

EXHIBIT "A"

Richard "Dick" Schwarz

BIOGRAPHY:

Mr. Schwarz is a former reporter with a philosophy degree and a journalism degree, both from the University of Wisconsin Madison. In February 2013, Mr. Schwarz retired after four decades in the labor movement with experience in the public, private and federal sectors across multiple professions and occupations, and 24 years as executive director of American Federation of Teachers (AFT) Oregon . Mr. Schwarz was AFT-Oregon's first executive director.

STATEMENT OF INTEREST:

"Thank you for the opportunity to continue service on the Portland Civil Service Board.

During my tenure I believe that I have worked with the highest standard of fairness and impartiality while being fully respectful and faithful to the rules that set the boundaries for the Board's role and responsibility. I brought to the Board decades of advocacy which developed a keen appreciation for probing for facts, weighing them against the rules and fairness in their application.

Though generally low profile in its work, the Board is a symbol of the widely accepted preference in labor and employment for the peaceful resolution of disputes, especially when resolution can be achieved informally with the opportunity for all sides of a contest to be heard. But when the Board has had to formally resolve matters, I believe I have made my best effort to contribute to an accurate and clear account of the reasons for the Board's conclusion or articulated carefully reasoned insight into a concurrence or dissent, hoping to help continue shaping the highest standards for the work of the Board.

I hope you will look favorably on approving my continued service on the Civil Service Board."

Mary Strayhand-Preston

BIOGRAPHY:

Mary Strayhand-Preston is a retired City of Portland Human Resources professional. Mary spent the majority of her career with the City working in Human Resources as a Recruitment Analyst, Labor Relations Coordinator and an HR Business Partner until she retired in August 2019. Mary has been an HRBP in the Office of Management and Finance, Parks Bureau, Police Bureau and Civic Life. After 33 years with the City when she retired in 2019, she was asked to return as a retiree on three separate occasions to work on a variety of projects including developing recommendations for a trauma informed investigative process, mentor new HR Business Partners and provide HR support to bureaus facing challenges. As an HR Business Partner, Mary has been commended over the years by bureau directors, management, and employees for her vast knowledge, listening skills that have allowed her to creatively resolve disputes, supporting and mentoring several HR staff, providing professional development advice, fair and thorough investigations, sound advice and being an advocate for equitable outcomes. Mary has never shied away from challenging assignments.

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Mary is a graduate of the University of Portland and worked hard to sharpen her skills and ensure she was utilizing the best practices as an HR professional by attending multiple trainings and workshops.

STATEMENT OF INTEREST:

"As a woman of color and a retired City of Portland HR Business Partner, I not only understand the need for equitable resolutions to disputes but have demonstrated this on numerous occasions. In my 33 years with the City of Portland I have provided exemplary professional services to almost every area of Human Resources. After retiring in 2019 I was asked to return for three more years to provide professional HR services to some of the most challenging bureaus and mentor new staff. As a member of the Civil Service Board (CSB), I hope to bring a unique perspective to the review and analyzing of issues. My skill in listening and offering equitable solutions has been acknowledged on many occasions. My approach has always been one of collaboration and a desire to not only understand the issue communicated but the root cause of the conflict that isn't always communicated in a manner that may be recognizable due to trauma. I don't stop there but my approach also includes analyzing the systems that may require improvement where needed. In my role as a CSB member, I will not only be a board member who champions equity in the resolution of matters but go one step further and where needed offer recommendations for change due to my vast up-to-date knowledge of the City's rules, policies and procedures."

Jonathan Uto

BIOGRAPHY:

Jonathan Uto has lived in the City of Portland for 13 years. For the last five years he has been working as Senior Employee and Labor Relations Consultant at Kaiser Health Plans and Hospitals of the Northwest. Prior to that he worked for the City of Portland as Labor Relations Consultant. Prior to the City of Portland he worked at Portland State University and was active in his Union, PSU-American Association of University Professors, having served as President for several terms.

Jonathan currently volunteers on the board of his Homeowners Association and is currently Board Chair.

STATEMENT OF INTEREST:

As a 13-year resident of the City of Portland I am looking for ways to give back to the community. The CSB is an opportunity that matches my desire to volunteer with my professional skill set. I believe I can bring my knowledge and expertise to this group.