility; telecommunications facilities; railroads; roadways and bridges; solid waste disposal sites; storm drainage systems; wastewater systems; and water systems.

In the last biennium, 76 percent of SPWF loans and 71 percent of grants funded rural projects. Statutorily, at least 60 percent of grants provided by the SPWF are dedicated to provide assistance to distressed or rural areas. Recapitalizing the Special Public Works Fund will ensure that vital rural infrastructure projects will continue to receive necessary state investment.

INITIATIVES

EXPAND OPPORTUNITY

Grow Homeownership Programs

Objective:

Promote homeownership for low- and moderate-income households through expanded eligibility for the Homebuyer Opportunity Limited Tax Exemption (HOLTE) program.

Issue:

Oregon statute authorizes local property tax exemptions for new construction of single-unit housing in order to stimulate the development of affordable homeownership opportunities. The effectiveness of the Homebuyer Opportunity Limited Tax Exemption (HOLTE) program is mitigated because many developers choose not to build homes within program limits at prices affordable to low- and moderate-income families. This results from current housing market conditions and the fact that homeowners, rather than developers, realize the benefit of this property tax exemption program. The City of Portland will propose legislation to expand the statutory definition of single-unit housing for the HOLTE program. The expansion will help first-time homebuyers purchase an existing home or to assist existing homeowners, seniors in particular, make critical repairs and continue to reside in their homes.

INITIATIVES

FOSTER GOOD GOVERNMENT

Auditor Oversight

Objective:

Pursue legislation to clarify City Auditor access to necessary records and information in order to increase accountability.

Issue:

The City of Portland has had an independently elected auditor since 1868. The mission of the Auditor's Office is to promote open and accountable government through independent and impartial reviews. In order to conduct full and thorough audits and investigations, the City Auditor's Office requires full access to city records and information. The City of Portland will pursue legislation to clarify that review of records and information by a city auditor for the purpose of auditing or investigating the city, does not constitute a waiver of any privilege.

Liquor Licensing Fees

Objective:

Support legislation to allow cities to recover their operation costs for liquor licensing.

Issue:

The current local liquor license processing fees outlined in state law do not allow for cities to recover their operating costs for liquor licensing. These fees have never been adjusted to account for inflation or an increased number of liquor establishments and applications. In the last decade alone, the City of Portland experienced a 30 percent increase in the number of liquor license applications received for processing. The City of Portland will advocate for an increase in the current local liquor license fees to recover the cost of processing applications and build a more self-sustaining system.

INITIATIVES

BUILD RESILIENCE

Earthquake Safety Disclosure

Objective:

Pursue legislation to require the disclosure of a home's seismic readiness at the time of sale.

Issue:

The Cascadia Subduction Zone and local crustal faults pose serious threats to Oregon communities. In the event of a significant earthquake, many older residential buildings are at risk of shaking off of their foundations because code at the time did not require them to be bolted down. Homes not anchored to the foundation may cause injury to occupants, severe damage to the structure (sometimes beyond repair) and contents inside the house, and broken gas and utility lines. Requiring sellers, to the best of their ability, to disclose whether a house is bolted to its foundation helps homeowners make informed decisions about their purchase, and introduces the possibility of retrofits to homebuyers who may benefit from them. The City of Portland will pursue legislation to require disclosure of whether a home is bolted to its foundation.

Seismic Retrofit Incentive

Objective:

Advance legislation authorizing local governments to encourage seismic retrofits of multifamily, commercial and industrial properties.

Issue:

Seismic retrofits of structures can be prohibitively expensive. However, when a major seismic event occurs, vulnerable buildings will pose significant threats to life-safety and will hinder local economic vitality and recovery post-earthquake. Working collaboratively to encourage more of these properties to take prudent steps to retrofit has clear public safety and economic development benefits. As such, the City of Portland will seek authority to offer a property tax exemption or partial exemption for the value of seismic upgrades of unreinforced masonry, nonductile concrete, soft-story and other vulnerable buildings.

POLICY POSITIONS

CIVIL LIABILITY

Recreational Immunity

Objective:

Support legislation to restore recreational immunity in order to continue to promote public access to land for recreational use and enjoyment.

Issue:

The Oregon Public Use of Lands Act of 1995 encouraged public and private landowners to make their property available to the public for recreational purposes by providing tort liability immunity. In 2016, an Oregon Supreme Court decision undermined the immunity guaranteed in the Act, holding that landowners' immunity did not extend to their employees, agents and volunteers. Public employers, like the City of Portland, are statutorily required to indemnify their employees, thereby effectively negating the immunity granted under the Act. The City of Portland supports legislation to restore recreational immunity to a landowner's officers, employees, agents or volunteers who are acting within the scope of their employment or duties.

ECONOMIC DEVELOPMENT

Brownfield Redevelopment

Objective:

Support investments and legislation to promote brownfield cleanup and redevelopment.

Issue:

Brownfields are properties that are contaminated or suspected to be contaminated. Cleanup and redevelopment of these sites supports local and regional economic growth and protects human and environmental health and water quality. In order to accelerate brownfield investment throughout the state, the City of Portland has been a participant in the Oregon Brownfield Coalition for over two years, collaboratively working to identify, create, and promote brownfield development strategies for use by the State and local governments. The City of Portland will support efforts to catalyze the cleanup and redevelopment of brownfield sites.

POLICY POSITIONS

Film Production Incentives

Objective:

Support legislation to reauthorize the “Greenlight Oregon” film production labor rebate.

Issue:

“Greenlight Oregon” is a labor rebate incentive paid to projects or producers that incur \$1 million or more in actual expenses for film, commercial or television show production in Oregon. Combined, Greenlight Oregon and the \$12 million Oregon Production Investment Fund (OPIF) have helped to account for a more than a twenty-fold increase in direct production spending in Oregon over the last 10 years and a 50 percent increase in media sector employment over the last five years. That investment in the film and video industry here has sustained more than 3,000 jobs and nearly 400 Oregon-based companies. The Greenlight Oregon film production labor rebate is currently due to sunset on December 31, 2017. The City of Portland supports the reauthorization of this rebate program.

EMERGENCY MANAGEMENT

Seismic Resiliency

Objective:

Support legislation to help communities meet the recommendations of the Oregon Resilience Plan through increased funding and coordination of State resources and regulations.

Issue:

The 2013 Oregon Legislature authorized the Oregon Resilience Plan and created a 17-member Task Force on Resilience Plan Implementation. The purpose of the Task Force was to facilitate development of a comprehensive plan to implement the Oregon Resilience Plan, the goal of which is to reduce risks and improve recovery after a Cascadia Subduction Zone earthquake. In December 2014, the Task Force narrowed more than 140 recommendations in the Oregon Resilience Plan down to the most critical for implementation.

The City of Portland will support state funding through grants, loans, bonding capacity and alternative funding mechanisms to provide Oregon communities the resources to meet the Oregon Resilience Plan. In addition to funding, the City will support efforts to focus coordination and enforcement of the Plan’s recommendations through the State Resilience Officer and existing State processes.

POLICY POSITIONS

ENVIRONMENT

Portland Harbor Superfund Cleanup

Objective:

Partner with other public agencies to promote and support timely, successful and responsible cleanup of the Portland Harbor Superfund site.

Issue:

The Willamette River is critical to the health and well-being of our citizens and economy. As a steward of this resource, the City of Portland will continue to represent the public interest in removing contamination that is harmful to humans and the environment along with working towards freeing up this important industrial land to support City and State economic development goals. The City of Portland will partner with other public agencies to promote and support timely, successful and responsible cleanup of the Portland Harbor Superfund site.

GENERAL GOVERNMENT

State Agency Budgets

Objective:

Advocate for state agency funding that supports the City of Portland's programs and services.

Issue:

The work of state agencies is critical to the ability of numerous City bureaus to perform essential functions and provide services to the public. For instance, state agencies administer regulatory and permitting programs that are necessary for City of Portland drinking water and wastewater treatment services. Similarly, state grants and loans administered by the Infrastructure Finance Authority bolster critical local infrastructure and economic development; and the State provides training for local police officers. The City of Portland will advocate for state agency funding that supports delivery of City programs and services.

POLICY POSITIONS

State Shared Revenue

Objective:

Preserve the City's share of state liquor, cannabis, tobacco, and 9-1-1 emergency communications revenues, which fund essential public services.

Issue:

Liquor, Cannabis & Tobacco Taxes

The City receives more than \$16 million in revenue from liquor, cannabis and tobacco taxes through the state shared revenue funding formula. The shared revenues received from the state are allocated into the City's General Fund and are an important piece of funding for the City's public safety budget and other essential services. Any cuts to this funding source would significantly impact the City's ability to adequately fund public safety and other important services.

Emergency Communications

The City of Portland's Bureau of Emergency Communications (BOEC) provides 9-1-1 call answering and dispatch services to all of the police, fire, and medical responders in Multnomah County. The City supports the maintenance of the shared revenue formula, as any reduction would significantly hinder BOEC operations and the ability to dispatch emergency services in a timely manner. Opportunities to expand or make the fund more flexible will also be supported by the City of Portland.

Cannabis Tax Revenue

Objective:

Advocate for increasing the local tax on recreational cannabis.

Issue:

Since voter approval of Measure 91 in November 2014, Portland has experienced the rapid establishment and expansion of a thriving recreational cannabis market. The demands required of local governments to accommodate the emerging recreational market while protecting equity, public safety, and livability represent a significant need for ongoing funding that is currently not supported. The City of Portland will support additional authority to increase local taxes on recreational cannabis and oppose efforts to preempt local control.

POLICY POSITIONS

HEALTH AND FAMILIES

Cover All Kids

Objective:

Support legislation to extend health care coverage under the Oregon Health Plan to all children in Oregon, regardless of documentation status, up to 300 percent of the federal poverty level.

Issue:

Federally-funded insurance programs such as Medicaid and the Children's Health Insurance Program do not serve undocumented immigrants. This funding gap leaves an estimated 17,600 undocumented children potentially without access to care. Access to health care insurance is critical to ensure all kids in Oregon are on the pathway to success. Washington, California, Illinois, Massachusetts, New York, and Washington D.C. have led the way in expanding health coverage to all children. The City of Portland supports expanding access to health care insurance coverage to all low-income children in Oregon.

Paid Family Leave

Objective:

Support legislation to expand paid family and medical leave for Oregon workers.

Issue:

In 2016, the City of Portland passed an ordinance allowing all City employees to take up to six weeks of paid parental leave when welcoming a new child into their families whether by birth, adoption, or foster care. The vast majority of people in Oregon do not have paid family and medical leave to take time away from work to welcome a new child, take care of a seriously ill family member, or to recover from a serious illness or injury themselves. Nearly a quarter of new mothers return to work within two weeks of having a baby in order to support their family. When non-birth parents take leave research shows the positive long-term effects on the parent-child bond, increased parity in parental responsibilities, and direct caregiving. A paid family and medical leave program would provide a way for employees to receive partial income replacement when they need family or medical leave. The program could be a self-sustaining insurance program administered by the state, with employers and employees each providing a small percent of payroll into the fund, and employees making claims for wage replacement in their or their family's qualifying birth, adoption, or illness. The City of Portland supports legislation to increase access to strong paid family leave policies.

POLICY POSITIONS

Tobacco 21

Objective:

Support efforts to raise the age of sale for tobacco products to 21.

Issue:

Research by the Institute of Medicine finds that raising the minimum age of legal access to tobacco products results in a 25 percent drop in youth initiation to smoking and a 12 percent drop in overall smoking. In order to meet desired public health outcomes and reduce illness, disability, and death related to tobacco use and secondhand smoke exposure, the City of Portland will support efforts by Oregon counties and public health authorities to raise the age of sale to 21 for cigarettes, e-cigarettes, and tobacco products.

INFRASTRUCTURE

Columbia River Levee Repair & Accreditation

Objective:

Support state funding for levee accreditation grants and loans through the Infrastructure Finance Authority.

Issue:

Thousands of properties protected by levees systems around Oregon are at risk of losing access to the National Flood Insurance Program due to new federal policies for levee accreditation in the wake of Hurricanes Katrina and Sandy. Failure to maintain accreditation would result in significant economic impact to property owners in the affected areas. The U.S. Army Corps of Engineers certification of the levees in Multnomah County Drainage Districts (MCDD) Peninsula #1 and Peninsula #2 expired in August 2013. The MCDD estimates the potential cost of repairs to meet the current accreditation standards at \$100-\$200 million. The City of Portland is engaged with other stakeholders in an Oregon Solutions process to explore options related to recertification and accreditation of the levees along the Columbia River, and has appropriated approximately \$1.7 million in its 2016-17 budget to support engineering and planning work associated with levee accreditation as a partner in Levee Ready Columbia.

POLICY POSITIONS

PUBLIC SAFETY

Gun Safety

Objective:

Support statewide efforts to protect public safety by closing loopholes in background check requirements for the purchase of firearms and other common sense gun safety measures.

Issue:

In 2015, there were 473 deaths due to firearms in Oregon. Nationwide, over 30,000 people are killed by firearms every year. More than twice as many are injured. Ensuring that background checks are completed before the sale of a firearm helps prevent guns from being acquired by persons not eligible to own them. Public safety is a fundamental priority for the City of Portland and gun violence poses a serious threat to the security of our community. The City of Portland will work to actively support common sense legislation to strengthen background checks and promote other common sense safety measures.

Prescription Take Back

Objective:

Support legislation to establish a statewide take back program for prescription drugs.

Issue:

Unused and expired medication poses a hazard to public safety and environmental health. If not disposed of properly, such medication is subject to abuse or accidental ingestion. Moreover, medication flushed into wastewater systems can be extremely difficult to remove, thereby entering aquatic ecosystems. Many local governments, including the Portland Police Bureau, have created opportunities for community members to drop off unwanted medications for safe disposal, but the effectiveness of such efforts is limited. The City of Portland will support efforts to establish a statewide prescription take back program in Oregon.

POLICY POSITIONS

Unlicensed Cannabis Business Regulation

Objective:

Support legislation to give state agencies the civil and administrative authority to prevent unlicensed cannabis business activities.

Issue:

Currently, state agencies lack the authority to take action against unlicensed cannabis establishments, including cultivators, processors, wholesalers, or retailers. Illicit sales and production of the product have and must continue to shift into a legalized and regulated market. In order to assist in creating a healthy and regulated market, the state should have the civil and administrative authority to prevent unlicensed sales and production of cannabis. The City of Portland will support legislation to give appropriate state agencies the authority to alleviate negative impacts from unlicensed cannabis businesses.

SAFETY NET SERVICES

211info Investment

Objective:

Support investment in robust statewide 211info services to facilitate access to critical safety net services at any time of the day or night.

Issue:

211info is the central hub to help people identify, navigate and connect with local resources they need. Navigation to appropriate services and referrals begins with a call, text, or e-mail. Service referrals include over 42,000 community programs, ranging from housing and shelter, to energy and food assistance. Mental health and addiction treatment services are vital to Portland, and 211info offers connections to crisis intervention and drop in programs, psychiatric emergency care placement, counseling and support groups, and other outpatient treatment. 211info also serves as a vital link to the City's homeless services by connecting individuals with warming shelters and transportation options. With increased investment, 211info will be able to operate continuously, helping Oregonians find and access services outside of traditional office hours. In addition to improved client access and user experience, increased investments will expand the 211info database, offering real-time resource updates, and increased data and analytics for public agency staff to better understand current trends.

POLICY POSITIONS

TRANSPORTATION

Vision Zero

Objective:

Support legislation that advances Vision Zero and helps reduce traffic fatalities and serious injuries.

Issue:

Over the past 20 years, an average of 37 Portlanders died annually in traffic collisions. The City of Portland is committed to reaching zero traffic-related deaths and serious injuries over the next decade. A multi-faceted, multi-jurisdictional approach is critical to making the transportation system safer. The City of Portland will support efforts to reduce impaired and distracted driving, strategically lower speeds, improve enforcement and make new and existing infrastructure safer. These efforts will include new applications of existing technology to enhance enforcement and encourage safe driving habits.

Autonomous Vehicles

Objective:

Promote opportunities for local policymaking around connected and autonomous vehicles.

Issue:

Connected and autonomous vehicles could dramatically transform transportation operations, management, planning and outcomes – for better or worse. Establishing the appropriate framework for the introduction and expansion of this emerging technology will help support the City of Portland’s goals around climate change, traffic safety, equity and building a “smart city.” The City of Portland will oppose efforts to prohibit local regulation and will support efforts that support progressive planning for this new transportation technology.

Transit Access for Youth

Objective:

Support state investment to provide and expand transit access for youth.

Issue:

Expanding transit opportunities to youth helps build lifetime habits and expands access to schools, jobs and extracurricular activities. Increasing transit ridership is critical to meeting climate goals and reducing congestion. The YouthPass program experienced success at Portland Public Schools and would benefit other communities across the region and state. The City of Portland supports state investment for increased transit access for youth.

POLICY POSITIONS

WATER

Collaborative Planning for Drought Resilience

Objective:

Collaborate with local, regional, and state water managers to prepare for future drought conditions and support local communities experiencing drought.

Issue:

The year 2015 saw record low snowpack and streamflows across much of Oregon. Though the conditions prompted 25 of Oregon's 36 counties to follow the state process for declaration of drought, certain regions, including Portland, did not experience a water supply shortage in 2015. The City of Portland has a multistage drought-curtailement plan in place as part of its state-approved Water Management and Conservation Plan. City ratepayers have also invested millions of dollars to ensure a steady and safe supply of drinking water, including during dry conditions. The City will support efforts to collaborate with the state and other Oregon communities to prepare for and mitigate future drought conditions.

WORKFORCE

Flex Scheduling

Objective:

Support efforts to ensure predictability for employees, including receiving adequate notice of work schedules.

Issue:

Unpredictable work schedules create uncertainty and stress for employees, especially when employees are not compensated for a lack of predictability. In addition, these unpredictable scheduling practices disproportionately affect low wage workers, who are disproportionately people of color, women, and parents of young children who must arrange for child care. A University of Chicago study showed that the more hours worked and the less schedules fluctuated, the better retention employers had. Irregular, unpredictable work schedules negatively affect businesses, employees, and their families. The City of Portland supports legislation to improve predictability and fair scheduling practices for employees.