

citizens
planning
board



portland model cities

CITY DEMONSTRATION AGENCY
5329 N. E. UNION AVENUE
PORTLAND, OREGON 97211
288-6923

June 29, 1972

TO: Citizens Planning Board
FROM: Opal Strong, Chairman, Human Resources Task Force
RE: HUMAN RESOURCES BUREAU

This is the original copy with amendments accepted by the Citizens Planning Board on 6/20/72 (See Exhibit 1).

Subsequent to the 6/20/72 meeting the two Task Forces met again on 6/26/72 and additional amendments were made (see Exhibit 2). At the same meeting the question of the Green Amendment was raised however no action was taken. Portland Metropolitan Steering Committee's Task Force was opposed to the invoking of the Green Amendment, however Model Cities Task Force had previously stated 'no position'.

1. CITIZENS PARTICIPATION AND BOARD STRUCTURE

- (a) Evaluation Commission: In order to meet the O.E.O. guidelines of 1/3, 1/3, 1/3, we are proposing a monitoring and evaluation arm of the Super Board consisting of twenty-four (24) members, eight (8) public, eight (8) private, eight (8) poor. A function of this Board is to evaluate and monitor on-going programs. (see attached).
- (b) Super Board: We propose a policy and planning Board consisting of fourteen (14) elected members and four (4) Mayoral Appointees. The fourteen elected members will be the Chairman and Vice Chairman of each District Planning area, (Model Cities, N.E., S.E., N.W., S.W., N.) plus the Chairman and Vice Chairman of the Portland Metropolitan Steering Committee.

All plans and proposals must have the approval of the Super Board before

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Task Force Report

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it is entertained by City Council. In no way shall this process be circumvented.

It is the opinion of the Task Force that the Super Board should be small in order to be a functional body.

In regard to the District Planning Organization, it is our understanding that their structure is the responsibility of the Mayor's District Planning Organization Task Force. No plans will be entertained by the Super Board unless they first have the sanction of the respective District Planning areas. We consider Model Cities to be one District Planning area. Therefore, the Chairman and Vice Chairman of the Citizens Planning Board will be members of the Super Board. It is imperative that all District Planning Organization areas solicit meaningful in-put from all groups that reside in their area, e.g. Senior Citizens, Low Income, Minorities etc.

2. EMPLOYMENT

- (a) Existing positions come under Civil Service and present incumbents be blanketed in under City Civil Service without loss of pay or accumulated fringe benefits (sick and vacation).
- (b) All new employees be exempt from Civil Service requirements for no more than one (1) year, and certain positions should be designated as training positions. Training for all positions should be so structured as to enhance satisfactory performance on the Civil Service examination. All new employees shall be given the necessary assistance in order to improve their job performance and to enhance the possibility of job advancement, even if it means reimbursement of outside tuition costs. This training will be mandatory for all training positions.

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Task Force Report

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- (c) No reduction in the number of positions for one year.
- (d) Task Force members from each Board to work with Mayor's staff to develop job qualifications for all positions including Director.
- (e) All local applicants will be given preference for the Director's position. In hiring, preference be given where applicable to residents of target areas, (reference - CDA letter #11).
- (f) Employees of delegate/operating agencies be excluded from Civil Service. Delegate/operating agencies exercise own hiring and firing in accordance with established rules and policies.

3. ADMINISTRATION

The Acting Director be assigned for a minimum of one year. The combined Task Force is to continue to meet to further develop and define job qualifications and hiring procedures.

Respectfully submitted by:

Model Cities Human Resources
Task Force

Portland Metropolitan Steering
Committees Human Resources Task Force

Chairman, Opal Strong
Lee Kell
Debby Norman
Josiah Nunn
LeRoy Patton
Clara Peoples
Bob Rogers
Marian Scott
Herb Simpson

Chairman, Richard Hughes
Dale Canady
Vernon Chapman
Rita Clinton
Al Lucas
Betty Overton
John Rice

CITIZENS PLANNING BOARD AMENDMENTS

6/20/72
(Exhibit 1)

1. All District Planning organizations will be the policy making body for their respective area.
2. Employment 2. (b): All new employees and positions be exempt from Civil Service requirements for one year. However those employees wishing to take Civil Service examination may do so. If employee successfully meets all Civil Service requirements he will be exempt from mandatory training. Sometime within the first year all employees must pass the Civil Service examination. If within the first year an employee takes the test and fails he must enroll in a training program. If after one year of employment the employee can not pass Civil Service examination he will be terminated.
3. All incumbents will be given credit for time in service. If circumstances necessitate a reduction in work force, those employees with less seniority will be laid off first.

Exhibit 2

1. DPO's would be responsible to give support to PMSC programs.
2. PMSC is not an area representation, they are a program representation.
3. Evaluation Commission's function was to evaluate and monitor on-going programs only.

Super Board

City Council

DPO #1 PMSC DPO #2 DPO #3 DPO #4 DPO #5 DPO #6

Chairman	Chairman	Chairman	Chairman	Chairman	Chairman	Chairman
Vice-Chairman	Vice-Chairman	Vice-Chairman	Vice-Chairman	Vice-Chairman	Vice-Chairman	Vice-Chairman

M.
C.

PMSC

NE

SE

NW

SW

N

Commissioner-in-charge

Human-Resources Bureau

Evaluation Commission

Private

1/3

Public

1/3

Poor

1/3

DRAFT

Human Resources Joint Task Force Meeting
Monday June 26, 1972, 3:00 p.m. - 5 p.m.

Present:

Model Cities	Onal Strong	PMSC	Betty Overton
	Robert Rogers		John Rice
	Herb Simpson		Vernon Chapman

Mrs. Strong said that she had the feeling that Comm. G did not want the big Super Board so we might have to cut this to the Chairman only.

Mr. Simpson said he was on the sub-Committee boundaries - DPO and he looked over the City map and he came up with 11 divisions of 55,000 instead of 70,000

John Rice said that this would be a good negotiating point.

Mr. Simpson said especially if there is more groups involved.

Mrs. Strong asked how most of PMSC Board felt about their Saturday meeting.

Mr. John Rice said he really did not know, and explained his general thoughts.

Mr. Simpson said the people involved stay with us - what happened.

Mr. John Rice said our Board voted no against it before. We did not discuss yes or no whether we go in or not, on Saturday.

Mr. Rogers we will have to come up with something before the 11th. They are going to come up with a program whether or not we want to believe it. We want to be part of the program. In regard to the size of the Board I am in favor of a smaller Board. I think the things that we want we may not get it all but I think we may get a lot of them.

Mr. Chapman I think we ought to submit what we have as the way we want the program if the Green Amendment is invoked. If they accept this then we will have a lot to say, if they reject it then we have problems.

Mr. Simpson said that there is a definite interchangeability between the Super Board and Human Resources Bureau and Evaluation Commission and I would like to make sure that this is reflected on the map. Also that we have not made any statement saying

2

That there has to be an X umber of DPO's. The number will reflect what if finally decided by them.

Mrs. Strong said if it gets too large we may have to drop out the Vice Chairman and said she thought that should be a proposal.

Mr. Rice said I think its our name Super Board too that they don't like.

Mr. Chapman said we can change the name. I think we should go with the numbers we have implemented and see what they suggest.

Mr. Simpson - then that will be a negotiating point. I have a name - Council of District Organizations.

Mr. Rice I thought - Citizens Board of Directors

Mrs. Strong read the amendments that the Citizens Planning Board recommended at their meeting. These were attached to the last Minutes that were hand delivered to all members.

The members accepted the reworded amendment to Employment (b), attached to the package mailed, and the others attached, to their package.

Mr. Rogers said they have to prove to OEO that PMSC is not doing its job before they can invoke the Green Amendment.

Mr. Rice said they have something here - they have to forget the whole thing or buy it.

There was further discussion on the presentation.

Mr. Rogers said he did not see too much that they could add onto the presentation.

Mr. Simpson said its a matter of taking it back for action now.

Mr. Rice said I think we should address Citizens Participation -

Mr. Simpson said The Citizens participate on the level of the N/O and W/C meetings and work up to the Board and through the system. Therefore the Chairman is there spokesman and that the Citizens Participation is a pyramid

working up.

Mrs. Strong asked if there was anything else to be added.

Mrs. Overton said that she thought we should take a stand to invoke the Green Amendment.

Mr. Rice If our Board buy anything its not going to be anything but this.

Mr. Simpson said if we could connect this up with the City County merger this would be good. The City County merger people do not represent you and me. I heard that they want to go along the lines of the State Legislature.

Mrs. Overton - asked for clarification of the Evaluation Commission in relation to their power. Also asked how PMSC would fit into the picture for the future. N.E., M.C. etc would have a DPO. What does that do to us?

Mr. Simpson I see what you mean. I think it has to be very clear that these are just names on a map. Gave examples.

First of all when Model Cities is no longer it will be a DPO. The PMSC programs are interested in will be supported by the DPO's. Our forces will be participating just as much as in the N. and N.E. etc.

Mrs. Overton then we should spell our role out for Model Cities and PMSC.

Mr. Simpson. PMSC is here and will be here and we have to arbitrary say that they have to be put in here as a group that is just important as a DPO or Model Cities. In this sense PMSC is not an area representation they are a program representation.

Mrs. Overton then we would be planning for programs.

Mr. Simpson then your people participating today will be participating just the same with the support of the respective DPO's.

Mr. Rice - take the DPO so many problems facing a community. We are poverty program oriented - we were intended to be City Wide. All would be represented on our Board - the geographical DPO poverty representatives would be sitting on our Board.

4.

Mr. Chapman Then one of these DPO's can come to PMSC and say we need a proposal - we have people with proposal expertise at PMSC and I think initially DPO's will not have this - PMSC can provide any expertise. The only way the City can get these funds is through making the necessary changes to the Green Amendment.

Mrs. Overton said that there is going to be people that we contract with - like School Board.

Mr. Simpson then they would contract the same agencies.

Mrs. Overton Are they going to be in here?

Answer by Committee - No.

Mrs. Overton said that Comm. G. said they would be. Mr. Rice said I don't think so - I think he was talking about putting money in the school system. Contracts with School Board were discussed.

Mr. Rogers the Evaluation is more important than the Super Board. The Evaluation Commission is going to see everything. The Super Board is to OK it and take it to City Council. Would like to see the individual that is to be the Acting Director will have to be a strong administrator - because he will have to work with the Board and Eval. Commission and those three will have to get it to Council.

Mrs. Overton said that they do not have authority written in for Evaluation Commission.

MR. Simpson said we don't have authority written in for anyone really.

Mrs. Overton said she would like to see a written procedure written up so that nothing can change. I intend it to be for the people. I would like to see the Commissioner-in-Charge as a Monitor for us - but I would like to see the Board have direct line to City Council.

Mr. Chapman said The Director is going to be working with people who make up the Board plus the Commissioner-in-Charge

5.

Mrs. Overton - I want the people to have a direct line to City Council

Mr. Rogers I think they have through the Director, The Commissioner-in-Charge and the Chairman of the Board - whoever that is going to be. And explained this.

Mrs. Overton - explained how the people feel at the moment.

Mr. Rogers said the areas that have no planning right now - this is what this is for. A lot of things about PMSC and MC they may not like but the concept they do. We have the programs and for the first year or two everything that we have they will be copying right down the line and will have to come to these two Agencies - PMSC will be doing more planning for all these areas. The man that they get in there as the Director of the Bureau will have to be a man that knows how to operate these programs. The man as Commissioner will have to be a people oriented man. We got a program here that can really work and they know it. I don't think that what we ask them for is out - it's right in line. When they go City wide they will be on the firing line - they have a lot to organize.

Mr. Chapman we still have to recognize that Neil and the people have to convince the City Council that the Green Amendment should be ⁱⁿevoked for X number of reasons. What we are saying is that if they are effective in convincing them then this is a way it should be implemented. If under the City umbrella still get the funds coming to MC and PMSC and be able to tap funds coming in. If they are not able to convince them we will continue to operate, and provide services as far as the money will go. Unless they do that they will not get the money. The money will be allocated to the City. Unless they ⁱⁿvoke the Green Amendment and become the umbrella or Cap they will be the funding source. The PMSC Board has taken the position against ⁱⁿevoking of the Amendment if it is then this is the way we think.

Mr. Simpson said we see your position -

6.

There is the Metropolitan Human Relations - Said Mr. Rice

Mr. Simpson said I don't see them coming into this.

Betty Overton said she did not see Comm. G. leaving them off - she thought we should be planning for this - with them having not as much representation.

To gain strength we better include them.

Mr. Rice said they are different to us -

The map was discussed in relation to this -

They thought it should be on the chart - but then decided not to, because they did not fit into the policy making structure.

Mr. Simpson in regard to the Evaluation Commission the reason we have this is because of the OEO requirements, and explained his feelings on this.

Mrs. Overton wanted fair representation for poor people

There was general discussion.

The committee felt that the arrows between Super Board and Human Resources should be two-way and between Evaluation Commission and the Super Board two-way and also between Commissioner-in-Charge and the Board.

Mr. Rice suggested that the Evaluation Commission's function be to evaluate and monitor on-going programs, and explained why.

This was agreed to by the Committee.

Mrs. Overton asked about the Board drawing - and the members clarified that the Board goes direct to the City Council. Proposals go to Super Board before it goes to the City Council - must have the approval of Super Board. It was written down already on Page 1 under b. There seemed to be a point of clarification re: generation of plans proposals etc. The members said everything comes up from the citizens and is generated through the Board to the City Council.

Mr. Chapman said that he sees that the Human Resources Bureau generating programs and opening it up to the DPO's and submitting it to the citizens

7.

After further discussion -

It was moved for a poll to be taken of the acceptance of the proposal.

<u>Seconded.</u>	Betty Overton	yes
	John Rice	yes
	Vernon Chapman	yes
	Bob Rogers	yes
	Herb Simpson	yes
	Opal Strong	yes

PMSC members asked the Model Cities Task Force members if they were taking a stand on the Green Amendment. PMSC said they were opposed to the invoking of the Amendment.

Mrs. Strong said they were not taking a position on the Green Amendment.

Meeting adjourned: 5:15 p.m.

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TO: Chairman and members of Portland Metropolitan
Steering Committee's Human Resources Task Force.

FROM: Opal Strong, Chairman, Citizens Planning Board
Human Resources Task Force

This was presented to the Citizens Planning Board for 'Information'
on Tuesday, June 20, 1972.

The Citizens Planning Board accepted the report with the
following amendments. (see attached).

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June 20, 1972

TO: Citizens Planning Board
FROM: Opal Strong, Chairman, Human Resources Task Force
RE: HUMAN RESOURCES BUREAU

The Human Resources Bureau Task Force charged with the responsibility of reviewing the proposed Human Resources Bureau would like to submit the following report.

The first report to the Citizens Planning Board regarding the Human Resources Bureau was in the form of a question and answer session with Commissioner Neil Goldschmidt on June 15, 1972.

After numerous meetings among ourselves and with the Portland Metropolitan Steering Committee's Task Force, we offer the following positions for your reaction:-

1. CITIZENS PARTICIPATION AND BOARD STRUCTURE

- (a) Evaluation Commission: In order to meet the O.E.O. guidelines of 1/3, 1/3, 1/3, we are proposing a monitoring and evaluation arm of the Super Board consisting of twenty-four (24) members, eight (8) public, eight (8) private, eight (8) poor. A function of this Board is to evaluate and monitor on-going programs. (see attached).
- (b) Super Board: We propose a policy and planning Board consisting of fourteen (14) elected members and four (4) Mayoral Appointees. The fourteen elected members will be the Chairman and Vice Chairman of each District Planning area, (Model Cities, N.E., S.E., N.W., S.W., N.) plus the Chairman and Vice Chairman of the Portland Metropolitan Steering Committee.

All plans and proposals must have the approval of the Super Board before

it is entertained by City Council. In no way shall this process be circumvented.

It is the opinion of the Task Force that the Super Board should be small in order to be a functional body.

In regard to the District Planning Organization, it is our understanding that their structure is the responsibility of the Mayor's District Planning Organization Task Force. No plans will be entertained by the Super Board unless they first have the sanction of the respective District Planning areas. We consider Model Cities to be one District Planning area. Therefore, the Chairman and Vice Chairman of the Citizens Planning Board will be members of the Super Board. It is imperative that all District Planning Organization areas solicit meaningful in-put from all groups that reside in their area, e.g. Senior Citizens, Low Income, Minorities etc.

2. EMPLOYMENT

- (a) Existing positions come under Civil Service and present incumbents be blanketed in under City Civil Service without loss of pay or accumulated fringe benefits (sick and vacation).
- (b) All new employees be exempt from Civil Service requirements for no more than one (1) year, and certain positions should be designated as training positions. Training for all positions should be so structured as to enhance satisfactory performance on the Civil Service examination. All new employees shall be given the necessary assistance in order to improve their job performance and to enhance the possibility of job advancement, even if it means reimbursement of outside tuition costs. This training will be mandatory for all training positions.

- (c) No reduction in the number of positions for one year.
- (d) Task Force members from each Board to work with Mayor's staff to develop job qualifications for all positions including Director.
- (e) All local applicants will be given preference for the Director's position. In hiring, preference be given where applicable to residents of target areas, (reference - CDA letter #11).
- (f) Employees of delegate/operating agencies be excluded from Civil Service. Delegate/operating agencies exercise own hiring and firing in accordance with established rules and policies.

3. ADMINISTRATION

The Acting Director be assigned for a minimum of one year. The combined Task Force is to continue to meet to further develop and define job qualifications and hiring procedures.

Respectfully submitted by:

Model Cities Human Resources
Task Force

Portland Metropolitan Steering
Committees Human Resources Task Force

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Lee Kell
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Clara Peoples
Bob Rogers
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Herb Simpson

Chairman, Richard Hughes
Dale Canady
Vernon Chapman
Rita Clinton
Al Lucas
Betty Overton
John Rice

Super Board

City Council



Commissioner-in-charge

Human-Resources Bureau

DPO #1 PMSC DPO #2 DPO #3 DPO #4 DPO #5 DPO #6

Chairman	Chairman	Chairman	Chairman	Chairman	Chairman	Chairman
Vice-Chairman	Vice-Chairman	Vice-Chairman	Vice-Chairman	Vice-Chairman	Vice-Chairman	Vice-Chairman

M.
C.

PMSC

NE

SE

NW

SW

N

Evaluation Commission

Private	Public	Poor
1/3	1/3	1/3

CITIZENS PLANNING BOARD AMENDMENTS

6/20/72

1. All District Planning organizations will be the policy making body for their respective area.
2. Employment 2. (b): All new employees and positions be exempt from Civil Service requirements for one year. However those employees wishing to take Civil Service examination may do so. If employee successfully meets all Civil Service requirements he will be exempt from mandatory training. Sometime within the first year all employees must pass the Civil Service examination. If within the first year an employee takes the test and fails he must enroll in a training program. If after one year of employment the employee can not pass Civil Service examination he will be terminated.
3. All incumbents will be given credit for time in service. If circumstances necessitate a reduction in work force, those employees with less seniority will be laid off first.

DRAFT

HUMAN RESOURCES JOINT TASK FORCE MEETING
JUNE 19TH, 1972, MCCR #226 4:00 PM

Present:

Model Cities

Chairman: Opal Strong
Bob Rogers
Clara Peoples
Debby Norman
Herb Simpson
Lee Kell
Josiah Nunn

PMSC

Chairman: Richard Hughes
Vernon Chapman
Betty Overton
Rita Clinton
Richard Hughes
John Rice

The members discussed Administration. The members thought that the Director should be Acting Director for a minimum term for one year as there is no guarantee for him.

Discussion arose as to other members in the Civil Service structure.

Mr. Rogers said that the Highway Director, he was sure was not Civil Service because they did not have a Civil Service test for that position. They created the position.

Mr. Rice said that if it is not Civil Service that somehow our group here have an appointee to the Interview Panel when they are interviewing for the Directors position.

Mr. Rogers said we are definitely going to have somebody on the Review Board. Mrs. Norman said why don't we why don't we send them a statement for Administration. That this Task Force should write the guidelines for the Director, and attach it.

Mrs. Strong said she would like to look into this, in regard to the Directors position being Acting.

Page 2

Mr. Rogers said he thought they would only buy one year.

Mrs. Strong said then lets put in for one year.

Mr. Rogers why don't we say that the Acting Director will be in-Office for one year, at least. - a minimum of one year. Then at the end of year it would be up for appointment. That this Task Force working with the Mayors office will draw up the guidelines for the permanent Directors position. The Task Force agreed.

Mrs. Norman said but we are still putting the skids under him after a year.

Mr. Rogers said but he has more time this way. There way he has 60 days.

He will have a time to show himself and have time to work with different programs, This way/^{we}will have time to draw up some kind of guidelines.

Mrs. Strong. I think the Director should have as much time as the Commissioners

Mr. Rogers said we cannot demand four years all they have given us is 60 days.

I believe asking for a year we can get this. If its going to be Civil Service its going to be difficult even to get a year, but if a man can't hold a position for one year then he doesn't deserve the position. Mr. Rogers said that the position that the cities in now I think we can get a year.

Mr. Chapman said he thought one year is right because the employment component that we are suggesting says that all employees should be exempt for one year.

Mrs. Strong said that we should put in here that the Director should be exempt for one year also then.

Mrs. Norman said then under Administration we will put the statement about the Director being in for a minimum of one year and the statement about the Task Force writing the guidelines, for the Director.

Employment was discussed by the Task Force at this point.

They discussed item 2 regarding the new employees.

Mr. Rice read the Employment recommendations.

Mr. Rice said that we should knock out requirements and put in Civil Service Examination - because requirements could mean a degree etc.

They decided to go onto CP and Board Structure: and come back to employment

Debby gave a report of the sub-committee's meeting. They went over the the Minutes. Said that in the Map under MC, and PMSC the Committee suggested that these two should have the M.C. C.P. guidelines.

Mrs. Norman drew it up on the Board. Then went over the first page of the draft. The Evaluation Commission came about to meet OEO guidelines

1/3 1/3 1/3 - made up the same way as your Board. Super Board will consist of 18 members 14 elected and 4 Mayoral appointees. Our thinking was that the Mayor will appoint anyway and we suggest that he appoint 4, and that the members be the Chairman and Vice Chairman of the DPO's and Chairman and Vice Chairman of MC and PMSC. That only positive/^{recommendation}can go onto the Super Board.

DPO - the structure will be detailed by the Mayors DPO Task Force. They must review all plans that affect their area.

Lee Kell said we should remain flexible enough to let the DPO define their own geographical areas. Mr. Simpson agreed.

Mr. Rice said it should be defined by identifiable reflecting planning areas wherever possible.

Rita Clinton wondered if they were leaving it flexible enough. Why don't we say consist of Board Chairman and Vice Chairman or his appointee. Also are we writing something for someone else. I am thinking of the people involved.

Betty Overton said do you think that low Income will get lost somewhere along the line.

Mr. Simpson said where would the priorities come from when the areas give in-put to the Super Board. I dont think this would be offensive, if we asked that

4

priorities be given to low-income and minorities groups. We should give a greater priority to these programs affecting these people. I think it should be stuck in under the Super Board.

Mrs. Norman said not under the Super Board.

Mr. Rogers said that it should be up to the Super Board. When the proposals come to them they are going to have the last say. It should go through the Working Committees etc. each planning office will have the same.

Mr. Chapman said we will lose it. The process of getting everything approved will take care of it.

We have the Evaluation Commission = said Mr. Rogers.

Mrs. Overton said that evaluation it seeing that it gets through is two different things. Poor people should be on the Board.

Mr. Rice said that you will have a better percentage on the Board. You have M.C. and PMSC.

Mr. Rogers said the poor people will be on the Board from MC and PMSC on the Evaluation Commission.

Rita Clinton said but the Chairman and Vice Chairman may not meet the qualification or poor as defined by the Federal guidelines.

Mr. Rice said it was the DPO business to elect who they want.

Mr. Simpson explained that DPO's are in their planning stage now and that we should all go and give input to the meetings.

Mr. Kell said what we are doing is dovetailing in the DPO with us.

Mr. Chapman said that he wanted the two groups to make identical recommendations to their Boards. That was his understanding.

Betty Overton said her recommendation will not be the same. There's two different Board Structures.

Mr. Chapman said that we are making this recommendation in the event that the Bureau happens.

Mr. Rice said instead of saying no we don't want - now we have to look at this fact too that if it happens we have to have our in-put. If it happens this is what we support.

Mr. Simpson explained the DPO for clarification to Rita Clinton.

Mr. Vernon Chapman moved that we adopt this task force report from C.P. and Board Structure. Seconded. Motion carried.

Mrs. Overton said that it was not necessary that all decisions go to the Super Board. See the Neighborhood can't go direct to the Super Board.

Mrs. Norman said that this will cut the power of the Super Board.

This means that there will have to be a decision made - who's going to make the decision then the Human Resource Bureau or the Super Board. I would rather have the Super Board make the decision. If its just a matter of giving technical assistance from the HR Bureau then I understand that but I would be very hesitant if its a matter of any decision on on-going programs.

Mr. Rice said that a neighborhood group has something that they want to present then they can get that from the HR Bureau in form of technical assistance.

Mr. Kell said he could not think of any type of program that would justify going around the Super Board and gave examples.

Mr. Richards asked for clarification of the Administration of the Bureau. Who would be in there and where would it fit and how would it give technical assistance. Mr. Kell explained this, and went over the Board structure.

Mr. Rice said we wanted to preserve a degree of citizens participation and control and the Super Board is that.

Mr. Simpson said that in each DPO there will be a Board and the neighborhoods will be represented in that Board.

Mrs. Strong read the proposed amendment to employment #2. "All new employees be exempt from Civil Service Requirements for one year. However those employees wishing to take Civil Service examination may do so. If employee successfully

passes the Civil Service he will be exempt from mandatory training. All employees who fail to pass or take Civil Service examination within the first year must enroll in a training program. If after one year of employment the employee cannot pass Civil Service examination he will be terminated. "

The task force members thought that this was contradictory. It was decided to change.

Mr. Hughes he didn't agree with the formula as he thought that this is a touchy subject. This was not right.

After discussion the Task Force members decided to stay with the wording of (b) that they already had. e.g. "All new employees be exempt from Civil Service requirement for no more than one year and certain positions should be trainee positions and these positions be so structured as to enhance satisfactory performance to qualify for Civil Service. Assistance be given to employees to seek improvement and advancement by reimbursement of outside tuition costs. This will be mandatory for trainees. "

After discussion the following was thought to be suitable for Administration -
a minimum period of
that the Director be assigned for one year. The combined task force to get together and write the guidelines for the Director.

The Task Force discussed City County and then moved for adjournment.

The meeting adjourned.

(Citizen Board of directors
Board)

DRAFT

Model Cities and PMSC Human Resources Task Force Sub-Committee Meeting
June 16, 1972 - 8:00 a.m., Model Cities Conference Room, #226

Mrs. Debby Norman, Chairman, called the meeting to order at 8:00 a.m.

Debby Norman-Must meet O.E.O. guideline (1/3-1/3-1/3)

Be the monitoring arm of the Super Board which would consist of 24 members,
8 public, 8 private, and 8 poor. Evaluate and monitor on-going programs.

Direct lines to Human Resources Bureau and Super Board.

Super Board:

Consist of 14 members. Be made of Chairman and Vice-Chairman of each District
Planning Offices' Board plus Chairman and Vice-Chairman of Model Cities'
Citizens Planning Board and PMSC.

Only positive reactions would go on to City Council. Proposal cannot by-pass
District Planning Offices or Super Board.

Must have formula to go to low income, a certain percentage.

District Planning Office:

Structure to be detailed by Mayor's District Planning Office Task Force.

District Planning Office Chairman and Vice-Chairman members of Super Board.

Must review all plans that affect its district. Only a positive reaction
can go to Super Board. Members elected by each district. Model Cities becomes
a District Planning Office. District Planning Offices be defined by
geographical areas, i.e. N. E. - S. E. - N. - N. W. - S. W. - etc.

Super Board consist of 2 members from Model Cities, which would be a District
Planning Office of its own, 2 members from PMSC, and 2 members from each area
which would be District Planning Offices. Concerned with keeping the board
small.

Herb Simpson - The concept of District Planning Office is taking experiences, working committees, etc. and applying concepts to other parts of city. Instead of having 6 or 7 as suggested, have District Planning Office equivalent to the area of Model Cities.

Debby Norman - Is that practical since N. W. has problems of its own and doesn't have 40,000 people. They should then have a District Planning Office for themselves.

Herb Simpson - Divide the Model Cities into a planning area. We should suggest that the lines of District Planning Office should be logical planning area, according, wherever possible to census tracts. Should have it set up accordingly to that. Came up with 90 planning areas and should get a look at those 90 planning areas. City - County Merger rejected this plan. District Planning Office Task Force submit something along these lines then be in a position so that the community could direct the city, which would be potentially organized and they could go to the City-County Merger and say we want this or we won't vote for it. The Super Board must have a formula whereby a certain percentage of funding must go to the District Planning Office's of low income. It will protect the area and it will not be votes against us.

John Rice - Agree in principle. It should be as close as possible to the 1 man, 1 vote theory. Preserve community identity as soon as possible. If you get to many people you will become ineffective.

Herb Simpson - Think that it has to be approached this way. Could we agree that Model Cities is a District Planning Office and other areas of the city will be divided into the other District Planning Offices?

Clara Peoples - Shouldn't the Human Resources Bureau be directly under City Council?

Debby Norman - PMSC has certain budget so PMSC Board should have input into the Super Board.

John Rice - Why should PMSC be overlapping?

Marian Scott - The concept of the Human Resources Bureau says that there is no overlapping. Connie Veek came up with 54 Neighborhood Organizations.

Herb Simpson - Connie Veek had considered Kiwanis, etc. as Neighborhood Organization and this would not work.

Betty Overton - Are you working towards an advisory board?

Debby Norman - We are going for a policy-making board, not an advisory board.

Betty Overton - There should be a plan developed and then everyone should stand behind it, and there should be an option plan in case the first plan doesn't work.

Clara People - What is the Green Amendment?

Betty Overton - Make the board be the administrator. City Council would be the policy-making or advisory board.

John Rice - Governing board becomes the local governing body and it becomes authority of what they pass and what they don't pass. Concept is saying that the board will be the authority.

Debby Norman - No proposal will by-pass the Super Board.

John Rice - Green Amendment doesn't agree that they have to pass anything.

Betty Overton - It is a negative thing rather than a positive thing.

Debby Norman - Do you have an alternative Super Board which would have one set for the mayor himself?

Opal Strong - None of the District Planning Offices' Boards will have appointees. There will be 3 from 8 areas elected from each area.

Betty Overton - Are we thinking of Model Cities or city-wide?

Herb Simpson - Thinking of area already set up.

Betty Overton - Unfair to structure city unless some research is done from other areas of concern.

Herb Simpson - To connect Human Resources Bureau with District Planning Offices and City-County Merger is the purpose.

Debby Norman - Asked Betty to explain her plan.

Debby Norman - The plans have the same basic concept.

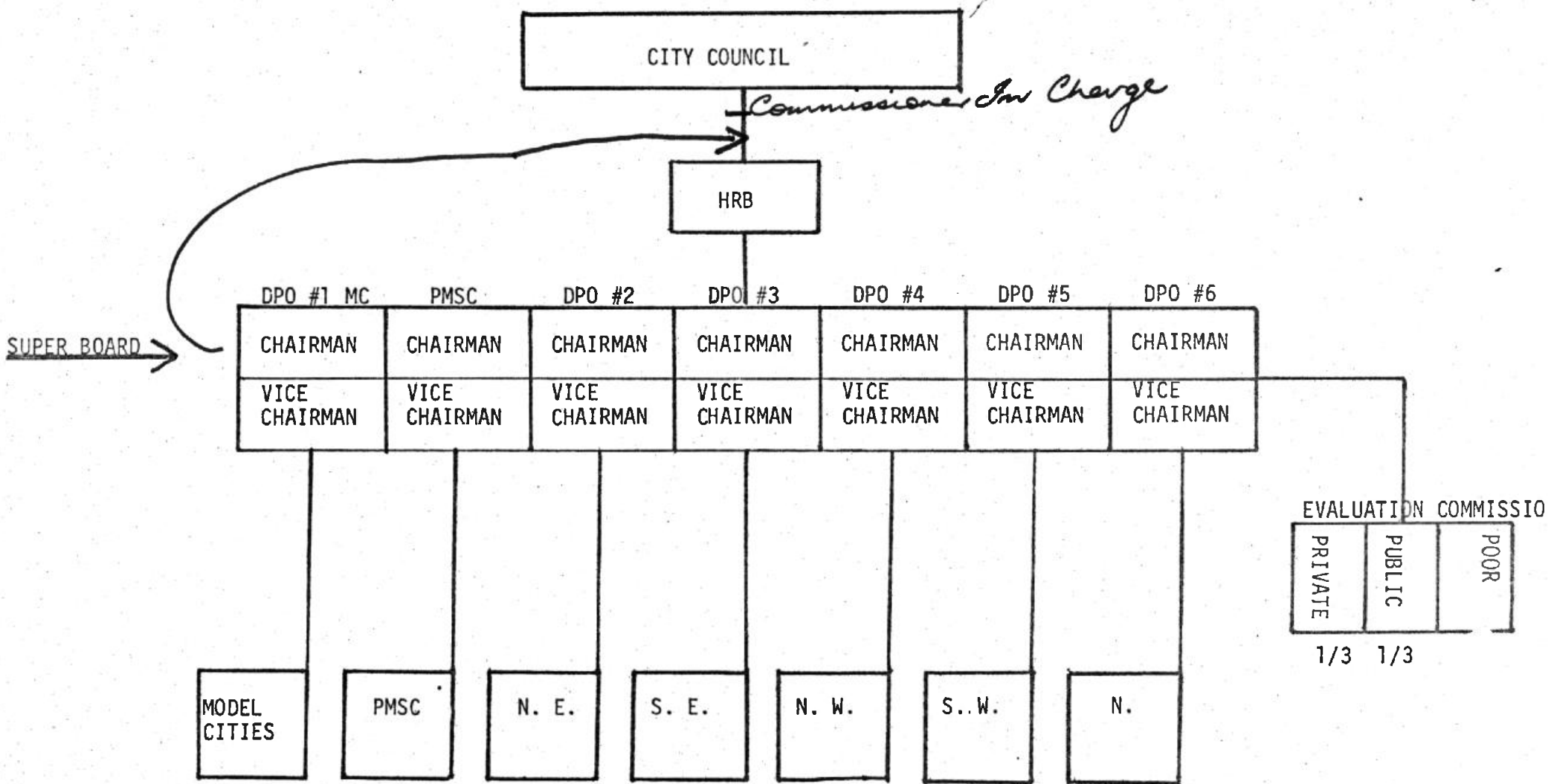
Betty Overton - Since the mayor-elect committed himself to a director, I think he should be held to it.

Clara Peoples - Civil Service would not enter into the Human Resources Bureau at this particular time.

Marian Scott - Told that it would have to be an interim position.

Meeting adjourned at 9:10 a.m.

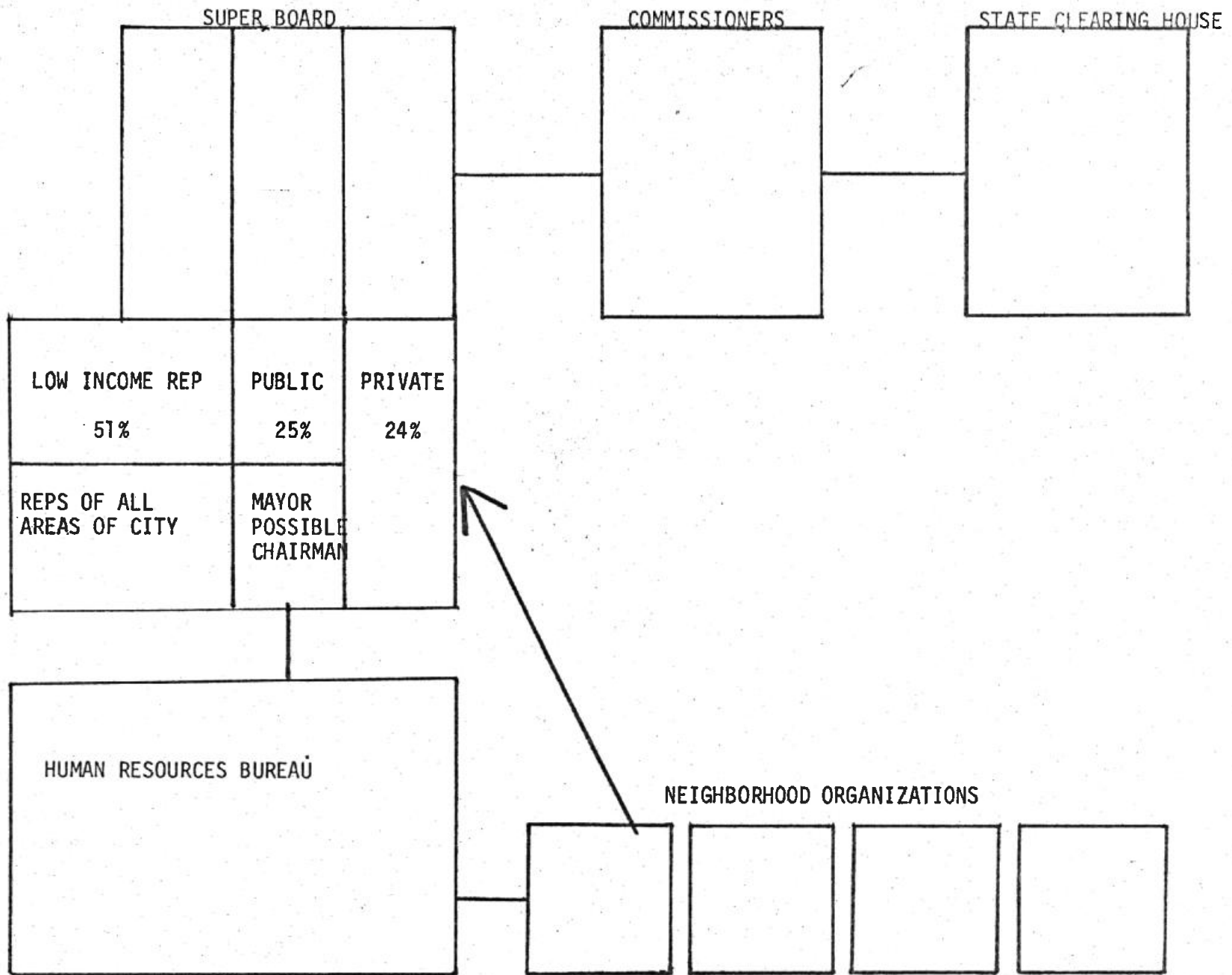
Present: Debby Norman - Chairman
Opal Strong
John Rice
Herb Simpson
Marian Scott
Clara Peoples
Betty Overton



USE EXISTING C. P. STRUCTURE

C. P. TO BE PLANNED BY MAYOR'S D. P. O. TASK FORCE

WE SUGGEST THAT IT BE BASED ON MODEL CITIES' STRUCTURE



DRAFT

CLOSED

CITIZENS PLANNING BOARD MEETING WITH COMMISSIONER GOLDSCHMIDT
BETHAL A.M.E. CHURCH, JUNE 16, 1972, AT 7:30 P.M.

Citizens Planning Board members present:

Debby Norman
Marian Scott
Opal Strong
Ella Mae Gay
Jack Deyampert
Lee Kell
Charles Ford

Bill Newborne
Ted Baugh
Clara Peoples
Herb Simpson
Gregg Watson
Rev. John Jackson
Harry Ward

Ben Bernhard
Arthur Palmer
Hasten Payne
Joe Nunn
Chalmers Jones
John Gustafson

Ed Warmoth - City

Charles Jordan - CDA
Brenda J. Green CDA

Comm. Goldschmidt - Guest
Jane Carol - Guest

Mr. LeRoy Patton was Chairman presiding. He opened the meeting and asked Comm. Goldschmidt to take the floor.

Comm. Goldschmidt said he wanted to make himself available for questions. There will be an informal City Council meeting set for July 11th. At 10:00 am. my staff will make a presentation to Council. He said it seems that the special Revenue Sharing that Congress is considering maybe passed. Model Cities funding is outside of this. Rev. Sharing money would be addition to this with the exception of Neighborhood Development - that and the recent grant from HEW for delinquency work - are the 2 most recent examples of the programs which the City has no administrative mechanism for. These are not the guts of the Human Resource Program because this is for the existing people and existing programs.

Opal Strong asked when we could expect Revenue Sharing money.

Comm. G. said if this Bill passes - as you know our fiscal year is July 1 - June 30th - then our money will come on July 1. If the Bill fails I could not tell you.

Ella Mae Gay asked for a clarification of Revenue Sharing.

Comm. G. said this happens to be Federal money with a Federal label on it collected from local tax. He gave examples of the many forms of Revenue Sharing but said people have begun to define it as anything in which the Federal Government collects the money

2/-

and gives it back to the City/local governments are revenue sharing proposals.

They give it in lump sums but put a lot of strings on it.

Joe Nunn said that in light of his statement that the Model Cities money will not go into Revenue Sharing - how do you see Model Cities participating in the Human Resources Bureau.

Comm. G. I think your Task Force is looking at ways in which it can be made more effective. I think one way that has been impressed on me is that in order to make local community organizations effective you ^{have} got to take the experience that the people generate there and use it elsewhere. He gave examples. He sees us going to school on Model Cities. We have been as you know talking about trying to get HUD to designate Portland as a new Plan Variation City, like Seattle - we would keep the money we have now for our Model Neighborhood but would get additional money for new Model Neighborhoods. I think the chances of being designated a Plan Variation City are very small. They are discovering that if they keep doing this they have lots of strong neighborhoods with no central city planning, and they are making demands for the Government to respond and the Government does not have the tools. We are hoping to have the opportunity to talk to Floyd Hyde, who is responsible for M.C. programs nationally, to talk to him about helping the City of Portland to put its house in order and start neighborhood programs-that would prepare us for revenue sharing, DPO, and certainly make it possible for Human Resources to be a reality. Model Cities has its own problems, its own needs/^{its own priorities} and we need to keep capitalizing on the 3 years we have invested in this program. He gave the weakness's and strength's of the Model Cities program and said we need to take a look to how we need to strengthen the planning in the Model Cities program. The Bureau might effect the subsidy planning like housing, criminal justice - this is the one place the City has no where central to deal with it outside of your boundaries. We need a unit for criminal justice that's big enough to get at the geographic area. If you try to take

3/-

this on yourself, you are not large enough. These are the areas geographically that need assistance. He explained this further for clarification.

Ben Bernhard asked what is/going to mean for Evaluation and Administrative control for Model Cities.
the Bureau

Comm. G. said nothing as far as they can tell. Model Cities comes under the HUD guidelines. He quoted Senior Adult Service Center as an example of being a good program that should go city wide but the city has not tool for this. It is his understanding that we will still maintain our evaluation. City Council has been asked by HUD to begin to use the Quarterly Evaluations in assuming ^{their} ~~our~~ responsibility.

Mr. Nunn asked how this would affect PMSC.

Comm. G. said they are now spending money and are legally capable of spending money City wide.

Mr. Nunn asked about OEO funding.

Comm. G. said he could not tell - for the next year or two there will be OEO funding unless Congress terminates them.

Joe Nunn said Model Cities funds are spelt out but OEO funds are not.

Comm. G. said he thought that we should plan on that it will be here for a couple of years.

Ben Bernhard asked if it would be coordinated.

Comm. G. said that the one thing under this Bureau will be to make sure that the allocation of funds will be coordinated.

There are three existing proposals - Model Cities,
All man power programs
OEO programs.

Our proposal in the manpower field will include the following -

CEP, PEP, CAMP, Summer manpower program of PMSC, and Summer '72. Those will amount to approximately 10 M. \$'s. He explained the distribution of funds throughout the City under the Bureau in relation to these.

Mr. Patton asked what will happen to planning - someone will have to decide.

Comm. G. explained Neighborhood facility as an example and the problems City Council had relating to this. We did not have the staff. The Bureau would have the staff. Chalmers Jones asked about the implementation of CDA letter #11.

Comm. G. said we have been asked to put in writing this specifically. We are trying to come back on July 11th with a document explaining what our position is, what methods there are to take care of Civil Service problem, to meet CDA#11, including the training program.

Chalmers Jones asked about job security - 1. OEO funding may cease after 2 years.

What is the umbrella that protects the people after Federal funding is over. We recognize the money that M.C. pours into the community in terms of salaries and wages.

I see CDA #11 Mr. Jones said, as being important in sustaining economic stability.

Comm. G. said if OEO and HUD are turned off at Washington nothing will turn it on - will it be turned on by revenue sharing with a current commitment by the city to continue the programs or will we pick it up out of income tax.

The best chance for us to keep these programs going is that the City assumes some responsibility. He gave examples if there was no Human Resources Bureau in relation to Model Cities and how this will help them, but OEO has nothing - it is not linked to the City.

He said he would like to see Human Resources Bureau with CDA #11 as City policy and Human Resources Bureau with a Bureau Chief with the planning capacity - when revenue sharing comes or income tax there is a chance that the Bureau could compete effectively with the other Bureaus.

Mr. Palmer asked about PDC in relation to the Eliot Neighborhood Program Association.

Comm. G explained how he saw PDC in relation to the Government we have in mind.

Opal Strong asked who wrote the proposal. Comm. G. said it was a composition done mainly by his staff. Mrs. Strong asked what will happen if Model Cities decides against it. Comm. G. said City Council can adopt it anyway or reject it.

Mr. Simpson spoke to Mr. Palmer using the Sabin Community Association as an example

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about the Sabin Community Association's neighborhood policies in relation to Citizen Participation, and the Citizens Planning Board and the Mayor and their neighborhood planning process in order to clarify Mr. Palmers question on the role of citizens participation in the neighborhood organizations.

Mr. Baugh said the example of Sabin is one he would like to see in other neighborhoods. Gregg Watson asked with the exception of the adoption of the Human Resources Bureau where do you find the leverage to cause or create programs such as the Senior Adult service Center for example.

Comm. G. said the leverage is the City Budget. By creating the Bureau we have a chance at competing for this.

In answer to Mr. Palmers question about the justification of the Bureau, Comm. G. said -

1. We have the need to plan for Human needs on a City wide basis.
2. We need to make sure that there is a mechanism in City Government that can do that.
3. We need to make sure that if additional revenues become available that the human needs (e.g. mental health, jobs etc) part of the City has some in there competing for resources.

He clarified this for Mr. Palmer by drawing a map.

Mr. Simpson said that taking into consideration that this is a concept - this takes us from what we have here right/^{now}into a DPO.

Comm. G. said Council is beginning to realize that before Model Cities people did the physical development and then along came Model Cities and people said we are not going to settle for the physical planning we want the whole thing. There is no way that the DPO is not going to benefit from that experience. He gave examples of this.

6/-

Mr. Ward asked what we could expect from the new Bureau in regard to zoning regulations.

Comm. G. Said that the neighborhood that has the best track record for defending itself against zone changes is Irvington which had an association before M.C.

He explained this further. City Planning will give everyone a better understanding of the problems of zoning.

Mr. Gustafson asked about the C.P. for the Bureau.

Comm. G. said he didn't know because the Task Forces have not reported to him.

He hoped to have something that would work effectively like the D.P.O. He explained this

Comm. G. explained the present City Council structure for the Board members and gave examples of the lack of planning that it contains for human problems. He agreed with Mr. Simpson in relation to DPO's.

Opal Strong said she had one more concern, before the meeting adjourned, and that was about Mr. Jordan as the acting Director of the Bureau.

Com. G. said his feeling was that the logical step was to take someone they knew who knew the process to become an acting Director in the beginning to help the community build the kind of program that it wants: the only^{other} way is to create a position and list it with Civil Service.

Opal Strong asked for a guarantee for Mr. Jordan to be the Director.

Comm. G. said if he does a good job he has a good chance and if he has support -

Mrs. Strong said he has our support can we have a guarantee.

Comm. G. said we can't do that its Civil Service.

Opal Strong said suppose we declare his position vacant and he doesn't get the Directorship.

Comm. G. Said then the City looses Charles Jordan.

Opal Strong asked how long would we be without our Director. Comm. G. said 60 days for him to write the proposal for the Bureau. Mr. Ward asked if we had any position in the Gvt for Bureau Chief. Comm. G. said we will have to make one and announce it throughout
Adjourned 10:00 p.m.

DRAFT

CPB Human Resources Task Force Meeting

12 noon June 15, 1972 at MCCR # 226

Present:

Opal Strong
Lee Kell
LeRoy Patton
Debby Norman

Dave Nero - guest
C. Jordan CDA

Dave Nero said at the initiation of this type of work he was selected to assist Task Forces composed of Cleveland Gilchrist, PMSC, Leon Harris, Multi Service Center, and C. Jordan, CDA. We have met several times the outcome of this earlier was to send out 36 letters to all effected by the changes asking for in-put. Some of these extended over into City County and asked for their in-put also in response to the Commissioner's proposed organization of the Human Resources Bureau. (Said he had copies available). We got a response from Paul Bloom, Metropolitan Youth Commission, Charles Landstrom, Housing Authority of Ptld, Carl D. Sandox of Community Council. We have only 3 letters.

Among other things in my investigation of this I have looked at the proposal for re-organization and revitalization of the Multnomah County - I did this because we have some overlapping services. I am told within 2-3 years this will become a reality.

I am unable to do anything about your wishes unless you give me something to work from. If I do not have any in-put from you I can not address myself to that in the report. Explained why.

He reported of his findings when he met with the PMSC and M.C. Job Security and C.P. Mrs. Strong questioned how to put this in. Mr. Nero said job security should be enough and said to put anything you want in there, as each Commissioner will see your desired wishes untouched, not only yours but PMSC and all the

2/-

other areas.

Mr. Nero spoke of the deadlines - June 30th must be into Comm. G's office
July 11th comes before City Council.

Mr. Jordan gave the committee the background to Mr. Nero's involvement.

They decided to get a neutral party; also give a black a chance to show what
he can do.

Nero putting together all he can get from the Task Forces but he hasn't had
the in-put.

Mr. Jordan said they wanted to put it all into one document. The Commissioners
will still review all in-put.

Mr. J. said critical part is the time - up to Task Force to get it together -
if necessary Mr. Nero needs to get together with sub committee and take notes.

Lee Kell said we have to meet with CPB and we need to come up with our own
M.C. Task Force recommendations. If we can do this we may be ahead of the game. We
should put our recommendations to PMSC and let them chew on it - but we must come up
with our report in the meantime for CPB. Lets work on it today then when we
meet with the rest of the Board tonight lets see what they are thinking and take
that into consideration.

Mr. Nero left the meeting. Task Force were to get the information to Mr. Nero.
The MC. Task Force sat down and went over what they had.

Employment - from the joint meeting in which employment put forward 9
recommendations . After debate and clarification/^{by}all members the following
evolved :

Employment

1. Existing positions come under Civil Service and present incumbents be blanketed in under City Civil Service without loss of pay or accumulated fringe benefits (sick and vacation).
2. All employees be exempt from Civil Service requirement for no more than one year and certain positions should be trainee positions and these positions be so structured as to enhance satisfactory performance to qualify for Civil Service.
Assistance be given to employees to seek improvement and advancement by reimbursement of outside tuition costs. This will be mandatory for trainees.
3. No reduction in number of positions for one year.
4. Task Force members from each Board to work with Mayor's staff to develop job qualifications for all positions including Director.
5. Local applicants for Directorship be given preference. In hiring preference be given where applicable to residents of target areas.
6. Employees of delegate/Operating Agencies be excluded from Civil Service - delegate/Operating agencies exercise own hiring and firing in accordance with established rules and policies.

4/-

Administration - my feeling said Lee Kell is that it is not our job. He explained what he thought was administration.

Mr. Jordan asked for clarification of what their thinking was of administration. Administration then would be the administration e.g. Director, Secretary, Dep. Dir., Sec., etc. - answer - yes - Then Mr. J. Said you would still need to know your organization before you can do this.

The question of Mr. Jordans appointment of Acting Director and the effect it would have on Model Cities was discussed. Op. Strong said If you are chosen for this Bureau then your job should be declared vacant.

Debby Norman asked - wouldn't this be automatic?

Opal Strong said no the Dep. Director would do that. He would step in. How do we spell it out to make this position become vacant? Mrs. Strong read from the Proposal for the Bureau.

Mr. Jordan asked - Do you want all the agencies under that Bureau to have a Director. The Committee felt sure they would have to have one.

Mr. Jordan said that this would come under organizational structure and explained his definition of administration.

Lee Kell said if Mr. Jordan is ~~not~~ going to be acting Director there is still a chance he may not become permanent Director and so we need it left open so he can come back.

Debby Norman said we can't close the door completely - have to leave it open until hes declared permanent Director.

So they decided that once the Human Resources Bureau Director's position becomes permanent then the Model Cities Director's position becomes vacant.

Opal Strong said she would like to see a guarantee for Mr. J. to become the permanent Director, or even an interim Director for a period of say 2 years.

Debby Norman said they are going to open the Human Resources Bureau position nation wide - anything can happen.

5/-

Lee Kell If Charles isn't afraid then I personally feel Model Cities is best run with him here. I personally don't know of anyone off hand who I'd want to fill the position, but we are going to have to face this at a later date. So lets leave it open for him to return.

The question arose of how long he would be Acting Director - It was decided to ask Neil G. tonight at the meeting so that they would have some idea.

Mr. Kell summed up their definition of Administration - before they can act

We want to know the nature of the position of Directorship and what his relationship
16 to the other programs.

LeRoy Patton asked what changes will the Bureau have on our organization - money - \$'s.

Debby Norman said it will mean more money.

Mr. Jordan we will have to continue the way we are unless we go plan variation - he explained plan variation - which would mean our M.C. area would retain its dollars but would mean we would be asking for x number of dollars to make this city wide over and above our dollars that we have now.

Lee Kell said PMSC dollars can go elsewhere - ours are earmarked for M.C. PMSC are a clearing house.

Mr. Jordan said that M.C. cannot suffer financially.

Debby Norman mentioned the Day Care - PMSC money not matched - ours does have matching funds - so when we come under the Bureau it means more money for us because of our money having matching funds.

Mr. Jordan said we will realize additional dollars this way.

Citizens Participation - Board Structure - Debby said her two main concerns

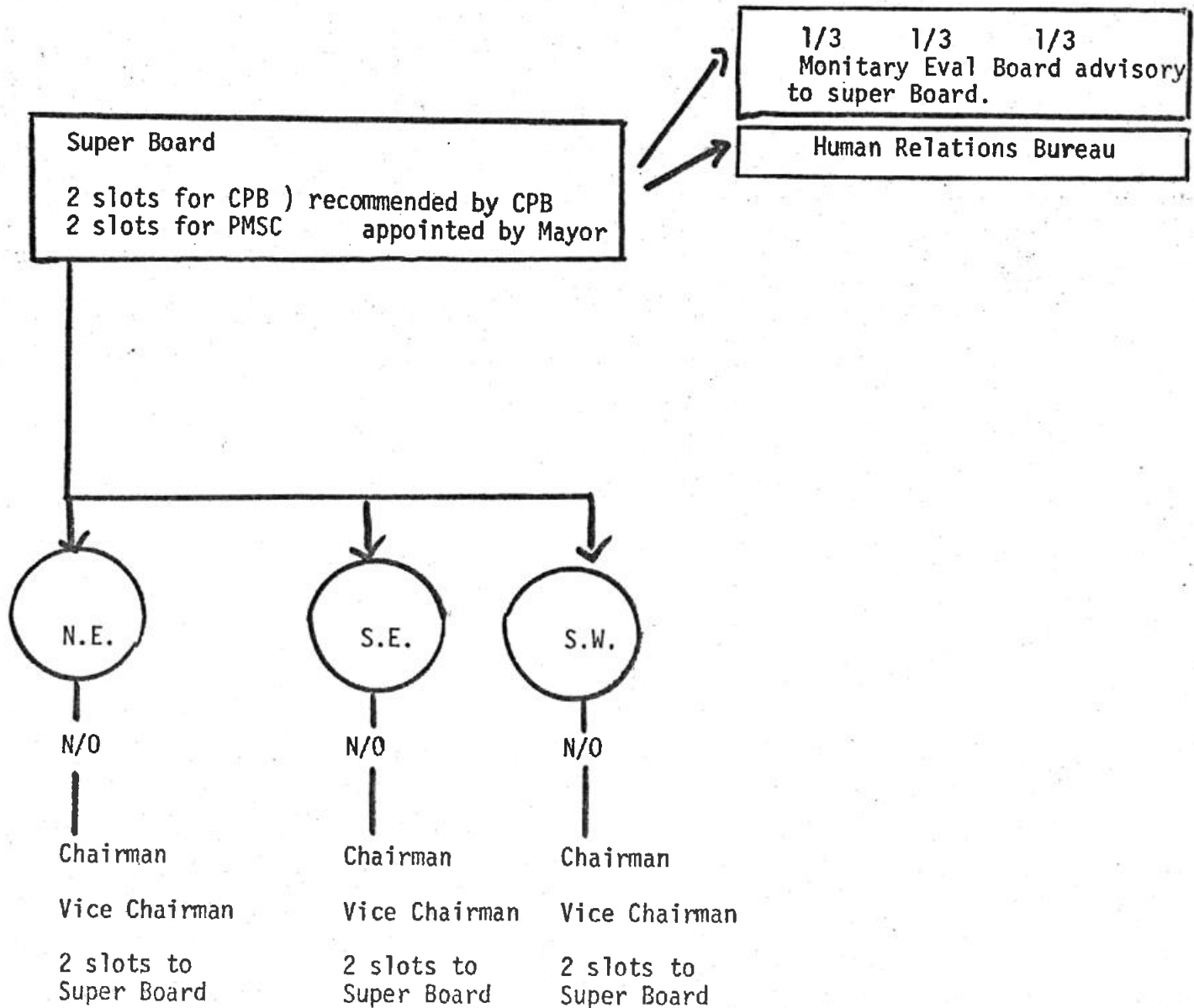
were - (1) has to be representative (2) small super Board - like School Board.

Mr. Kell explained that the reason the School Board is autonomous is because its a seperate corporation from the City. Own Tax Base - same with Tri Met, Port of Portland, but this is going to be a City Bureau - Mr. Kell explained this further.

Then he said - our Board as an Advisory Board has a lot of power because no one is allowed to take the negative decision up to City Council - but you can take a negative decision from e.g. Planning Commission. Then on the other hand for us the C.C. don't have to approve and there is no appeal on the C.C. decision.

They worked the following outline on the blackboard.

CP BOARD STRUCTURE - ALTERNATIVES



7/-

Mr. Kells alternative was -

DPO now has 8 areas = 16 members. If we had Board of 16 super Board members - two from each one of these areas with one exception Model Cities area becomes a DPO all by itself - guaranteeing our own autonomy - Each one of these DPO's have the authority to develop their own structure, but have authority to elect two representatives to the Super Board - so guaranteeing M.C. a slot (M.C. has zone structure etc. experience and he would like to see it stay as is.)

Then - no negative appeal from DPO to Super Board and no negative appeal from Super Board to City Council. When tell them no - cannot go somewhere else.

Mr. Jordan explained the newspaper articles to the Committee, and clarified their statements.

Meeting adjourned at 1:30 p.m.

DRAFT

Model Cities and PMSC joint Human Resources Task Force Meeting:
Monday, June 12, 1972, at 4:00 p.m. Model Cities Conf. Rm #226

Present:	Opal Strong	Absent:	Clara Peoples
MC	Lee Kell		LeRoy Patton
	Debbie Norman		Marian Scott
	Joe Nunn		
	Bob Rogers		
	Herb Simpson		
PMSC	Vernon Chapman		Dale Canady
	Betty Overton		Rita Clinton
	John Rice		Al Lucas
			Richard Hughes
Guest:	Russell Dawson - HUD Area Office.		

Mrs. Strong asked for in-put from the sub-committees. Board Structure, Employment, C.P., Administration

Betty Overton, Chairman Board Structure talked of ways of structure.

She thought that the Board should be comprised of 51% poor people, 49% private and public - i.e. public - appointments private - Urban League etc. and they would be selected by written request.

Mr. Simpson said he didn't have any preconceived notions, but he was concerned about the delegated power of PMSC and MC in relation to the other groups that will be represented on the Board.

Betty Overton said she wasn't really totally concerned with having control from this particular area - she was more interested in saving low income people. She wanted to make sure that these people had a way to control what was going to happen to their lives, not government control. We will be all there for the same end result, to serve the poor people. Don't think we will loose control by sharing with other parts of the City as we would be basically working towards the same end.

Joe Nunn said lets retain as much power as possible, in the structure.

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Bob Rogers said that he sees that the Board can only be an Advisory Board. He was interested in the Operation of it.

Betty Overton said the Committee was not going for an Advisory Board - they wanted a policy making board. A board of Director's over the Bureau.

Bob Rogers said he would like to see this in writing from this committee so that they can match it up with the other sub-committees reports.

Joe Nunn said once a board is set-up its not flexible. Structure set up should be so we can become a part of the total City.

John Rice said as he sees it, it will not be a joint operation, we will just be under the same canopy with city as the governing body. Respective Boards still shall have this power. He said he thought Board Structure and Citizens Participation should go together.

OEO and HUD was discussed by the members in relation to Administrative Boards and Govt Board. The committee also discussed revenue sharing, and proportionate representation on the Board.

Betty Overton clarified for Mr. Simpson. There would be no more than 51 people. She has eliminated groups in her mind and would like to see a fair representation of the people on the Board.

Mrs. Norman said she thought that 51 persons was too large a number to be an effective Board. She thought that we were going to figure out how we were going to draw a super board and set up C.P. for this, so there doesn't have to be 51 persons.

Betty Overton said no more than 51 - PMSC have been fairly effective in their Board of 36.

Mrs. Norman said that this then is C.P. and maybe the two committees should combine.

Betty Overton said that we do not have to accept City Council.

Mr. Chapman said - but the money comes into the City from Federal. Mr. Rice said that the School Board gets its money from taxes.

Betty Overton said she would like to see the Board in its function as a Commission.

This was discussed further

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Mrs. Strong asked for the CP and Board Structure to combine and have a meeting.

Mr. Dawson joined the meeting and Mr. Kell explained to him where they were in the discussion.

Betty Overton asked if it was possible to merge the two - OEO AND HUD

Mr. Dawson said he could not answer that right now and explained why, but except for mechanical problems could not see any objections to forming a Board that would have the in-put of OEO, HEW etc.

Betty Overton explained the Board structure she was thinking about and said she didn't think we had to accept City Council - we could form our own governing body.

Mr. Dawson said he thought any Board that is formed will probably operate very much like it is now in as much as Federal Government will contract with the City. He gave the Model Cities program as an example.

Betty Overton said there is OEO which does not operate that way.

Mr. Simpson spoke on proportionate representation on paper in relation to reality and to the Community.

Mr. Rice said Human Relations is already City - wide. It is different from ours and wondered why they should be in the Board.

Debby Norman said that ~~the~~ one of the things really discussed today is MC and OEO and the same old regulations. She thought that we were handed a proposal that was very creative plan, brand new set of concepts, brand new set of ideas, and that we would come up with creative brand new set of solutions and details for this concept.

I think we have an obligation to throw the regulations out the window and dream a little bit write a structure that we think will work and then make the regulations work for us, and then go to the people. I do believe that if we come up with something viable and new that we are not going to have these problems or hang-ups with the regulations.

I think if we can forget OEO and MC - our areas are very well represented - we will

4/-

have representation - Are we going to have that much trouble?

Mr. Dawson said he thought Commissioner G is looking for ideas - hes open - you present to him your reaction to this proposal and then negotiate. I think you can dream a little from long range point of view. What we hope is that in time when M.C. is gone we hope because of its nature it will have demonstrated the viability of some of these programs which will be retained by M.C. and this is a proposal to fold these things into an on-going City Department. The machinery for doing this is up for grabs. I think Goldschmidt is sincere when he said give me something, some in-put so I can give it some recommendation.

Mrs. Strong asked what will happen to the MC area after it has gone.

Mr. Dawson said if there is no Human Resources Bureau, it will be folded into the City in some way. A number of the programs will be evaluated and will continue and will have to find local money to continue.

Discussion was held on DPO and Revenue Sharing.

Betty Overton said OEO funds have to comply with certain regulations and this was her concern with Board Structure.

John Rice said the City has the option of taking over OEO but not with M.C. This is going before the City Council July. When we were asked to come up with some ideas one of our concerns was Citizens Participation, and a way to preserve it. This is Comm. G's start with the Human Resources Bureau.

Mr. Dawson said what we are concerned with at Federal Level is that there is some machinery set up to get maximum milage out of our dollars. Cities in general nationally do not have the capacity to deal with Human problems. The cities are not organized right now nationally to deal with human problems. Its up to the City to come up with a proposal to tell Federal how they are going to deal effectively with Human problems as well as they deal with - lets say - the Fire Department. You need to come up with a recommendation for the Bureau.

Betty Overton asked what comes up first the Bureau or the Board in an organizational

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Mr. Dawson said the Bureau must have a Board.

Mr. Chapman gave his report to the Task Force for Employment on the 9 points that the Employment sub-committee had recommended.

1. Existing position come under Civil Service and present incumbents be blanketed in under City Civil Service without loss of pay or accumulated fringe benefits (sick and vacation).
2. Certain positions should be trainee positions.
3. No reduction in number of positions for one year.
4. New employees be exempt from Civil Service requirement for one year and be given in-house or on-the-job training.
5. Hiring and discharge to follow same pattern now for existing organizations. Responsibility of Personnel Hiring Committees and Director.
6. Task Force members from each Board be used to work with Mayor's staff to develop job description and requirements for all positions including Director.
7. Local applicants for Directorship be given preference. In hiring preference be given where applicable to residents of target areas.
8. Assistance be given to employees to seek improvement and advancement by reimbursement of outside tuition costs.
9. Employees of delegate agencies be excluded from Civil Service - delegate agencies exercise own hiring and firing in accordance with established rules and policies.

Debby Norman moved that the Employment committees recommendations be incorporated into the concept. Seconded. Motion carried.

Mr. Al Lucas was absent from the meeting so the Committee could not hear a report from the Administration sub-committee.

Meeting adjourned at 6:05 p.m.

Human Resources Task Force Meeting

6/5/72

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Maybe we should form a Commission such as the School Board which does not yield to Political policy. Model Cities have 5 years to go so can not be forced into the H.R. Bureau. About Revenue Sharing - Betty asked whether we ever stopped revenue sharing Government has always accepted our programs. The only thing she saw different now in Revenue Sharing is that we would have less to say.

Also Betty said she did not believe in Advisory Boards, and saw no way of saving Citizens Participation through putting these programs under a political power.

John Rice would like to know more specifics on how they would intergrate our employees. He felt we should have a more detailed spelling out of this proposed organization. They have their powers - theres nothing sacred about Civil Service - it can be changed and amended, they can do that for us. He would like to see them spell out the structure i.e. our target areas, neighborhood groups the Green Amendment. This is just a delegation of powers. Also define exact power of administrative Boards of OEO and MC.

He said neighborhood groups and councils etc., have very little voice and administration is a conveyor belt passing information up and decisions down. He explained MECCA a county poverty program under the Green Admendment to the members.

Vernon Chapman said that now we have our safeguards. It doesn't mean completely re-writing the program but he is concerned about retaining the controls over the implementation of programs and expenditure of funds, and providing meaningful employment to the people in the area. If we can do this then the proposal will be functional.

Opal Strong said she wanted to make sure that our dollars stay in our communities.

Dale Canady expressed his opinions of the three major concerns. How do we get our money? Citizens Participation - question is giving advice or making decisions. Then question of moving employees into Civil Service. As an example he said in PMSC these people have been given the opportunity for on-the-job-training. Steering Committee staff is the training ground a place of opportunity. He said he was not sure that we could ever combine this idea with Civil Service. To retain we have to take specific action to exclude this.

Bob Rogers asked Opal if this is what they were doing in Oakland. Opal said yes in Richmond.

Rita Clinton thought that this was where they were opening up Civil Service and letting the people train to come in and eliminating degrees for some job slots but not completely waivering Civil Service.

Bob Rogers said he thought we need to come as a unit as one and forget about MC and PMSC as we are talking about the people that are out there. This is a combined Board now. As long as we say MC and PMSC they are always going to have the upper hand downtown. If we can go down there in unity and say we are speaking for all the people then they are going to have to listen to us.

Rita Clinton asked what kind of alternatives have the MC Task Force talked about.

Clara Peoples said a new proposal - sit down and work it out together.

Opal Strong said mainly what we have talked about today.

Human Resources Task Force

6/5/72

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Bob Rogers said also to make sure that if we did consolidate that -

1. the monies stay in the communities.
2. safeguard Citizens Participation
3. who was going to run it. If we put a man in for 3 months we want to see in writing that the man would be a minority and would be permanent. In other words would not be an acting Director and also that we would have a say so as to who's going to get it.

Dale Canady said at the Commissioner's office he brought up the questions of Boards Would MC and PMSC have their Boards with one Super Board? This is what he understood it to be.

Betty Overton said that we need a policy making Board not an Advisory Board.

John Rice said we can retain status quo - if they insist on it then we would rewrite the proposal.

Opal Strong asked for their alternatives.

Rita Clinton said one of the things would be the commission route - School Board.

Bob Rogers said that he didn't want everyone to sit up all night and write a proposal and have them turn it down.

Betty Overton said this is where the citizens come in. They have voting power. Maybe we should give the information of both sides and give it to the people and get their support and flood City Hall. People should have a voice in their lives.

John Rice agrees that Neil Goldschmidt is a people oriented person, but it won't be his program, it will be the consensus of the total Council.

Clara Peoples brought up Edith Green and the Green Amendment, and said we must come up with something because of this situation.

John Rice said in two years MECCA is going to be one City Council.

Betty Overton totally agreed. We should do our homework and make people more aware.

Opal Strong asked for their other alternatives.

1. Commission - e.g. School Board
2. Policy making Board - members elected by city wide election and also a place for Mayor's Appointees.
3. One third poor people on the Board.

Bob Rogers County is going broke -

John Rice said has gone.

Bob Rogers O.K. county has gone broke - County and City can see two palms to pluck - us and you. He was concerned about the make-up of the Board; make-up of Administration staff; who is going to run the program; who's going to be in the Administration staff;

When we start talking about money and power there is no way the City Government is going to let the people run a program this powerful. No way a minority or poor be a Director of this program. We are going to have something in black and white and say this is what the people want.

John Rices as he sees it he said is -

1. Organization - we can't operate the whole program - we will still have to have a Director of MC program, OEO, and Human Relations etc. - he suggested we sit down and have sub-committees - also -
2. How to preserve Citizens Participation - how to ensure they sit on Boards - power distribution - say present organizations will be retained financed with present money and other programs will be developed in other areas.

He then asked why we don't split up into sub-committees?

Betty Overton asked if there would be any conflict with OEO and HUD monies. She said she thought there was certain stipulations on HUD money.

Al Lucas said HUD money could be used interchanging.

Bob Rogers said this is what they are doing in Seattle.

Betty Overton said she had heard that there had been violations.

Al Lucas said that HUD can be used as one-quarter to match ours.

Lee Kell said he thought that we should ask what has been presented to us. We have been presented with a concept. What is the concept? The concept is that all Social agencies which report to the City Government one way or another will come under the Bureau of Human Resources. As part of this PMSC has suggested that City Council exercise the Green Amendment and bring them in the same as Model Cities. Other thing is that Charles Jordan be brought in as Acting Director. Now whats left open? Citizens Participation - Administrative structure.

As I remember Commissioner Goldschmidt said we were to design citizens participation. When he has been asked what he wants to do here and there and he has said I don't know - I think this is in line with the original thesis and is for us to start designing.

He said he thought that the only thing that is evident is that everything in the City is going to be consolidated. I think this is going to come and I think we have one responsibility to see we get our feet in the door as fast as possible. Before we start criticizing the program we must remember its just a structure and a concept - after that its our in-put that going to count.

Bob Rogers said he would have to leave to attend another meeting but we have time to come up with a proposal but also to remember that Model Cities have a 5 year contract with HUD which the City cannot take without the consent of the people.

Betty Overton said she would like citizens in-put.

There was discussion about MECCA and City/Rural.

Human Resources Task Force

6/5/72

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Also some time was spent briefly discussing overlapping and duplication of programs etc. Mr. Kell asked that we start with the premise that there is no duplication as the need is so great. This was agreed.

Richard Hughes said we have to come to grips with accountability of Citizens Participation in some new way other than Commission Goldschmidt has and perhaps better than we have. He said he thought that it was very clear that Comm. Goldschmidt thinks that both MC and PMSC doesn't have good Citizens Participation and this is the line he is going to take.

We have to deal with Mr. Goldschmidt's proposal and what he keeps saying -

1. is that there is lots more money, that we could get and alot more people could get - in some meaningful way.
2. Planning, coordination, direction and evaluation - we have to propose a better idea than his.
3. And then there is the whole matter of accountability to the City directly for those funds; accountability to people - we must come to grips and interpret this.

A coalition here is by far the most desirable.

Debby Norman moved that we consolidate our efforts and form four Task Forces - Citizens Participation - Administration - Employment - and Board Structure, and that members from this group be assigned to Task Forces and to either criticize or re-evaluate what has been proposed to us or re-write or restructure it and report back Seconded. 9 for 1 abstained. Motion carried.

Members agreed this Motion held no assumptions.

Board Structure:

Chairman Betty Overton
Dale Canady
Clara Peoples
Lee Kell
Rita Clinton
Herb Simpson

Citizens Participation:

Chairman, Debby Norman
Marian Scott
Clara Peoples
John Rice

Employment:

Chairman, Vernon Chapman
Bob Rogers
John Rice
Opal Strong
Josiah Nunn

Human Resources Task Force

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Administration:

Chairman, Al Lucas

Rita Clinton

Richard Hughes

Clara Peoples

Bob Rogers

LeRoy Patton

It was agreed to use all resources, and get their in-put.

Meeting adjourned at 6:10 p.m.

citizens
planning
board



portland model cities

CITY DEMONSTRATION AGENCY
5329 N.E. UNION AVENUE
PORTLAND, OREGON 97211
288-6923

June 20, 1972

TO: Citizens Planning Board
FROM: Opal Strong, Chairman, Human Resources Task Force
RE: HUMAN RESOURCES BUREAU

The Human Resources Bureau Task Force charged with the responsibility of reviewing the proposed Human Resources Bureau would like to submit the following report.

The first report to the Citizens Planning Board regarding the Human Resources Bureau was in the form of a question and answer session with Commissioner Neil Goldschmidt on June 15, 1972.

After numerous meetings among ourselves and with the Portland Metropolitan Steering Committee's Task Force, we offer the following positions for your reaction:-

1. CITIZENS PARTICIPATION AND BOARD STRUCTURE

- (a) Evaluation Commission: In order to meet the O.E.O. guidelines of 1/3, 1/3, 1/3, we are proposing a monitoring and evaluation arm of the Super Board consisting of twenty-four (24) members, eight (8) public, eight (8) private, eight (8) poor. A function of this Board is to evaluate and monitor on-going programs. (see attached).
- (b) Super Board: We propose a policy and planning Board consisting of fourteen (14) elected members and four (4) Mayoral Appointees. The fourteen elected members will be the Chairman and Vice Chairman of each District Planning area, (Model Cities, N.E., S.E., N.W., S.W., N.) plus the Chairman and Vice Chairman of the Portland Metropolitan Steering Committee.

All plans and proposals must have the approval of the Super Board before

it is entertained by City Council. In no way shall this process be circumvented.

It is the opinion of the Task Force that the Super Board should be small in order to be a functional body.

In regard to the District Planning Organization, it is our understanding that their structure is the responsibility of the Mayor's District Planning Organization Task Force. No plans will be entertained by the Super Board unless they first have the sanction of the respective District Planning areas. We consider Model Cities to be one District Planning area. Therefore, the Chairman and Vice Chairman of the Citizens Planning Board will be members of the Super Board. It is imperative that all District Planning Organization areas solicit meaningful in-put from all groups that reside in their area, e.g. Senior Citizens, Low Income, Minorities etc.

2. EMPLOYMENT

- (a) Existing positions come under Civil Service and present incumbents be blanketed in under City Civil Service without loss of pay or accumulated fringe benefits (sick and vacation).
- (b) All new employees be exempt from Civil Service requirements for no more than one (1) year, and certain positions should be designated as training positions. Training for all positions should be so structured as to enhance satisfactory performance on the Civil Service examination. All new employees shall be given the necessary assistance in order to improve their job performance and to enhance the possibility of job advancement, even if it means reimbursement of outside tuition costs. This training will be mandatory for all training positions.

- (c) No reduction in the number of positions for one year.
- (d) Task Force members from each Board to work with Mayor's staff to develop job qualifications for all positions including Director.
- (e) All local applicants will be given preference for the Director's position. In hiring, preference be given where applicable to residents of target areas, (reference - CDA letter #11).
- (f) Employees of delegate/operating agencies be excluded from Civil Service. Delegate/operating agencies exercise own hiring and firing in accordance with established rules and policies.

3. ADMINISTRATION

The Acting Director be assigned for a minimum of one year. The combined Task Force is to continue to meet to further develop and define job qualifications and hiring procedures.

Respectfully submitted by:

Model Cities Human Resources
Task Force

Portland Metropolitan Steering
Committees Human Resources Task Force

Chairman, Opal Strong
Lee Kell
Debby Norman
Josiah Nunn
LeRoy Patton
Clara Peoples
Bob Rogers
Marian Scott
Herb Simpson

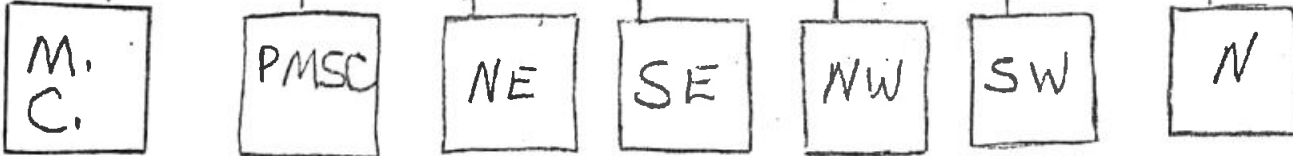
Chairman, Richard Hughes
Dale Canady
Vernon Chapman
Rita Clinton
Al Lucas
Betty Overton
John Rice

Super Board

City Council

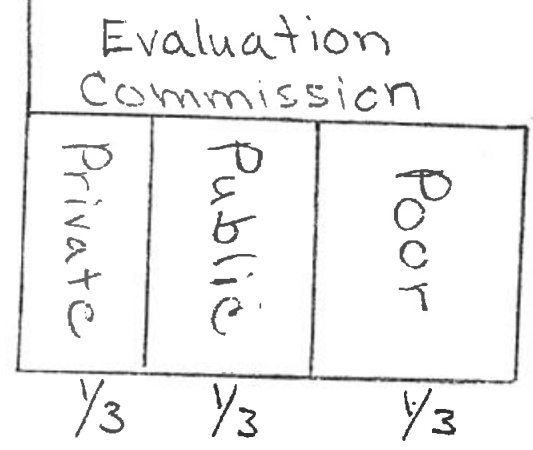
DPO #1 PMSC DPO #2 DPO #3 DPO #4 DPO #5 DPO #6

Chairman	Chairman	Chairman	Chairman	Chairman	Chairman	Chairman
vice-Chairman	vice-Chairman	vice-Chairman	vice-Chairman	vice-Chairman	vice-Chairman	vice-Chairman



Commissioner-in-charge

Human-Resources Bureau



~~General PMSC~~ *you were absent when I handed these out at yesterday's meeting 6/26 sent 6/27*
sent to absentees 6/27

DRAFT

HUMAN RESOURCES JOINT TASK FORCE MEETING
JUNE 19TH, 1972, MCCR #226 4:00 PM

Present:

Model Cities

PMSC

Chairman: Opal Strong
Bob Rogers
Clara Peoples
Debby Norman
Herb Simpson
Lee Kell
Josiah Nunn

Chairman: Richard Hughes
Vernon Chapman
Betty Overton
Rita Clinton
Richard Hughes
John Rice

The members discussed Administration. The members thought that the Director should be Acting Director for a minimum term for one year as there is no guarantee for him.

Discussion arose as to other members in the Civil Service structure.

Mr. Rogers said that the Highway Director, he was sure was not Civil Service because they did not have a Civil Service test for that position. They created the position.

Mr. Rice said that if it is not Civil Service that somehow our group here have an appointee to the Interview Panel when they are interviewing for the Directors position.

Mr. Rogers said we are definitely going to have somebody on the Review Board.

Mrs. Norman said why don't we ~~why don't we~~ send them a statement for Administration. That this Task Force should write the guidelines for the Director, and attach it.

Mrs. Strong said she would like to look into this, in regard to the Directors position being Acting.

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Mr. Rogers said he thought they would only buy one year.

Mrs. Strong said then lets put in for one year.

Mr. Rogers why don't we say that the Acting Director will be in Office for one year, at least. - a minimum of one year. Then at the end of year it would be up for appointment. That this Task Force working with the Mayors office will draw up the guidelines for the permanent Directors position.

The Task Force agreed.

Mrs. Norman said but we are still putting the skids under him after a year.

Mr. Rogers said but he has more time this way. There way he has 60 days.

He will have a time to show himself and have time to work with different programs, This way/^{we}will have time to draw up some kind of guidelines.

Mrs. Strong. I think the Director should have as much time as the Commissioners

Mr. Rogers said we cannot demand four years all they have given us is 60 days.

I believe asking for a year we can get this. If its going to be Civil Service its going to be difficult even to get a year, but if a man can't hold a position for one year then he doesn't deserve the position. Mr. Rogers said that the position that the cities in now I think we can get a year.

Mr. Chapman said he thought one year is right because the employment component that we are suggesting says that all employees should be exempt for one year.

Mrs. Strong said that we should put in here that the Director should be exempt for one year also then.

Mrs. Norman said then under Administration we will put the statement about the Director being in for a minimum of one year and the statement about the Tas k Force writing the guidelines, for the Director.

Employment was discussed by the Task Force at this point.

They discussed item 2 regarding the new employees.

Mr. Pice read the Employment recommendations.

Mr. Rice said that we should knock out requirements and put in Civil Service Examination - because requirements could mean a degree etc.

They decided to go onto CP and Board Structure: and come back to employment
Debby gave a report of the sub-committee's meeting. They went over the
the Minutes. Said that in the Map under MC, and PMSC the Committee suggested
that these two should have the M.C, C.P. guidelines.

Mrs. Norman drew it up on the Board. Then went over the first page of the
draft. The Evaluation Commission came about to meet OEO guidelines

1/3 1/3 1/3 - made up the same way as your Board. Super Board will consist
of 18 members 14 elected and 4 Mayoral appointees. Our thinking was that
the Mayor will appoint anyway and we suggest that he appoint 4, and that the
members be the Chairman and Vice Chairman of the DPO's and Chairman and Vice
Chairman of MC and PMSC. That only positive/^{recommendation}can go onto the Super Board.
DPO - the structure will be detailed by the Mayors DPO Task Force. They must
review all plans that affect their area.

Lee Kell said we should remain flexible enough to let the DPO define their
own geographical areas. Mr. Simpson agreed.

Mr. Rice said it should be defined by identifiable reflecting planning areas
wherever possible.

Rita Clinton wondered if they were leaving it flexible enough. Why don't we say
consist of Board Chairman and Vice Chairman or his appointee. Also are we
writing something for someone else. I am thinking of the people involved.

Betty Overton said do you think that low Income will get lost somewhere along
the line.

Mr. Simpson said where would the priorities come from when the areas give in-put
to the Super Board. I dont think this would be offensive, if we asked that

4

priorities be given to low-income and minorities groups. We should give a greater priority to these programs affecting these people. I think it should be stuck in under the Super Board.

Mrs. Norman said not under the Super Board.

Mr. Rogers said that it should be up to the Super Board. When the proposals come to them they are going to have the last say. It should go through the Working Committees etc. each planning office will have the same.

Mr. Chapman said we will lose it. The process of getting everything approved will take care of it.

We have the Evaluation Commission = said Mr. Rogers.

Mrs. Overton said that evaluation it seeing that it gets through is two different things. Poor people should be on the Board.

Mr. Rice said that you will have a better percentage on the Board. You have M.C. and PMSC.

Mr. Rogers said the poor people will be on the Board from MC and PMSC on the Evaluation Commission.

Rita Clinton said but the Chairman and Vice Chairman may not meet the qualification or poor as defined by the Federal guidelines.

Mr. Rice said it was the DPO business to elect who they want.

Mr. Simpson explained that DPO's are in their planning stage now and that we should all go and give in-put to the meetings.

Mr. Kell said what we are doing is dovetailing in the DPO with us.

Mr. Chapman said that he wanted the two groups to make identical recommendations to their Boards. That was his understanding.

Betty Overton said her recommendation will not be the same. There's two different Board Structures.

Mr. Chapman said that we are making this recommendation in the event that the Bureau happens.

Mr. Rice said instead of saying no we don't want - now we have to look at this fact too that if it happens we have to have our in-put. If it happens this is what we support.

Mr. Simpson explained the DPO for clarification to Rita Clinton.

Mr. Vernon Chapman moved that we adopt this task force report from C.P. and Board Structure. Seconded. Motion carried.

Mrs. Overton said that it was not necessary that all decisions go to the Super Board. See the Neighborhood can't go direct to the Super Board.

Mrs. Norman said that this will cut the power of the Super Board.

This means that there will have to be a decision made - who's going to make the decision then the Human Resource Bureau or the Super Board. I would rather have the Super Board make the decision. If its just a matter of giving technical assistance from the HR Bureau then I understand that but I would be very hesitant if its a matter of any decision on on-going programs.

Mr. Rice said that a neighborhood group has something that they want to present then they can get that from the HR Bureau in form of technical assistance.

Mr. Kell said he could not think of any type of program that would justify going around the Super Board and gave examples.

Mr. Richards asked for clarification of the Administration of the Bureau. Who would be in there and where would it fit and how would it give technical assistance. Mr. Kell explained this, and went over the Board structure.

Mr. Rice said we wanted to preserve a degree of citizens participation and control and the Super Board is that.

Mr. Simpson said that in each DPO there will be a Board and the neighborhoods will be represented in that Board.

Mrs. Strong read the proposed amendment to employment #2. "All new employees be exempt from Civil Service Requirements for one year. However those employees wishing to take Civil Service examination may do so. If employee successfully

passes the Civil Service he will be exempt from mandatory training. All employees who fail to pass or take Civil Service examination within the first year must enroll in a training program. If after one year of employment the employee cannot pass Civil Service examination he will be terminated. "

The task force members thought that this was contradictory. It was decided to change.

Mr. Hughes he didn't agree with the formula as he thought that this is a touchy subject. This was not right.

After discussion the Task Force members decided to stay with the wording of (b) that they already had. e.g. "All new employees be exempt from Civil Service requirement for no more than one year and certain positions should be trainee positions and these positions be so structured as to enhance satisfactory performance to qualify for Civil Service. Assistance be given to employees to seek improvement and advancement by reimbursement of outside tuition costs. This will be mandatory for trainees. "

After discussion the following was thought to be suitable for Administration -
a minimum period of
that the Director by assigned for/one year. The combined task force to get together and write the guidelines for the Director.

The Task Force discussed City County and then moved for adjournment.

The meeting adjourned.

DRAFT

CLOSED

CITIZENS PLANNING BOARD MEETING WITH COMMISSIONER GOLDSCHMIDT
BETHAL A.M.E. CHURCH, JUNE 16, 1972, AT 7:30 P.M.

Citizens Planning Board members present:

Debby Norman
Marian Scott
Opal Strong
Ella Mae Gay
Jack Deyampert
Lee Kell
Charles Ford

Bill Newborne
Ted Baugh
Clara Peoples
Herb Simpson
Gregg Watson
Rev. John Jackson
Harry Ward

Ben Bernhard
Arthur Palmer
Hasten Payne
Joe Nunn
Chalmers Jones
John Gustafson

Ed Warmoth - City

Charles Jordan - CDA
Brenda J. Green CDA

Comm. Goldschmidt - Guest
Jane Carol - Guest

Mr. LeRoy Patton was Chairman presiding. He opened the meeting and asked Comm. Goldschmidt to take the floor.

Comm. Goldschmidt said he wanted to make himself available for questions. There will be an informal City Council meeting set for July 11th. At 10:00 am. my staff will make a presentation to Council. He said it seems that the special Revenue Sharing that Congress is considering maybe passed. Model Cities funding is outside of this. Rev. Sharing money would be addition to this with the exception of Neighborhood Development - that and the recent grant from HEW for delinquency work - are the 2 most recent examples of the programs which the City has no administrative mechanism for. These are not the guts of the Human Resource Program because this is for the existing people and existing programs.

Opal Strong asked when we could expect Revenue Sharing money.

Comm. G. said if this Bill passes - as you know our fiscal year is July 1 - June 30th - then our money will come on July 1. If the Bill fails I could not tell you.

Ella Mae Gay asked for a clarification of Revenue Sharing.

Comm. G. said this happens to be Federal money with a Federal label on it collected from local tax. He gave examples of the many forms of Revenue Sharing but said people have begun to define it as anything in which the Federal Government collects the money

2/-

and gives it back to the City/local governments are revenue sharing proposals.

They give it in lump sums but put a lot of strings on it.

Joe Nunn said that in light of his statement that the Model Cities money will not go into Revenue Sharing - how do you see Model Cities participating in the Human Resources Bureau.

Comm. G. I think your Task Force is looking at ways in which it can be made more effective. I think one way that has been impressed on me is that in order to make local community organizations effective you ^{have} got to take the experience that the people generate there and use it elsewhere. He gave examples. He sees us going to school on Model Cities. We have been as you know talking about trying to get HUD to designate Portland as a new Plan Variation City, like Seattle - we would keep the money we have now for our Model Neighborhood but would get additional money for new Model Neighborhoods. I think the chances of being designated a Plan Variation City are very small. They are discovering that if they keep doing this they have lots of strong neighborhoods with no central city planning, and they are making demands for the Government to respond and the Government does not have the tools. We are hoping to have the opportunity to talk to Floyd Hyde, who is responsible for M.C. programs nationally, to talk to him about helping the City of Portland to put its house in order and start neighborhood programs-that would prepare us for revenue sharing, DPO, and certainly make it possible for Human Resources to be a reality. Model Cities has its own problems, its own needs/^{its own priorities} and we need to keep capitalizing on the 3 years we have invested in this program. He gave the weakness's and strength's of the Model Cities program and said we need to take a look to how we need to strengthen the planning in the Model Cities program. The Bureau might effect the subsidy planning like housing, criminal justice - this is the one place the City has no where central to deal with it outside of your boundaries. We need a unit for criminal justice that's big enough to get at the geographic area. If you try to take

this on yourself, you are not large enough. These are the areas geographically that need assistance. He explained this further for clarification.

Ben Bernhard asked what is/going to mean for Evaluation and Administrative control for Model Cities.
the Bureau

Comm. G. said nothing as far as they can tell. Model Cities comes under the HUD guidelines. He quoted Senior Adult Service Center as an example of being a good program that should go city wide but the city has not tool for this. It is his understanding that we will still maintain our evaluation. City Council has been asked by HUD to begin to use the Quarterly Evaluations in assuming ^{their} ~~our~~ responsibility.

Mr. Nunn asked how this would affect PMSC.

Comm. G. said they are now spending money and are legally capable of spending money City wide.

Mr. Nunn asked about OEO funding.

Comm. G. said he could not tell - for the next year or two there will be OEO funding unless Congress terminates them.

Joe Nunn said Model Cities funds are spelt out but OEO funds are not.

Comm. G. said he thought that we should plan on that it will be here for a couple of years.

Ben Bernhard asked if it would be coordinated.

Comm. G. said that the one thing under this Bureau will be to make sure that the allocation of funds will be coordinated.

There are three existing proposals - Model Cities,
All man power programs
OEO programs.

Our proposal in the manpower field will include the following -

CEP, PEP, CAMP, Summer manpower program of PMSC, and Summer '72. Those will amount to approximately 10 M. \$'s. He explained the distribution of funds throughout the City under the Bureau in relation to these.

Mr. Patton asked what will happen to planning - someone will have to decide.

Comm. G. explained Neighborhood facility as an example and the problems City Council had relating to this. We did not have the staff. The Bureau would have the staff.

Chalmers Jones asked about the implementation of CDA letter #11.

Comm. G. said we have been asked to put in writing this specifically. We are trying to come back on July 11th with a document explaining what our position is, what methods there are to take care of Civil Service problem, to meet CDA#11, including the training program.

Chalmers Jones asked about job security - 1. OEO funding may cease after 2 years.

What is the umbrella that protects the people after Federal funding is over. We recognize the money that M.C. pours into the community in terms of salaries and wages.

I see CDA #11 Mr. Jones said, as being important in sustaining economic stability.

Comm. G. said if OEO and HUD are turned off at Washington nothing will turn it on - will it be turned on by revenue sharing with a current commitment by the city to continue the programs or will we pick it up out of income tax.

The best chance for us to keep these programs going is that the City assumes some responsibility. He gave examples if there was no Human Resources Bureau in relation to Model Cities and how this will help them, but OEO has nothing - it is not linked to the City.

He said he would like to see Human Resources Bureau with CDA #11 as City policy and Human Resources Bureau with a Bureau Chief with the planning capacity - when revenue sharing comes or income tax there is a chance that the Bureau could compete effectively with the other Bureaus.

Mr. Palmer asked about PDC in relation to the Eliot Neighborhood Program Association.

Comm. G explained how he saw PDC in relation to the Government we have in mind.

Opal Strong asked who wrote the proposal. Comm. G. said it was a composition done mainly by his staff. Mrs. Strong asked what will happen if Model Cities decides against it. Comm. G. said City Council can adopt it anyway or reject it.

Mr. Simpson spoke to Mr. Palmer using the Sabin Community Association as an example

5/-

about the Sabin Community Association's neighborhood policies in relation to Citizen Participation, and the Citizens Planning Board and the Mayor and their neighborhood planning process in order to clarify Mr. Palmers question on the role of citizens participation in the neighborhood organizations.

Mr. Baugh said the example of Sabin is one he would like to see in other neighborhoods. Gregg Watson asked with the exception of the adoption of the Human Resources Bureau where do you find the leverage to cause or create programs such as the Senior Adult service Center for example.

Comm. G. said the leverage is the City Budget. By creating the Bureau we have a chance at competing for this.

In answer to Mr. Palmers question about the justification of the Bureau, Comm. G. said -

1. We have the need to plan for Human needs on a City wide basis.
2. We need to make sure that there is a mechanism in City Government that can do that.
3. We need to make sure that if additional revenues become available that the human needs (e.g. mental health, jobs etc) part of the City has some in there competing for resources.

He clarified this for Mr. Palmer by drawing a map.

Mr. Simpson said that taking into consideration that this is a concept - this takes us from what we have here right/^{now}into a DPO.

Comm. G. said Council is beginning to realize that before Model Cities people did the physical development and then along came Model Cities and people said we are not going to settle for the physical planning we want the whole thing. There is no way that the DPO is not going to benefit from that experience. He gave examples of this.

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Mr. Ward asked what we could expect from the new Bureau in regard to zoning regulations.

Comm. G. Said that the neighborhood that has the best track record for defending itself against zone changes is Irvington which had an association before M.C.

He explained this further. City Planning will give everyone a better understanding of the problems of zoning.

Mr. Gustafson asked about the C.P. for the Bureau.

Comm. G. said he didn't know because the Task Forces have not reported to him.

He hoped to have something that would work effectively like the D.P.O. He explained this

Comm. G. explained the present City Council structure for the Board members and gave examples of the lack of planning that it contains for human problems. He agreed with Mr. Simpson in relation to DPO's.

Opal Strong said she had one more concern, before the meeting adjourned, and that was about Mr. Jordan as the acting Director of the Bureau.

Com. G. said his feeling was that the logical step was to take someone they knew who knew the process to become an acting Director in the beginning to help the community build the kind of program that it wants: the only ^{other} way is to create a position and list it with Civil Service.

Opal Strong asked for a guarantee for Mr. Jordan to be the Director.

Comm. G. said if he does a good job he has a good chance and if he has support -

Mrs. Strong said he has our support can we have a guarantee.

Comm. G. said we can't do that its Civil Service.

Opal Strong said suppose we declare his position vacant and he doesn't get the Directorship.

Comm. G. Said then the City looses Charles Jordan.

Opal Strong asked how long would we be without our Director. Comm. G. said 60 days for him to write the proposal for the Bureau. Mr. Ward asked if we had any position in the Gvt for Bureau Chief. Comm. G. said we will have to make one and announce it throughout

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Maybe we should form a Commission such as the School Board which does not yield to Political policy. Model Cities have 5 years to go so can not be forced into the H.R. Bureau. About Revenue Sharing - Betty asked whether we ever stopped revenue sharing Government has always accepted our programs. The only thing she saw different now in Revenue Sharing is that we would have less to say.

Also Betty said she did not believe in Advisory Boards, and saw no way of saving Citizens Participation through putting these programs under a political power.

John Rice would like to know more specifics on how they would intergrate our employees. He felt we should have a more detailed spelling out of this proposed organization. They have their powers - theres nothing sacred about Civil Service - it can be changed and amended, they can do that for us. He would like to see them spell out the structure i.e. our target areas, neighborhood groups the Green Amendment. This is just a delegation of powers. Also define exact power of administrative Boards of OEO and MC.

He said neighborhood groups and councils etc., have very little voice and administration is a conveyor belt passing information up and decisions down. He explained MECCA a county poverty program under the Green Admendment to the members.

Vernon Chapman said that now we have our safeguards. It doesn't mean completely re-writing the program but he is concerned about retaining the controls over the implementation of programs and expenditure of funds, and providing meaningful employment to the people in the area. If we can do this then the proposal will be functional.

Opal Strong said she wanted to make sure that our dollars stay in our communities.

Dale Canady expressed his opinions of the three major concerns. How do we get our money? Citizens Participation - question is giving advice or making decisions. Then question of moving employees into Civil Service. As an example he said in PMSC these people have been given the opportunity for on-the-job-training. Steering Committee staff is the training ground a place of opportunity. He said he was not sure that we could ever combine this idea with Civil Service. To retain we have to take specific action to exclude this.

Bob Rogers asked Opal if this is what they were doing in Oakland. Opal said yes in Richmond.

Rita Clinton thought that this was where they were opening up Civil Service and letting the people train to come in and eliminating degrees for some job slots but not completely waivering Civil Service.

Bob Rogers said he thought we need to come as a unit as one and forget about MC and PMSC as we are talking about the people that are out there. This is a combined Board now. As long as we say MC and PMSC they are always going to have the upper hand downtown. If we can go down there in unity and say we are speaking for all the people then they are going to have to listen to us.

Rita Clinton asked what kind of alternatives have the MC Task Force talked about.

Clara Peoples said a new proposal - sit down and work it out together.

Opal Strong said mainly what we have talked about today.

Bob Rogers said also to make sure that if we did consolidate that -

1. the monies stay in the communities.
2. safeguard Citizens Participation
3. who was going to run it. If we put a man in for 3 months we want to see in writing that the man would be a minority and would be permanent. In other words would not be an acting Director and also that we would have a say so as to who's going to get it.

Dale Canady said at the Commissioner's office he brought up the questions of Boards Would MC and PMSC have their Boards with one Super Board? This is what he understood it to be.

Betty Overton said that we need a policy making Board not an Advisory Board.

John Rice said we can retain status quo - if they insist on it then we would rewrite the proposal.

Opal Strong asked for their alternatives.

Rita Clinton said one of the things would be the commission route - School Board.

Bob Rogers said that he didn't want everyone to sit up all night and write a proposal and have them turn it down.

Betty Overton said this is where the citizens come in. They have voting power. Maybe we should give the information of both sides and give it to the people and get their support and flood City Hall. People should have a voice in their lives.

John Rice agrees that Neil Goldschmidt is a people oriented person, but it won't be his program, it will be the consensus of the total Council.

Clara Peoples brought up Edith Green and the Green Amendment, and said we must come up with something because of this situation.

John Rice said in two years MECCA is going to be one City Council.

Betty Overton totally agreed. We should do our homework and make people more aware.

Opal Strong asked for their other alternatives.

1. Commission - e.g. School Board
2. Policy making Board - members elected by city wide election and also a place for Mayor's Appointees.
3. One third poor people on the Board.

Bob Rogers County is going broke -

John Rice said has gone.

Bob Rogers O.K. county has gone broke - County and City can see two palms to pluck - us and you. He was concerned about the make-up of the Board; make-up of Administration staff; who is going to run the program; who's going to be in the Administration staff;

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When we start talking about money and power there is no way the City Government is going to let the people run a program this powerful. No way a minority or poor be a Director of this program. We are going to have something in black and white and say this is what the people want.

John Rices as he sees it he said is -

1. Organization - we can't operate the whole program - we will still have to have a Director of MC program, OEO, and Human Relations etc. - he suggested we sit down and have sub-committees - also -
2. How to preserve Citizens Participation - how to ensure they sit on Boards - power distribution - say present organizations will be retained financed with present money and other programs will be developed in other areas.

He then asked why we don't split up into sub-committees?

Betty Overton asked if there would be any conflict with OEO and HUD monies. She said she thought there was certain stipulations on HUD money.

Al Lucas said HUD money could be used interchanging.

Bob Rogers said this is what they are doing in Seattle.

Betty Overton said she had heard that there had been violations.

Al Lucas said that HUD can be used as one-quarter to match ours.

Lee Kell said he thought that we should ask what has been presented to us. We have been presented with a concept. What is the concept? The concept is that all Social agencies which report to the City Government one way or another will come under the Bureau of Human Resources. As part of this PMSC has suggested that City Council exercise the Green Amendment and bring them in the same as Model Cities. Other thing is that Charles Jordan be brought in as Acting Director. Now whats left open? Citizens Participation - Administrative structure.

As I remember Commissioner Goldschmidt said we were to design citizens participation. When he has been asked what he wants to do here and there and he has said I don't know - I think this is in line with the original thesis and is for us to start designing.

He said he thought that the only thing that is evident is that everything in the City is going to be consolidated. I think this is going to come and I think we have one responsibility to see we get our feet in the door as fast as possible. Before we start criticizing the program we must remember its just a structure and a concept - after that its our in-put that going to count.

Bob Rogers said he would have to leave to attend another meeting but we have time to come up with a proposal but also to remember that Model Cities have a 5 year contract with HUD which the City cannot take without the consent of the people.

Betty Overton said she would like citizens in-put.

There was discussion about MECCA and City/Rural.

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Also some time was spent briefly discussing overlapping and duplication of programs etc. Mr. Kell asked that we start with the premise that there is no duplication as the need is so great. This was agreed.

Richard Hughes said we have to come to grips with accountability of Citizens Participation in some new way other than Commission Goldschmidt has and perhaps better than we have. He said he thought that it was very clear that Comm. Goldschmidt thinks that both MC and PMSC doesn't have good Citizens Participation and this is the line he is going to take.

We have to deal with Mr. Goldschmidt's proposal and what he keeps saying -

1. is that there is lots more money, that we could get and alot more people could get - in some meaningful way.
2. Planning, coordination, direction and evaluation - we have to propose a better idea than his.
3. And then there is the whole matter of accountability to the City directly for those funds; accountability to people - we must come to grips and interpret this.

A coalition here is by far the most desirable.

Debby Norman moved that we consolidate our efforts and form four Task Forces - Citizens Participation - Administration - Employment - and Board Structure, and that members from this group be assigned to Task Forces and to either criticize or re-evaluate what has been proposed to us or re-write or restructure it and report back Seconded. 9 for 1 abstained. Motion carried.

Members agreed this Motion held no assumptions.

Board Structure:

Chairman Betty Overton
Dale Canady
Clara Peoples
Lee Kell
Rita Clinton
Herb Simpson

Citizens Participation:

Chairman, Debby Norman
Marian Scott
Clara Peoples
John Rice

Employment:

Chairman, Vernon Chapman
Bob Rogers
John Rice
Opal Strong
Josiah Nunn

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Administration:

Chairman, Al Lucas
Rita Clinton
Richard Hughes
Clara Peoples
Bob Rogers
LeRoy Patton

It was agreed to use all resources, and get their in-put.

Meeting adjourned at 6:10 p.m.