

# City Organization Recommendation

Presentation to  
Portland City Council  
November 1, 2023



## Portland Transition

Voter approved.  
Community centered.  
City delivered.





# AGENDA

TOPICS	SPEAKERS
Opening Remarks	Mayor Wheeler
Staff presentation	Transition Team
Council Proposes Amendments	Council
Council invited testimony	Commenters
Public Testimony	Community members
Council Discussion, Deliberation and Vote	Council

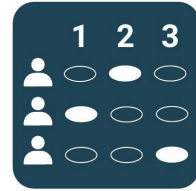
# Transition Outcomes

**TODAY**



Vote for one candidate

**FUTURE**



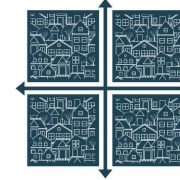
Rank Candidates

**TODAY**



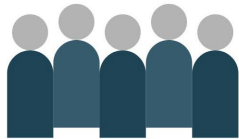
Citywide elections

**FUTURE**



4 geographic districts

**TODAY**



City Council:  
4 commissioners  
+ mayor

**FUTURE**



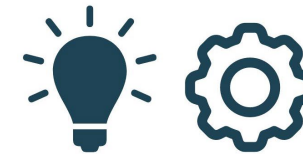
City Council:  
12 councilors

**TODAY**



Mayor and city council set policy AND manage city bureaus,

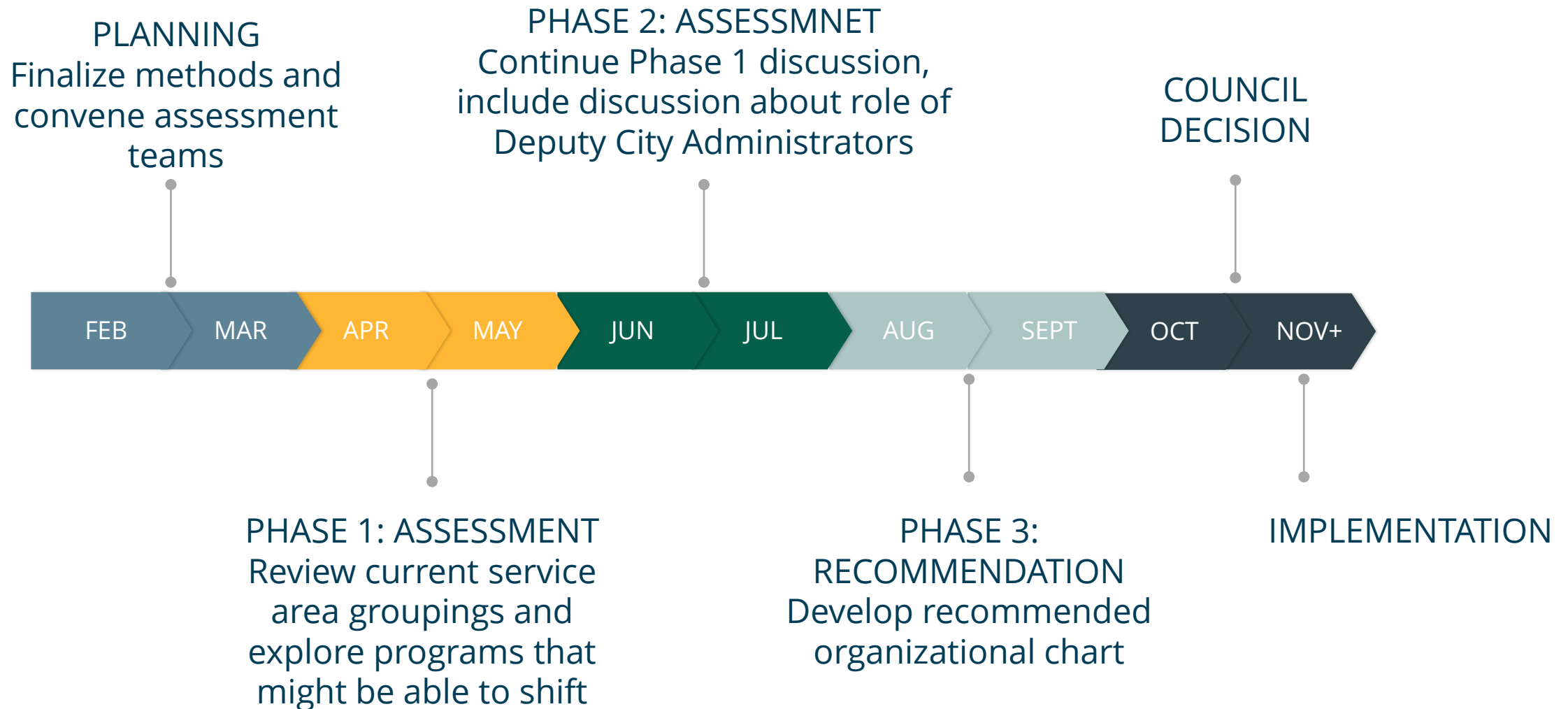
**FUTURE**



City council sets policy. Mayor manages city with city administrator

# Project Timeline

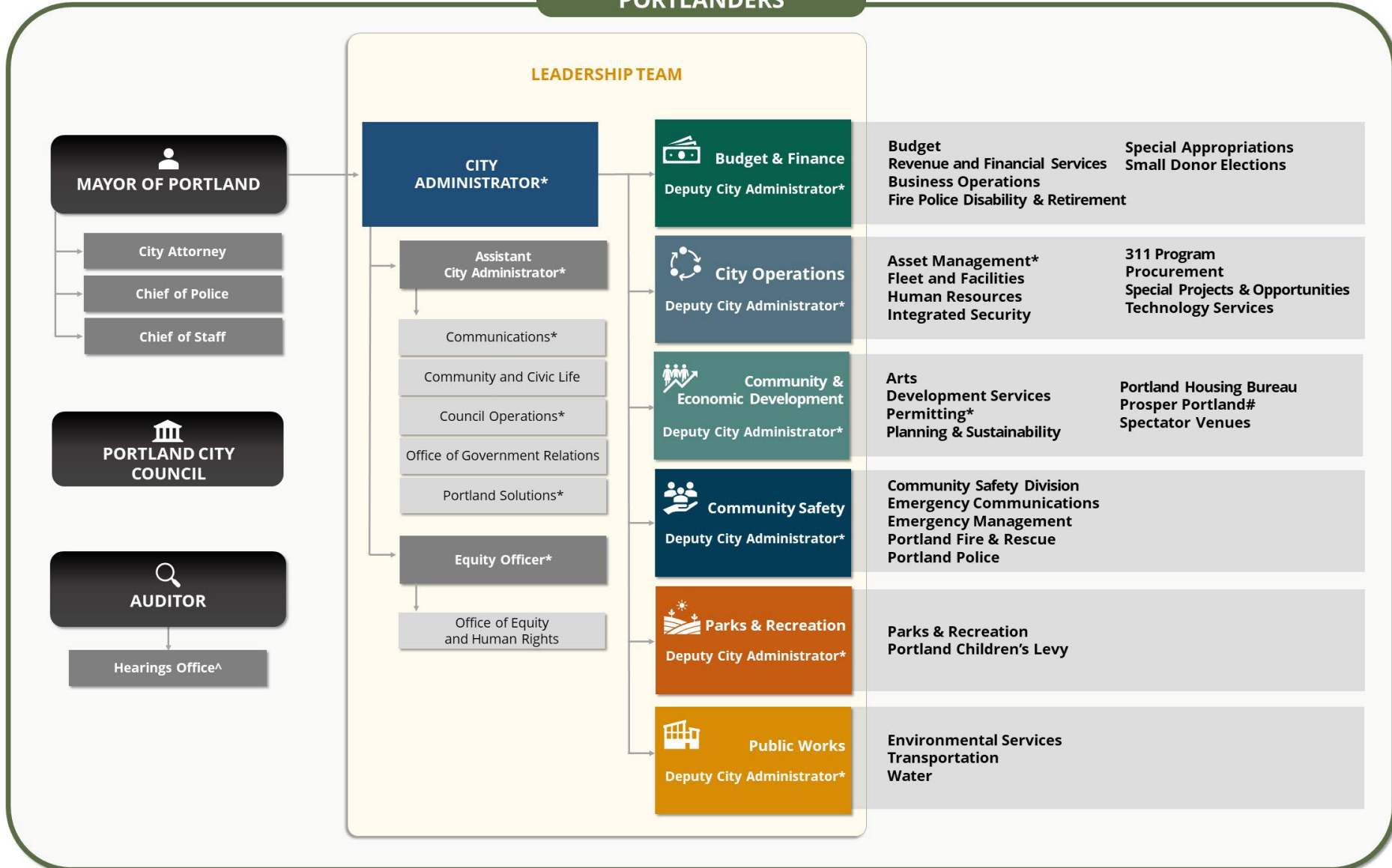
## 2023



# Organizational Culture

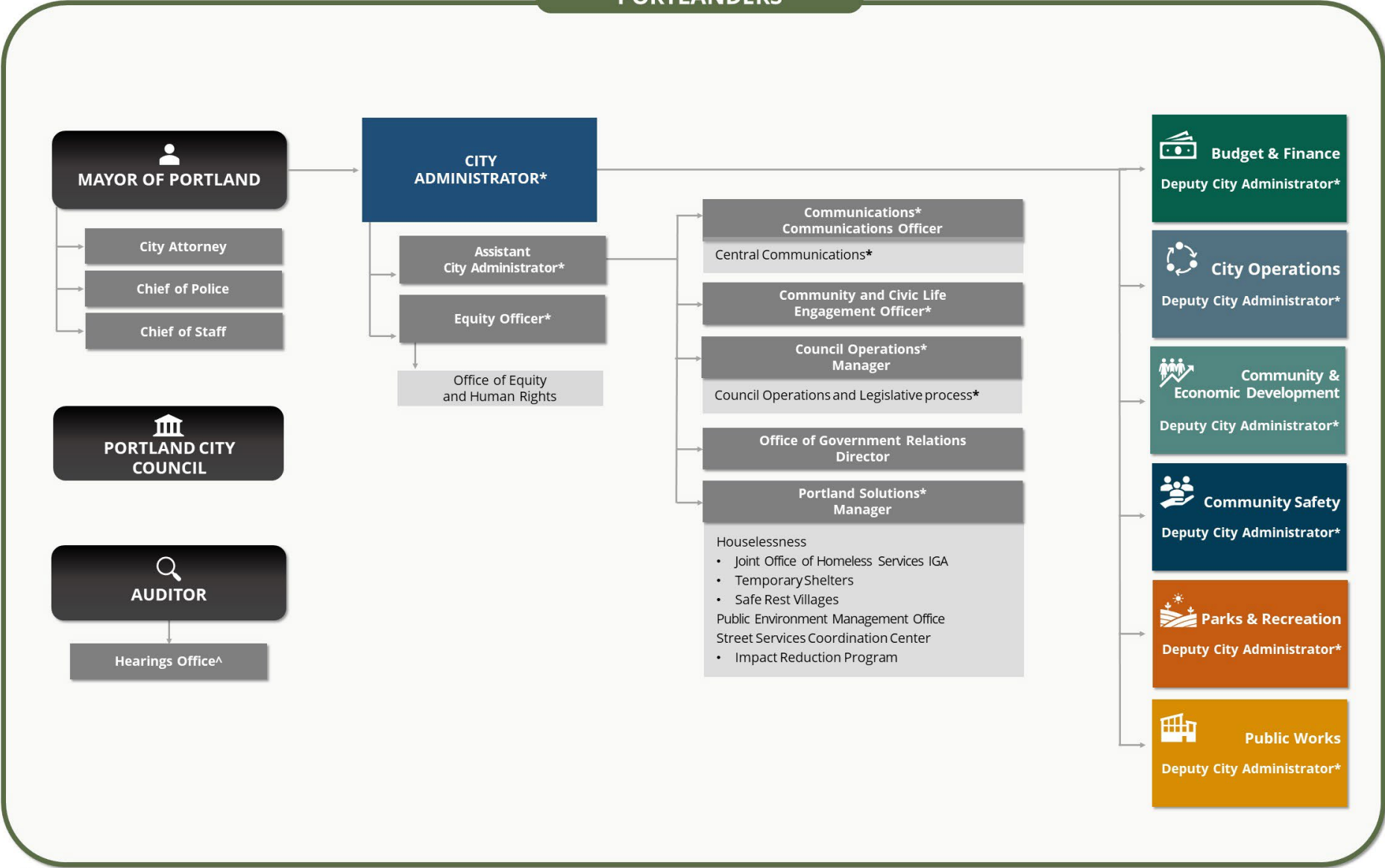
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- **Executive Leadership Team operations**
- **Organizational chart clarity for employees and community members**
- **Centering City Core Values**
- **Recognizing community and employee content expertise**
- **Implementable change**
- **Continuous improvement**



**Key**

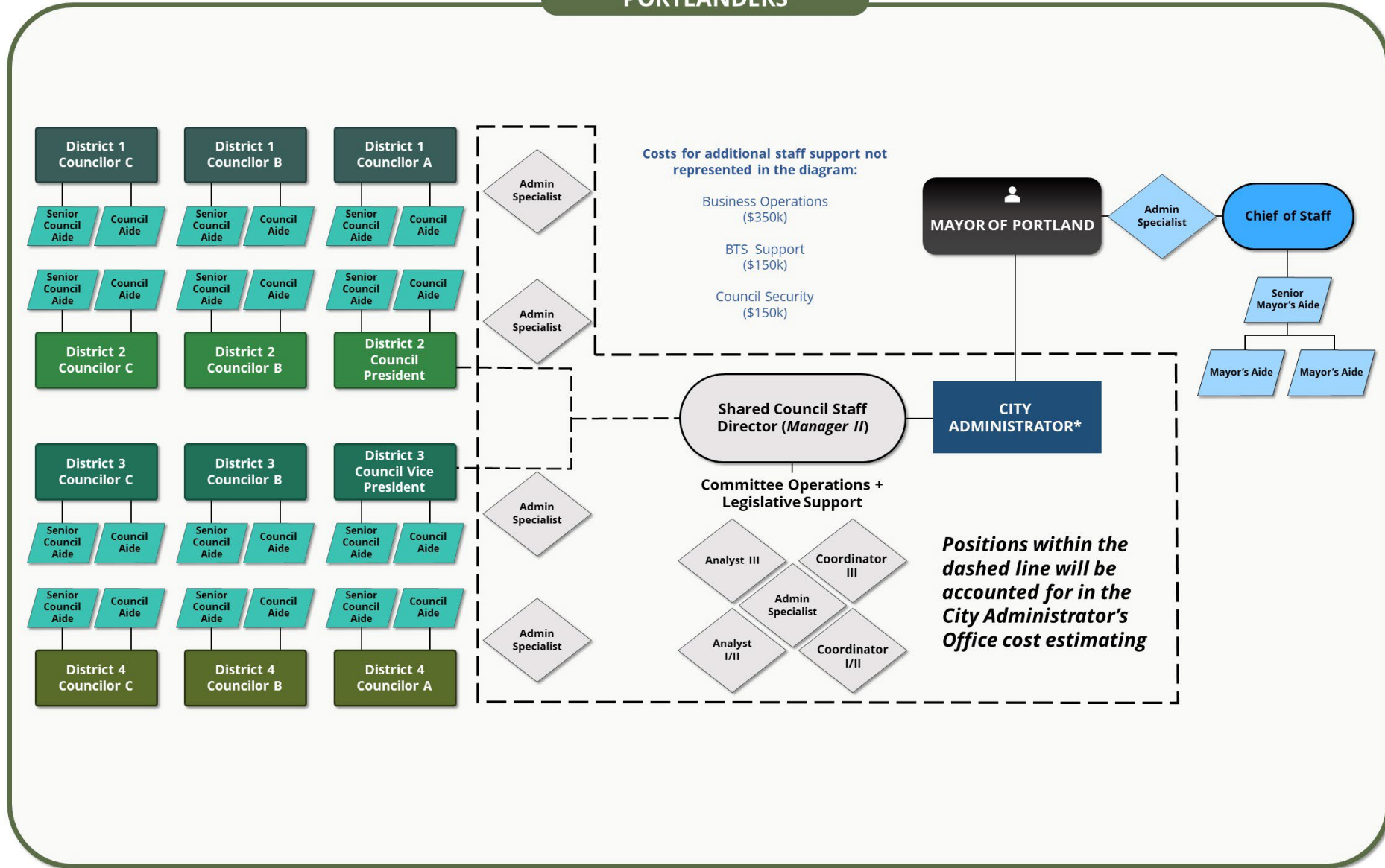
- \* New program/function pending ongoing assessments
- # Reports to the Prosper Portland Commission
- ^ Return pending budget approval



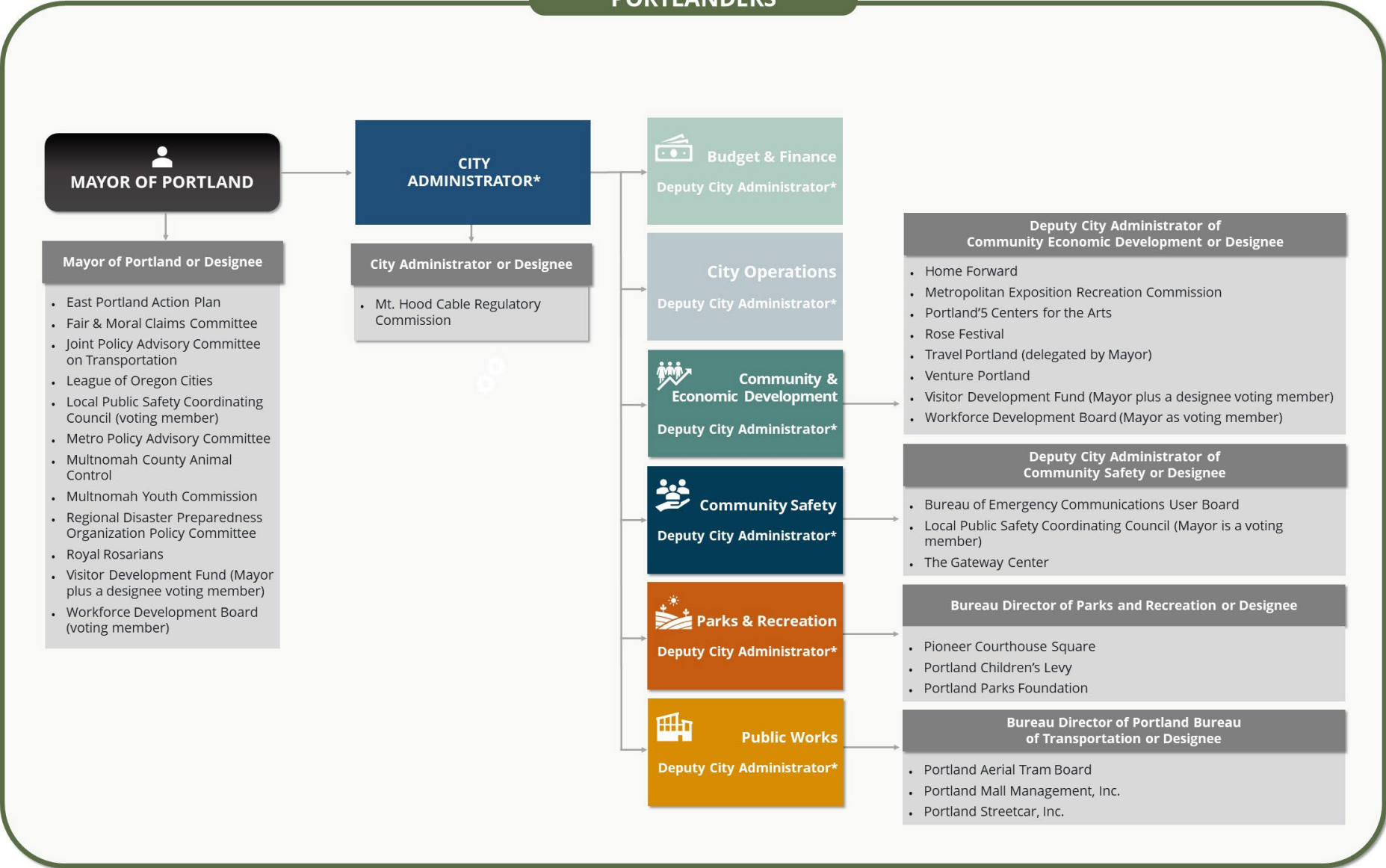
**Key**  
 \* New program/function pending ongoing assessments  
 # Reports to the Prosper Portland Commission  
 ^ Return pending budget approval



**CITY OF PORTLAND, OREGON**  
**Proposed Organizational Chart**  
 Elected Officials and Operational Support Staffing  
*for Portland's Mayor-Council Form of Government*







**Key**  
 \* New program/function pending ongoing assessments  
 # Reports to the Prosper Portland Commission  
 ^ Return pending budget approval

**Note:** This graphic shows the proposed reassignment of liaison roles assigned by the Mayor and does not reflect all liaison roles performed by the City organization.

# Recognitions

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- City Commissioners and Mayor Wheeler
- Project Sponsors: Mike Jordan, Sonia Schmanski
- City Organization Project Manager: Becky Tillson
- Transition Project Manager: Shoshanah Oppenheim
- Senior Advisor, Transition & Special Projects, Mayor's Office: Barry Pack
- Council Chiefs of Staff
- City Organization Team: Jennifer Chang, Jamey Duhamel
- Technical Implementation Project Sponsor: Elyse Rosenberg
- Technical Implementation Committees
- City Charter Transition Team
- Executive Leadership Team (ELT)
- Service Area programmatic assessment strategic leads: Riley Clark-Long, Angela Henderson, Julie Ocken, Erich Pacheco, Emma Sagor, Victor Sanders, Kezia Wanner, Tate White, and their teams
- Service Area Programmatic Assessment participants
- Office of Equity and Human Rights and equity practitioners
- BOLT, Deputy Directors
- Employee and manager survey respondents and open house attendees
- Community members, reflected in community outcomes report, meeting attendees and commenters
- And more!

# Questions and Discussion

