



CITY OF
PORTLAND, OREGON

**OFFICIAL
MINUTES**

A REGULAR MEETING OF THE COUNCIL OF THE CITY OF PORTLAND, OREGON WAS HELD THIS **29TH DAY OF MARCH, 2017** AT 3:00 PM.

THOSE PRESENT WERE: Mayor Wheeler, Presiding; Commissioners Fish, and Saltzman, 3. Commissioner Saltzman teleconferenced.

OFFICERS IN ATTENDANCE: Karla Moore-Love, Clerk of the Council; Lauren King, Deputy City Attorney; and John Paolazzi and Mike Cohen, Sergeants at Arms.

The 9:30 AM session was canceled due to loss of quorum. All items were rescheduled to the 2:00 PM session, March 29, 2017. Due to protesters, the meeting started at 3:00 PM.

Council Chambers in City Hall was updated with new audio technology March 1-April 14. City Council meetings were held in the Portland Building Auditorium on the 2nd floor while the changes were made.

COMMUNICATIONS		
291	Request of Shedrick J. Wilkins to address Council regarding 10 cent bottle deposit, not a sales tax (Communication)	PLACED ON FILE
292	Request of Megan Bigelow to address Council regarding an introduction to the PDX Women in Tech non-profit organization (Communication)	PLACED ON FILE
293	Request of John Hollister to address Council regarding NW 13th Ave Historic District's ongoing and proposed development projects (Communication)	PLACED ON FILE
294	Request of Bill Lindekugel to address Council regarding an error by the Portland Bureau of Transportation (Communication)	PLACED ON FILE
295	Request of Merrick Bonneau to address Council regarding settlement agreement and arrest record (Communication)	PLACED ON FILE
TIMES CERTAIN		

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296	TIME CERTAIN: 9:45 AM RESCHEDULED TO 2PM – Diverse and Empowered Employees of Portland 2016 Leadership Development Pilot Program report (Report introduced by Mayor Wheeler) 30 minutes requested Motion to accept report: Moved by Saltzman and seconded by Fish. (Y-3)	ACCEPTED
CONSENT AGENDA – NO DISCUSSION		
Mayor Ted Wheeler		
297	Appoint Stephen Green, Jes Larson, Susan Emmons, Todd Struble, and Allen Lazo to the Portland Housing Bureau's Bond Oversight Committee for terms to expire March 1, 2022 (Report)	CONTINUED TO APRIL 5, 2017 AT 9:30 AM
Office of Management and Finance		
298	Grant a franchise to Level 3 Communications, LLC, for telecommunications services for a period of 10 years (Second Reading Agenda 173)	CONTINUED TO APRIL 5, 2017 AT 9:30 AM
Portland Housing Bureau		
*299	Amend contract with Income Property Management Company for operational expenses of the Joyce Hotel not to exceed \$100,000 for a total value of \$190,000 (Ordinance; amend Contract No. 30005526)	CONTINUED TO APRIL 5, 2017 AT 9:30 AM
Commissioner Dan Saltzman		
Bureau of Transportation		
*300	Amend Intergovernmental Agreement with Oregon Department of Transportation for design of the Burgard/Lombard at North Time Oil Road project (Ordinance; amend Contract No. 30003916)	CONTINUED TO APRIL 5, 2017 AT 9:30 AM
301	Accept a grant in the amount of \$500,000 from Oregon Department of Transportation and authorize an Intergovernmental Agreement for North Going to Swan Island Freight Project (Second Reading Agenda 273) (Y-3)	188293
Portland Fire & Rescue		
302	Authorize contract with Burlington Water District for fire prevention, suppression, and emergency response services for FY 2016-17 (Second Reading Agenda 274) (Y-3)	188294
REGULAR AGENDA Mayor Ted Wheeler		

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303	Reappoint five current Commissioners to the Planning and Sustainability Commission for terms to expire May 31, 2021 and extend the terms for Gary Oxman and Margaret Tallmadge to expire on May 31, 2017 (Previous Agenda 276)	REFERRED TO COMMISSIONER OF FINANCE AND ADMINISTRATION
Office of Management and Finance		
*304	Authorize a competitive solicitation process to furnish fuel for City authorized vehicles and equipment for an estimated \$6,500,000 per year (Ordinance)	RESCHEDULED TO APRIL 5, 2017 AT 9:30 AM
*305	Authorize a contract with Willis of Oregon, Inc. for insurance broker/agent of record services for a total not-to-exceed amount of \$555,917 (Ordinance)	RESCHEDULED TO APRIL 5, 2017 AT 9:30 AM
Commissioner Amanda Fritz Portland Parks & Recreation		
*306	Increase contract with The Active Network, Inc. by \$1,300,000 for a not-to-exceed total of \$3,250,000 to provide software and online services to support class registrations, programs, and facility reservation payments (Ordinance; amend Contract No. 30000729) 10 minutes requested	RESCHEDULED TO APRIL 5, 2017 AT 9:30 AM
*307	Amend City Code to provide for towing of abandoned or derelict vessels from parks and municipal docks, subject to appeal to the Code Hearings Officer (Ordinance; amend Code Section 19.16.060) 15 minutes requested	RESCHEDULED TO APRIL 5, 2017 AT 9:30 AM
Commissioner Nick Fish Bureau of Environmental Services		
308	Authorize a competitive solicitation and contract with the lowest responsible bidder and provide payment for construction of the Beaverton-Hillsdale Hwy – Phase 1 Drainage Retrofits for Water Quality Project No. E08675 for an estimated cost of \$787,000 (Ordinance) 10 minutes requested	PASSED TO SECOND READING APRIL 5, 2017 AT 9:30 AM
309	Authorize a contract with the lowest responsible bidder for construction of the Richmond – South Tabor Sewer Rehabilitation Project No. E10383 for \$4,260,000 (Second Reading Agenda 285) (Y-3)	188295
310	Authorize a contract with the lowest responsive bidder for construction of the Slough Outfall 104b Project No. E10625 for \$2,255,000 (Second Reading Agenda 286) (Y-3)	188296

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311	Authorize a contract with Carollo Engineers for engineering services for the Tryon Creek Wastewater Treatment Plant Secondary Process Improvements, Project No. E10694 for \$1,137,130 (Second Reading Agenda 287) (Y-3)	188297
312	TIME CERTAIN: 2:00 PM – Adopt City of Portland Investment Policy (Resolution introduced by Mayor Wheeler) 2 hours requested	RESCHEDULED TO APRIL 5, 2017 AT 2:00 PM TIME CERTAIN

At 4:20 p.m., Council adjourned.

MARY HULL CABALLERO
Auditor of the City of Portland



By Karla Moore-Love
Clerk of the Council

For a discussion of agenda items, please consult the following Closed Caption File.

<p><u>THURSDAY, 2:00 PM, MARCH 30, 2017</u></p> <p>DUE TO LACK OF AGENDA THERE WAS NO THURSDAY AFTERNOON SESSION</p>	
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This file was produced through the closed captioning process for the televised City Council broadcast and should not be considered a verbatim transcript.

Key: *** means unidentified speaker.**

MARCH 29, 2017 3PM

Wheeler: Good morning everyone this is the Wednesday, March 29 meeting of the city council. We have one individual, commissioner Saltzman, participating by phone so there's a script I need to read for legal reasons. Pursuant to pcc 3.02.025 commissioner Saltzman is participating by telephone because he is not feeling well and without commissioner Saltzman's participation by phone there's not a sufficient number of council members present to adopt this ordinance as presented. This afternoon the offices of commissioners Fritz and Eudaly were contacted to inform them that they could participate in this council hearing by telephone. Commissioners Fritz and Eudaly are unable to do so. Do any of the council members who are physically present, you, commissioner Fish, object to having commissioner Saltzman participate by telephone?

Fish: No.

Wheeler: Please call the roll.

Fritz: **Fish:** Here **Saltzman:** Here **Eudaly:** **Wheeler:** Here

Wheeler: The purpose of council meetings is to do the city's business including hearing from the community on issues of concern. [shouting] Mr. Walsh, this is a disruption in violation of council policy. If you do it again, you'll be asked to leave. If you don't leave you're subject to arrest. [shouting] to make sure that the process is clear you were forewarned. To make sure the process is clear for everyone I want to review some of the basic guidelines which I hope will help everyone feel comfortable, welcome and safe at the meeting and also ensure that decorum is maintained there are two opportunities for public participation. First we have an opportunity for people to sign up for communications to briefly speak about any subjects they wish to address. These items must be scheduled in advance with the clerk's office. Second, people may sign up for public testimony on the first reading of reports, resolutions and ordinances. If you sign up your testimony must address the matter being considered at the time. Please state your name for the record. We do not need your address. If you're a lobbyist, please disclose that. If you're here representing an organization, we would appreciate hearing that as well. Individuals have three minutes to testify unless otherwise stated. When you have 30 seconds left the yellow light is going to light up and when your time is done the red light will come on. Conduct that disrupts the meeting, for example shouting or interrupting others' testimony or interrupting during council deliberations will not be allowed. If there's a disruption I will issue a warning, not unlike the one I just did, if any further disruptions occur that person will be subjected to ejection for the remainder of the meeting. Anyone who fails to leave the meeting after being ejected will be subject to arrest for trespass. If folks would like to show support, please do a thumbs up if you want to express that you don't support something. Thumbs down -- [shouting] excuse me. This is a disruption that is counter to council policy. I'm asking you to sit down and be quiet. If you do not you will be ejected. [shouting] if folks would like to show support thumbs up. If you want to express that you don't support something, thumbs down. Let's get started with communications. So the first order of business is communications.

Item 291.

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Shedrick Wilkins: Good afternoon. I want to say something that the audio that we should put deposits or increase deposit -- Shedrick j. Wilkins. This is a good idea actually Oregon started the first bottle law in 1971. Only ten states have adopted it but California did better in 1988 when they started recycling centers. I believe this is a sign of some civilization of the future just like light-rail is a way to take things to work, recycling cans and bottles instead of throwing them in the woods, Oregon and California seem to want to have all children covered for health care and Oregon and California share a belief in the community college system. It's important we have a philosophy of not throwing away things like cans and collecting them at recycling centers. We have adopted a state recycling center system. 17 years ago I worked for safeways and it was a mess. We used to count cans in the store. Now we have centers set up by the legislature starting in 2009 under president Obama, and finally right about 2015 you can find a recycling center and we need to continue to do that and not go back. I believe in having recycling laws, having a deposit and having centers that can handle the high volume instead of leaving the burden on the supermarket. thank you.

Wheeler: Next item, please.

Item 292.

Wheeler: this is a disruption in violation of council rules and you have been forewarned. [shouting]

Wheeler: Good afternoon. How are you today?

Megan Bigelow: Hi. Thank you for having me.

Wheeler: Name for the record.

Bigelow: Megan Bigelow. I represent Portland women in technology. I'm here today to tell you about Portland women in technology and the issues that we care about and we are asking to somehow partner with the city on these issues. So Portland women in technology was founded in 2012. We're a community organization we became a 501c3 last year. We have the purpose of empowering women and encouraging them to join tech and empowering them and supporting them. We feel it's important that women are in tech because there are well-paying jobs and those are jobs going into the future. We do this using a number of our programming and in a few categories. First is events. We have four to six monthly events, one of which we consider our flagship that has nearly 200 attendees, mostly networking and we have a segment which focuses on what women are doing in our community. We also have four events a month within a couple of categories, mostly aligned with diversity and inclusion. Career advancement, technical training and life-style. Like I said we have four events with that. We also have a mentorship program which partners skilled, seasoned people in technology with people trying to enter technology. As of today we have 200 matches. We also have a job board that provides a place for companies that are local that are looking to increase diversity in their work force with local talent in our community. We have over 3100 members. We're 100% volunteer run with 29 volunteers, seven of which are board members. We have a support of nearly 50 tech companies in Portland. At the national level our top issues include civil rights, women's health, gender equality and health care. At the state and local level our issues are education, homelessness, transportation and public safety. So I'm here again to just let you know that we exist and we're wanting you to know these are the issues we care about and we hope to partner with the city in the future.

Fish: I know Ms. Bigelow signed up while ago and now thank you for sticking with us today. I can't speak for the mayor because I don't do his scheduling but sounds to me like if an invitation came to council to have someone come to one of your larger gatherings to have a conversation about how tech and the city's economic development plan and our work dovetail I think we would be honored to get that. I wanted to ask you while you're

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here because there's been a lot of media about this, what do you consider the single biggest obstacle women currently face in terms of getting parity with men in high-tech?

Bigelow: I think getting access to the jobs. First of all, there's a problem with us not women that may not feel qualified because of the way the jobs are written. It's also having the support when you're there. There are two things.

Fish: Thank you for coming. I would also note that we have a lot of boards and commissions at the city and we're always looking for talented people to bring a fresh perspective and we should have that conversation as well.

Bigelow: Absolutely. Thanks for having me.

Wheeler: Thanks for coming.

Item 293.

Wheeler: Good afternoon. Thank you for your patience.

John Hollister: I'm John Hollister. I'm here on behalf of the general public of Portland. I gave testimony in these chambers last week about lack of public awareness around the centennial mills development and this week I would like to point out an example of a recently approved building that had virtually no public awareness. This development is in the northwest 13th historic district. It's an office building nearly twice as tall as the adjacent historic buildings and is such not compatible with the adjacent building heights in the district. Not only has this project been approved it's due to begin construction by the end of 2017. The proposed building is on the northeast corner of northwest Glisan and northwest 13th avenue. The location is currently three level parking lot. The northwest 13th avenue historic district design guidelines dated February 1996 state to preserve the integrity and character of the special neighborhood the guidelines stress new development vertical heights are to be compatible with the adjacent contributing historic buildings. In this one district all 21 buildings are contributing in this district. The people of Portland deserve to have a greater voice in the approval process of this building which is in the historic heart and backbone of the pearl district. Allowing a building at this height will set a bad precedent for maintaining the historical character of this vital and universally acclaimed district. A quote from a very famous politician, Ted Wheeler, states I think it's a huge mistake that you cannot reverse if you take a historic neighborhood or historic business district with a unique architecture and you take away that uniqueness. Then you are robbing the community of its uniqueness. As a concerned citizen and knowing that most people are unaware of the approval process I raise the awareness within the community and created a petition. In less than a day's time I got 100 signatures supporting the feeling that it's too tall. If I had more time I know I could have gotten 1,000. Of the 150 people that I talked to only three of them were even aware that a project was going on. I presented my research and findings to the landmark commission who thank me for my efforts. They said if I brought the information to them sooner they could have ruled that the building was not compatible in height with the rest of the district. That was very frustrating since I attended all of the public hearings and presented my information on as timely a basis as the process allowed. The architects, builders and developers were heavily involved in this process. Everyone but the public. The good news is that the 14-day right to repeal period is still open. Expiring this Friday, March 21. The bad news, it costs \$5,000. I am just not financially in a position to take one for the entire Portland general public team. That is where the people of Portland need your help and more importantly need your leadership. I'm asking on behalf of the citizens of Portland that you waive the \$5,000 appeal fee and allow the public to have a voice in this important decision. I'm not asking that you agree with my assessment of the situation, merely asking for an opportunity for the public to be involved in this process on the front end rather than being discouraged when they find out after the fact. Another quote from someone not quite as famous as you,

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it's not a function of our government to keep the citizens from falling into air. It's the function of the citizens to keep the government from falling into air. That is from supreme court justice Robert Jackson.

Wheeler: Thank you for your testimony. We appreciate it. Next item.

Item 294.

Wheeler: Good afternoon, sir.

Bill Lindekugel: Good afternoon. I'm bill lindekugel. Thanks for this opportunity for citizen input. I'm treasurer of the argay terrace neighborhood association. I'm appearing before you today regarding safety issues resulting from a traffic decision that pbot made, and their memo of march 2017 to commissioner Saltzman explaining their rationale. Our president, Doug cook, will be meeting with commissioner Saltzman and matt grumm to review our request for pbot to do a simple low cost study to solve the safety issues. The study will involve only a few hours of pbot engineer time. We ask that the engineer use the same measurement for this castle gate connection that pbot used to determine the safety of the northeast 148th intersection street across from the castle gate. Pbot's engineer determined that intersection to have enough stopping sight distance to be safe. We want the engineer to use the same measurement standard for castle gate. A goal of the atna for the past two and a half years has been to protect the safety of our residents. However, pbot did not evaluate the safety of running castle gate traffic through our neighborhood. All our streets are local service streets with little or no traffic control. The added traffic will consist of up to 900 car trips per day plus delivery truck trips along several winding one-mile neighborhood streets. These cars and trucks pass two parks, our school crossings and between 800 to 1,000 homes. This jeopardizes safety of nearly 2400 neighborhood children and residents. We have said that if pbot documents that it has made the safest choice our opposition will end. If it turns out that the stopping sight distance for castle gate meets pbot's standards, then castle gate residents will avoid having to travel a mile over winding 25 mile an hour streets just to reach either northeast 122nd or sandy boulevard. If it isn't safe, then pbot needs to prove the route to our neighborhoods is safer. Of the two options, the route chosen should be the one that is safest. I provide your council clerk with hard copies of my comments, pictures of the traffic routes, and our response to pbot's 2017 memo. Commissioner Saltzman. We realize that you and city employees face incredibly complex and conflicting issues every day, and we're grateful for your dedication and commitment to keep our city running. So thank you for your time and attention.

Wheeler: Thank you, sir. I appreciate it. Sounds like you have a meeting with commissioner Saltzman coming up. I'll be very interested to hear how that goes. I appreciate your testimony. Next item, please.

Item 295.

Wheeler: Obviously we don't have enough commissioners present for the consent agenda so I'm going to hold the entire consent agenda and we will now move to the time certain item, 296.

Fish: We have a number of items on the consent agenda that are second readings. Can't we pull those to the regular?

Moore-Love: The offices were okay with those staying on the consent --

Wheeler: Call the first second reading. Thank you.

Fish: Why don't we just go through them?

Wheeler: I like to let Karla do that.

Fish: I was just prompting her.

Wheeler: We'll go through second reading. The first one would be 298, 301 and 302.

Moore-Love: Off of the consent.

Wheeler: Read them if you could starting with 298.

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Item 298.

Lauren King, City Attorney: Karla, I believe with the franchise agreements it requires four, the charter requires four votes.

Wheeler: Ok 298 is pulled, I'm sorry. Next item would be 301 unless there's some objection from legal counsel. That's not a snide remark, by the way. I'm serious.

King: Just making a note.

Wheeler: 301. That's a grant as I understand it.

Item 301.

Wheeler: Any further council discussion? Please call the roll.

Fish: Aye.

Saltzman: We appreciate the Oregon department of transportation's investment in better freight movement in swan island area. Aye.

Wheeler: Aye. The grant is approved. Next item, please.

Item 302.

Wheeler: Please call the roll.

Fish: Aye. **Saltzman:** Aye.

Wheeler: Aye. The contract is approved. I believe that we can also do 297. That is a report that I want to defer to Kristin. Do you have a preference? We can approve that today.

Moore-Love: No, they are continuing that -- no, that's the other one. Sorry. Did you want to do that?

Fish: If we adopt the report --

Wheeler: Pull it? What's this mean? I need to know the hand signal.

Moore-Love: Have it voted on today.

Wheeler: We'll do it next week. That item remained pulled. Let's move to the time certain, 296.

Item 296.

Wheeler: This was implemented on a pilot basis in 2016. The program sets out to foster quality mentoring relationships participants center training in community building among employees. It provided support from April through December of last year. As the plan program components were put into place the mentees reported they held this program in very high regard. They felt heard, they felt seen. And wholly embraced by the program as professionals of color and women professionals. The mentees reported the program was especially important to them compared with other professional development programs and inspired them to serve as mentors and leaders within their affinity groups. We have a panel here to discuss this. I'm not sure who wants to start. Very good. Please again just as per usual name for the record.

Dante James, Director, Office of Equity and Human Rights: It's truly my pleasure to be here and present the opening for this presentation. I'm Dante James, director of the office of equity and human rights. This has been a couple of years in the making. It was truly designed with the understanding and idea to begin to be able to address some of what you've heard in the past about literally percentages of managers and supervisors and promotional opportunities that are somewhat different for people of color and for women than for the majority of people working for the city. The goal was to create a more inclusive pipeline and create opportunities for engagement with mentors that would help the mentees move through the city in a viable way. Understanding and addressing institutional and implicit bias that may make it more difficult for people of color and women to be able to attain promotional opportunities. So my particular ask of council this afternoon is really two things. One, support for this program as I and my office attempt to do it again next year. I think you will hear from the consultants and many folks the wealth that they received from this program. So I'm asking for council support which means it flows from you through your

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directors, through them to their managers to support whomever may become a part of this program in the future. It's a question of time. They have had to do this on their lunchtimes and squeeze this in in different ways than other mentoring programs, the water bureau runs that are much more accepted because they are institutionalized and folks get to take a part of their work time to do this. That's not how this works. My ask is certainly support that you can provide for this moving forward from my office and being able to build this out to enlarge it, secondly to allow people who are participants in this the time during their workday as in other mentoring programs in the city to be able to participate in this in the way they really couldn't in this pilot program.

Fish: Is it your suggestion we make that part of our directive through annual letters of expectation as part of our larger equity and agenda and leadership development and related work?

James: Yes, sir, that would absolutely be my ask. Again, I don't know how many of your colleagues do those letters, so however that might need to flow, I know you specifically do things from your perspective I think that would be an excellent opportunity.

Fish: I understand we're going to be hearing from Michael Jordan later and he's listed as a mentor so we can hear about that experience and the time commitment. Thank you.

James: Thank you very much.

Wheeler: This is actually a formal budget ask right?

James: I believe it's a budget carryover. This comes out of deeps regular budget and it was a carryover from the previous year, so deeps budget now is going to really have to eat some of this, if we -- if we try to build this out in a bigger way. So, the answer is yes and no. I did not make it a specific line item request in my budget, but it will be impactful if I have to take a 5% cut.

Wheeler: Can you remind me what the line items are?

James: This past one was a \$10,000 program out of deeps budget.

Fish: There was an interesting study published in the paper about data uber released about their efforts to recruit women and minorities and the criticism of the report was that it didn't attract retention. As I understood, retention is the challenge that is coming up in Silicon Valley and some of the tech companies. Retaining. My assumption, based on your testimony is the benefit to the city in the mentoring program is not only retaining qualified employees but helping them achieve their career ladder steps and ultimately addressing a challenge we've had, which is we don't do a good job about leadership transitioning and thinking about who is going to be in leadership over time. I assume those are among the multiple benefits of a program where we do mentoring and we're more purposeful and intentional about creating pathways of opportunity for our employees.

James: Absolutely. I believe you've articulated it well. In my early years of being here in watching people of color leave the city, often the anecdotal responses from them was because they saw no opportunity for advancement or they made efforts and were not given what they thought was a fair opportunity and so creating these relationships, I think, will begin to be able to address some of those concerns.

Cristina Nieves, Commissioner Fritz's Office: Good afternoon. My name is Cristina Nieves, for the record. I'm a policy advisor for the office of commissioner Fritz and I'm also a member of ula that's unidos Latinos Americanos the leadership team. For those of you that don't know, ula is the Latino affinity group for the city of Portland employees. I'm also one of deep leadership program development's coordinators along with sonny mcgodson, Janice McDonald, Debbie caselton, Cynthia castro and carlos hernandez. Deep's leadership development program sponsored by the office of equity and human rights began as a strategy to create a holistic career and self-development opportunity for women and people of color. As we discussed goals with members of ula, retention, as

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commissioner Fish said, was a topic that kept coming up through our meetings and as we know, mentorship and leadership development programs can be a great resource for individuals who are not only starting new positions, but seeking to move forward in their careers. Conversations of other affinity groups revealed that similar conversations were happening with both can and we. They were looking into leadership development and mentoring programs. With the help of our amazing consultants, Glen Fielding and Yvonne Chang Ula, can and we collaborated efforts to create the leadership development program for the city of Portland. There were a total of 60 employees who applied and after reviewing the applications, we selected 15 mentees. Mentees represented nine city bureaus, including OMF, PBOT, Parks, ONI, Fire, BDS, BES, the housing bureau and the water bureau. Each of these mentees had one mentor and two of the coordinators participated as mentees. There are 19 mentors including three city bureau directors, middle managers from different city bureaus and business owners who work here in the city of Portland. We were so pleased to see participation from across city bureau and across our city. I will now hand it off to Sonny, who's going to talk about the specific components of the program.

Sonny Benonaih-Jumbo, Portland Bureau of Transportation: Good afternoon, Mayor and Commissioners --

Fish: Is the Mike on?

Benonaih-Jumbo: Yes. My name is McGodson Sonny Benonaih-Jumbo. I am chair of the City African-American Network and one of the co-coordinators of this deep leadership program. So, the deep leadership development program was piloted by three of what is 10 deep affinity groups. The City African-American group, CAN, ULA and the Women's Empowerment group. There are 10 affinity groups now because before the leadership development started, it was 8. We have the Slavic Empowerment team and Haupi that were inspired by this leadership development program. The purpose of our nine-month pilot was engaging city employees who are Black, Latino, and or women the program sought to hone and sharpen their leadership skills, preparing them to step into higher positions, to help them build professional networks, to bolster participation within our affinity groups and to assist them in overcoming potential workplace challenges, relevant, such as micro aggressions, bias awareness and communication challenges. Our goal was to help influence and change the current demographics of city leadership, wanting to get more women and minorities into elevated leadership positions. It included three major components, which were the one to one mentorship, professional development trainings and affinity group cohort lunches, where we met to discuss the things we were learning in our leadership development trainings and discuss issues that were impacting us within our groups. Other components included mentee and mentor orientations. They were walked through how to be successful in a relationship. We had a program graduation and thank you to Glen, who is doing a comprehensive program evaluation. We've invited one of our program mentors, BES Director, Mike Jordan, as well as one of our program participants, Ashley Tjaden. Mike and Ashley, if you'd like to come up now.

Wheeler: Thank you. Thanks for your testimony and thank you for your leadership. We really appreciate it. Good afternoon.

Mike Jordan, Director, Bureau of Environmental Services: Mr. Mayor, Commissioner Fish, Commissioner Saltzman on the phone. I have three or four points I want to make quickly. My name's Mike Jordan, I'm the director at the Bureau of Environmental Services. I want to thank the committee. They do this as volunteers and as you've heard, with very little direct support from the city. This is an incredible lift for folks and doing it the first time, as you know, is harder than normal and they've just done a stellar job. Maybe a minute about the mentee/mentor relationship. I can tell you, for me, my relationship with Raphael was amazing and he brought me, I think, a lot more than I brought him. But, the -- but, you

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know, I think the thing we can provide, as mentors, quite often particularly in line with folks that are thinking about leadership roles is to provide some context for what it means to be a public employee. And the challenges that come with leading in the public sector. As you well-know, it's not an easy thing to do. These days, particularly hard. We live in a hyper pluralistic society where everyone seems to have a voice and access to power and trying to lead and move a community, even a department in a direction, in this environment, is challenging. For those of us who have had the experience and been fortunate enough to do that in our careers and to be able to provide that context for what people do in their everyday work and have them think about what's the path to becoming a leader in the public sector, I'll speak for myself, incredibly gratifying. Again, I probably got a lot more out of it than they did. The last thing I want to say is put in a plug, I guess, another plug for the program. I know that I can speak for bes, I believe we would be happy to provide tangible support to the program, to move it forward. I would encourage the council to consider that as they consider your budget, Mr. Mayor, as you move forward. And then lastly, I think particularly, with our recent past, I want to thank you for your service. Thanks.

Wheeler: Thank you. And you, too. Right back at you. Thanks.

Ashley Tjaden, Bureau of Environmental Services: Thank you, council people, mayor, commissioner Saltzman. I'm Ashley Tjaden, I work for the bureau of environmental services, I do outreach for sewer and storm water projects I'm also a member of women's empower affinity group and a graduate of the leadership development program. Not all the employees who applied to this program received their manager approval or accommodation. I'm a participant of this program thanks to the support of my manager, Megan Callahan. A little bit about me, I'm the granddaughter of immigrants who left Indonesia for a better life after interment, I worked for city government after going to school for community development and hoping to serve my city. When I came before council last, I told you about how the program was a value for me. But at the time, midway through, it hadn't proved the impact yet. I'm here to tell you why the program has made me a success. Through my mentor Stacey Triplet, I learned tangible strengths. It was hard work. I'm meeting with Stacey and I hope to continue to grow. I had feelings of empowerment, strength and skills. In the short time after this program has concluded, I've begun practicing the leadership skills and giving back the time to my fellow city of Portland employees. I never knew what it would mean for others to see my leadership. I was acknowledged as a leader and a leader in equity in front of others. After the program, I was elected co-chair of my bureau's equity committee. I received the support of my bureau director, Mike Jordan sitting next to me, and his endorsement, as well. Now is the time to stand up with our communities of color. I don't know much about walls, but working in sewer, I know a thing or two about pipes and this program is a pipeline to advance women and people of color. [laughter]

Wheeler: Analogy of the day, people. [applause]

Tjaden: I am my ancestor's wildest dreams.

Fish: Ashley we're very proud of you. I want to just say -- I'm going to say something that is contrary to the spirit of this program. I want to say to the other bureaus of the city to not try to poach or talent because we're growing our talent and I want to put that out there. [laughter]

Tjaden: Thank you. Up next, Janis, Glenn and Debbie.

Wheeler: Very good. Thank you, both. If you could just state your name for the record.

Janis McDonald, Portland Bureau of Transportation: Good afternoon. My name is Janis McDonald; I work with pbot in the active transportation department -- division. I co-chair deep and I was a leader for this project. After more than 200 volunteer hours, I'm here to tell you that we learned a few things. One is, that it's good to have a team of

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people who are dedicated and passionate about the program. We donated 600 volunteer hours. In addition, Glenn Fielding, our evaluator, donating not only his expertise, but 200 hours of his time to collect data, write and rewrite the report. Yvonne Chang and our program consultant and Steven Holt gave us their wisdom and a very large discount for their services. A program like this definitely takes a team. Being a pilot and new for all of us, we did not allow enough time for the recruitment of mentors, which made the matching process a bit messy. Some mentees knew who they wanted, so just asked the person. Other mentees needed options to choose from and not having the bios online in time created frustrations. We were able to match all of our mentees with one mentor, sometimes two. As a lesson learned and a recommendation, we are streamlining the process of how potential mentors are recruited. We want to add networking time so people get a chance to know one another before we do the matching. We had constant communication with mentees, my communication with mentors could have been much better. I learned that mentors are very busy people and that they -- the way to reach them varies person to person. In my debriefs with 14 of the mentors, I was told about information that they had wished they had known at the beginning or during our program. This information was sent to them many times through emails, but obviously they did not receive it. Naively, I assumed everyone was getting that information that they needed. What I learned was that I needed to do a better job with checking into mentors, be it face-to-face meetings or a phone call. The mentors would have felt more informed and connected to the mission of the program as a whole. Longer trainings, it's been mentioned a few times, two hours. An hour-long training is not a lot of time to go deep into information and practice. We settled on an hour because we wanted to make sure that people weren't missing work. Next year, we are committed to having two-hour trainings and we will create training opportunities for building tangible skills, such as how to advocate for yourself, how to deal with micro aggressions and how to interview. From our surveys, 75% said they have personal satisfaction. 81% said the commitment to working with the city has increased 100% said my commitment to becoming a mentor or a leader in my affinity group has increased. To me, that equates success. I know that we need to have more defined roles, responsibilities and expectations for the overall program. We need to figure out a way for all participants to be able to weave their desires with their already-heavy workloads. Mentees, mentors and the committee took this on as a volunteer program. It means that leadership development can become a second string priority. By the end of the program, not everyone was making all the trainings or mentee/mentor meetings. My take-away here is if we value a diverse workforce, we need to support their professional growth. As was stated by Hyun Nguyen at the women's history month proclamation, the city values its assets. I would like to add to that, that while it is imperative that we invest in our sewers, roads, parks, housing crisis and development, we need to invest in our most important asset, employees. Without them, we are not the city that works. Thank you.

Wheeler: Thank you.

Glenn Fielding: Good afternoon, Mr. Mayor.

Wheeler: Good afternoon.

Fielding: Commissioners, it's a privilege to address you. My name is Glenn Fielding, I'm a retired school researchers and program director and was the program evaluator. You can probably tell that this program was a labor of love for many, many people. It was a joy for me to be a part of and it was an honor to serve as the evaluator. I've been asked to share with you recommendations from the final report. There are 11 recommendations and sub recommendations. In the interest of time, I'd like to focus on just two, the final two. The first -- you can --

*****: They have it.

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Fielding: You got the first one in the?

Fielding: I'm focusing on the last two, not the first one.

******:** The first one was one of our big lessons that we learned.

Fielding: Sorry. There's an overlap between lessons learned. The lessons learned that Janis succinctly laid out, it was the program learning that guided the proposals for action for 2017 and the biggest area of concern, on the part of mentees, was delays and glitches in the matching process so that's why it's still there. Because Janis mentioned that, I don't want to go into it in any depth. I'd like to shift to empowering mentees to make a bigger decision in leadership role. I'm referring to the mentees that graduated. There was a graduation ceremony in this very room January 6. These graduates are talented and committed city professionals and now that they have the experience of the program, they have a uniquely-valuable experience to offer. It would be good to have them for program coordinators. Some may be listed as mentors, yet others might distinguish themselves as leaders. An additional idea, which Ashley successfully modeled a few minutes ago and is Kim here? Kim modeled on January 6 in her presentation -- the idea is to invite mentees to present to you, as council, to bureau directors and to other city leaders. It's always good going forward when you can build on program strengths and not just overcome problems. And clearly, the graduates are a big strength. The second recommendation, which reinforces and kind of piggybacks on what direct James has said, what director Jordan said, what Janis McDonald has said is to expand the city's institutional support for the program. I want to circle back to Janis's observation, which I just heard today, that people typically don't get time for equity work, which I think is a nice way to sum up the issue and so it can become necessary, as in this pilot program, to do equity work and to engage in equity learning during the lunch hour and at the expense of personal time. But this view of equity work is and the time given to it, while okay for a pilot, probably needs to be challenged as the city moves ahead. It will be important, I think, to bring this program and time allocations for it, into the mainstream of the city's work and its professional development support system. Specifically, it would be helpful if mentees could take part in trainings beyond their lunch hours and if they could meet with their mentors outside -- excuse me, during the regular work day and not simply before or after work. Further, there would be value to have cohort groups meet once in a while during business hours. Efficient time would advance the agenda and a powerful symbol that the city is embracing the program. We could engage supervisors as program partners. In the pilot effort, some mentors reported that their supervisors, while signing off on their participation, had no real connection and did not work with them to reinforce or extend their learning. If supervisors could be invited and included as active supporters, the program would be even more effective. This, director James was talking about -- a further step would be for communication and evaluation activities. The activities rely on hundreds of hours on the part of the program coordination team. For example, Janis McDonald spent an incredible amount of evening and weekend time, keeping the pieces and parts of this program together and moving forward. Debbie Caselton, the deep co-chair, also invested countless hours, behind-the-scenes in making this program work. While the energy and passion of volunteerism is to be applauded, the level is not sustainable over time. If funds could be allocated to support a portion of the program coordination work, the program would stand a better chance of continuing at full-strength for years to come. I'll stop there. Thank you for the opportunity to present to you.

Fish: Debbie, before you go, can I respond to one thing that Dr. Fielding said? I'm looking at page 26 of your evaluation. Point 10 that you've highlighted on the slide, second from the last bullet is, quote, provide opportunities for mentees to present to city council and bureau directors. I want to observe something there. I learned early in my service that

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when I schedule meetings with bureau leadership and ask line employees to come join the discussion, some bureau directors were a little uncomfortable with that because it was perceived of being outside of a chain of command and as a new member of the council, I found it very helpful to hear from people unfiltered, not that the bureau directors filter anything, director James. [laughter] I got a different perspective, like at parks, when we had a near-tragedy in a pool, I found it helpful to hear from the lifeguard, from the community center leader, from the division leader and from my director. And in fact, we learned some things from the -- from the folks who were doing lifeguard duty that were actually helpful that led to some changes. There's people have different views on that. If you keep having meetings and excluding people, it's like when ted campaigned. When ted campaigned, his consultant said, go knock on the doors of the 5-5 and 4-5 voters. If you have an extra hour, you knock on the door of someone who is a regular voter. You leave behind a lot of irregular voters. I think we're guilty of the same thing here. I other thing I want to mention is the idea of providing opportunities for mentees to present to city council, mike Jordan has started doing this by having supervisors bring the next-level down person on a project and that's why we're seeing a lot more faces coming to council. I think we should encourage every bureau to bring the person actually doing the work to council to present so they get the experience of presenting to council, gaining confidence and we get a chance to see the talent tool in the other bureaus. So, I appreciate you calling that out in particular, sir.

Debbie Caselton, Bureau of Environmental Services: Thank you, members of council and mayor. My name is Debbie caselton and I do community outreach and am one of the co-chair for the diverse and empowered employees of Portland. Deep's mission is dedicated to enhancing a work environment that is inclusive and supportive of the diverse workforce and we've been doing this for 10 years now. Deep is an all-volunteer group of employees. We have an executive committee and oversee the affinity groups, which is 10 now. We help cultural celebrations trainings and we bring in speaker's etcetera. This is employees for employees. And I think also makes us an employer of choice. I'm here to talk about the next steps for the leadership program. Our first step is to convene the new committee and start meeting weekly, at first and we'll discuss the logistics and discussions based on the lessons we learned and Glenn's recommendations with the pilot program. Since we have a great group of new leaders, we would like to continue their leadership by having the graduates join us. Representing their respective affinity groups unidos latinos Americanos, women's empowerment and city's African American network. We will also have alternates so each group is present at the meetings and represented. Our goal is to include more participants and more affinity groups this year. That's our goal. In addition to the women's empowerment, city african-american network, we want to include veterans empowerment team the Slavic empowerment team and hapa Asian and pacific islanders. That would be five members from each group, doubling from 15 to 30 members. Next, we will start the application process for the participants, mentors in July. From July through to the orientation in October, the ldp committee will be selecting the participants, working to match mentors with mentees, fine-tuning the calendar and training topics for the nine-month progress, and monthly lunches and getting approval of participation from each manager. Which I did contact every manager of all of the applicants last year, that applied, that's 60 different applicants. And, some of the responses were not very supportive. So, it would be really great to really have that from the top-down support. So one of our biggest challenges is -- will be gaining the approval from managers for participation. Trainings need to be longer than an hour. I don't want to beat this into the ground. We are proposing two hours for training this time. Your support would be especially helpful in gaining that's manager support, like I said. Another challenge will be finding room availability for

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trainings. There are many employees that are located outside out of the downtown area, people were coming from all over, which is great. We don't want to just represent one base area. There are many employees located out of the downtown and with the Portland building remodel, this will be more of a challenge. Are we up for these challenges? Of course we are. I've seen for myself, the impacts this program has made on participants. It's -- we will continue to show employees they're a valuable asset to the city of Portland. I look forward to reporting back to you the success of the second year. Thank you again for your time and support.

Wheeler: Thank you. Commissioner Saltzman, hopefully you're still here.

Saltzman: Yes, I am.

Caselton: He's still awake, yay.

Wheeler: Good. Excellent. Appreciate it and as director James said right up front, it's good bang for the buck. And I appreciate that this is self-actualization on the part of our front line employees with their supervisors and even all the way up to the directorship level. I think this is fabulous and I appreciate the breath of the testimony that we heard this afternoon and you gave us lots of things to think about. You gave us a lengthy to-do list and I appreciate the explicit ask. That gives us concrete conversation topics going forward.

Saltzman: I move to accept the report.

Fish: We are going to see if there's any testimony.

Wheeler: Is there any testimony?

Moore-Love: Yes, one person. Joe Esmonde.

Fish: Welcome back, joe.

Joe Esmonde: Good afternoon, Mr. Mayor. Commissioners. My name's joe Esmonde. Soon to be retired of the ibw local 48 here in Oregon. I've been a mentor and a mentee over the years. At one time, I worked here, a long time ago. I used to represent 100 people here. I just want to say, this is a great program. And, hopefully -- having done safety for years, we stole it for somebody else, a better idea. Hopefully we can share this with other agencies in the area, speaking as a taxpayer and a board member of trimet. This is good stuff. We don't call them mentees we called them apprentice and jw's. On both sides, it's very rewarding. People knew that I was coming down here and I'll take a point of privilege, I guess. I'm a senior. I got a couple rights. Thank you, everybody, Mr. Mayor, and the council, for all -- what you're doing for the city of Portland. A lot of people have been very frustrated, called me and said, hey, what's going on. It's a hard place to be. Be sure to convey our thanks to you all. Thank you very much.

Wheeler: Thank you, sir. I appreciate it. I heard a motion, is there a second?

Fish: Second.

Wheeler: Any further discussion?

Fish: First of all, I want to say to our friends from deep, I regret we did not have a full council here to hear this presentation because I think all of my colleagues would be as inspired as we are today, that as the privilege of hearing the presentation. And, you know, I know deep best because of my personal and professional relationship with Debbie and I'll just say that in the bureau of environmental services, we are so proud of her leadership and the work she's doing, in this area -- [applause] -- and one more time, the mayor will have you removed. [laughter] in the area of her work in deep, but she also is a person who frankly, at my bureau, pioneered the work we do now to engage the public and her innovation has become the standard. So, we're very proud of her and Janis, thank you for your leadership, as well. There's a lot in this report that I like and agree with and I've added a few things to my list. The mayor said there's a lot of food for thought here, and I will have a few items I will discuss with the mayor. He's assured me I'll have five minutes after he's released his budget. No. [laughter] I want to take a second to acknowledge

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Ashley from my bureau. Ashley, you are sort of the model of what this program is trying to accomplish. I need to say, as the commissioner in charge, we're very proud of your service. God help the other bureau that tries to poach you from the bureau of environmental services. The other thing I want to acknowledge; we all have personal experiences with mentorship. The way we really win this argument is we showcase an Ashley. We talk about people that have been impacted. You know, I once had the honor of working with Carmen Rubio. She was selected for leadership by Tom Potter. As Tom was leaving, she agreed to come work on my team. She grew enormously in the position until the Latino network recruited her to be the executive director. For her, it was a happy ending. It was not a happy ending for me. Sonja Schmanski, who is my chief of staff, she may be the only woman currently now in the building who is a chief of staff, she started as an intern at Dan Saltzman's front desk and today, today she occupies the most important position of trust in my office and in my world, managing everything as the leader. And so what a trajectory, an intern in someone else's office and today, a chief of staff. I want to acknowledge Asena Lawrence who came through the women's leadership program at Portland State. One of the testifier talked about the skill development, interview skills, some of the soft skills about how you're successful. The women's leadership program at PSU has gatherings where young women get to interact with leaders and learn how to make a pitch, how to hand a business card, how to set up a follow-up meeting because for many people, that has not been part of their life experience and the goal here is to level the field. When we do that, talent rises to the top and people who have been left behind, maybe for reasons that aren't so honorable, get those pathways. So, as someone who has benefited greatly from mentors, who I could turn to and who have told me when I was doing good and not so good, I know how important this program is. Finally, Mayor, we have a bubble in the pipeline because all these baby boomers are going to be retiring and we're going to have a huge challenge and opportunity to recruit and promote people into leadership in the next 10 years. We see it as a great opportunity and if we don't do a better job recruiting and retaining, then we won't have people within the family to elevate the positions of leadership and I think that's what deep and your pitch is all about. Thank you very much for your excellent presentation. Aye.

Wheeler: I want to thank Commissioner Fish for continuing the pipeline. [laughter]

Saltzman: Well, gee, it's very therapeutic sometimes. Calling into a council meeting, the sun's out and the sun is out since you don't know that. I had the advantage of watching all these birds from all walks of life bathing in my neighbor's birdbath. And I want to say that I'm a big supporter of this. I want to thank Debbie Caselton and Janis McDonald and Dante James. I would hope that you might consider us elected officials as potential mentors, too. I would relish the opportunity to mentor a couple people or -- particularly, in my bureaus, about the issues that face us as elected officials and I think that would be good opportunities for those who have higher aspirations as well. This is a great program and I appreciate the presentation. You can bet I'm behind it 1,000 percent. Aye.

Wheeler: Great pipeline to the future, aye. The report is accepted. So, we have a number of items that we're going to pull for a variety of reasons. I'm returning item 297 to my office, 298 has already been done. 2 -- 303 is pulled back to my office. 304, 305, 306, 307 are pulled for quorum issues. That takes us to 308. Please call the item.

Item 308.

Fish: Mayor and colleagues, we're joined by Patty Nelson from the bureau of environmental services. This ordinance would authorize a contract to construct storm water retrofits, including green street planters and catch basin filters on the Beaverton Hillsdale highway. Currently untreated storm water is running off the streets and into Fanno creek this project would remove oil, dirt and pollutants and improve water quality in

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fanno creek. It is slated to start in September of 2017. Patty's here with a PowerPoint to walk us through it.

John Houle, Bureau of Environmental Services: My name's John Houle and we -- as you mentioned, Patty and I are here representing Bureau of Environmental Services. I'll put a plug in for this -- this is an opportunity to showcase a talent that BES has, Patty's the project manager for the project and she will present the details of the project we're seeking support for.

Fish: Thank you for saying that, sir. I have really appreciated that the fact that in almost all of our presentations now, the project manager comes and walks us through it. I think it's been a big plus for the council. So, thank you.

Patty Nelson, Bureau of Environmental Services: Hello Mayor and Commissioners. As mentioned, I'm here to ask for authorization for a contract for Beaverton Hillsdale Highway. This project will reduce pollutant loads to Fanno Creek. There's a storm system out in Beaverton Hillsdale Highway this project will retrofit add in storm water treatment into the system to provide the water quality needed. I wanted to highlight, this is a project where we seized an opportunity to work with our partners, Transportation. So it's an interbureau project. There were fatalities on SW Shadduck and Beaverton Hillsdale which was on the radar for Transportation. They had some improvements identified. At the same time, we had a project identified to retrofit the storm system for water quality. We have been working in partnership with them. This focuses on the intersection. The curbs will be realigned to eliminate a turn lane, which has created a safety issue for pedestrians and its freeing space for us to use four planters. There's signalization improvements that Transportation's doing and again, we're capturing the right-of-way and using those two to treat storm water. \$787,000 is the estimate. We hope to advertise in June and construction in the fall and we'll finish in 2018 in the summer. In terms of public outreach, we've been talking with the neighborhood and the community since 2014. We've had a number of meetings with the neighborhood associations, our public outreach staff are outstanding. They have done door-to-door connections with the businesses and the open houses. With that, do you have any questions?

Wheeler: Thank you. Commissioner Saltzman, any questions?

Saltzman: You said realign the intersection? Will that make it a right angle intersection?

Nelson: I apologize; I don't have a very good view of it. This is just a public outreach graphic. Currently, there's a right turn lane, so heading westbound, there's a right turn lane, the curb line will be brought out so that it'll actually be straight now instead of being curved back for that turn lane. So, it'll be parallel with the lanes of traffic instead of a turn lane.

Saltzman: Okay, thank you.

Wheeler: So, I'm sorry. Is the photograph -- is that -- is that how it is currently or that is what's proposed?

Nelson: I apologize. It's a graphic that's used for public outreach?

Wheeler: An idea of what the planters look like?

Nelson: Exactly. The curve is wider. The cross-section is wider in that section because there's an extra turn lane and we're going to be eliminating that.

Wheeler: Okay, I see.

Fish: So the goal is that both PBOT and BES together will do the infrastructure improvements so there's one disruption for the community?

Nelson: Correct. The project is going out as a joint project so BES will be contracting the work and we're in partnership with Transportation, we have an intergovernmental agreement. The pedestrian improvement safety will be made as part of our project in addition to the storm water.

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Wheeler: Great. Is there -- before we leave, commissioner Saltzman, anymore questions?

Saltzman: No further questions.

Wheeler: Any public testimony?

Moore-Love: No one signed up.

Wheeler: This moves to second reading. Next item, please -- we did 309, didn't we?

Moore-Love: No, that was on the regular.

Wheeler: Go for it.

Item 309.

Wheeler: Any further council discussion? Call the roll.

Fish: Aye. **Saltzman:** Aye.

Wheeler: Aye. The contract is approved. Next item, please?

Item 310.

Wheeler: Any further council discussion? Please call the roll.

Fish: Aye. **Saltzman:** Aye.

Wheeler: Aye. The contract's approved. Next item?

Item 311.

Wheeler: Any further council discussion on this item? Please call the roll.

Fish: Aye. **Saltzman:** Aye.

Wheeler: Aye. The contract is approved and the next item, 312, has been pulled to 4/5/17. Without further ado, we're adjourned.

Moore-Love: That's a 2 p.m. Time certain.

Wheeler: 2 p.m.

Fish: Dan, thanks for joining us so we had a quorum.

Wheeler: Thanks, appreciate it.

At 4:20 p.m. council adjourned.