

Spring 2023 Employee Town Hall



Portland Transition

Voter approved.
Community centered.
City delivered.



Today's Speakers



Michael Jordan
CHIEF
ADMINISTRATIVE
OFFICER



Daniel McArdle-Jaimes
TRANSITION
COMMUNICATIONS
MANAGER



Jamey Duhamel
STRATEGIC
ENGAGEMENT
COORDINATOR



Becky Tillson
SERVICE DELIVERY
PROJECT MANAGER



Centering Employee Wellness

Change is experienced differently based on one's lived experience.

Visit: **portland.gov/bhr/benefit-offerings/citystrong**

A vertical, ornate sign for the city of Portland. The word "PORTLAND" is written vertically in large, white, serif capital letters on a dark background. The sign is decorated with intricate patterns and a crown-like top. At the bottom, there is a small circular emblem with the word "TODAY" inside.

Mission

Implement the Nov. 2022 voter-approved charter amendments by:

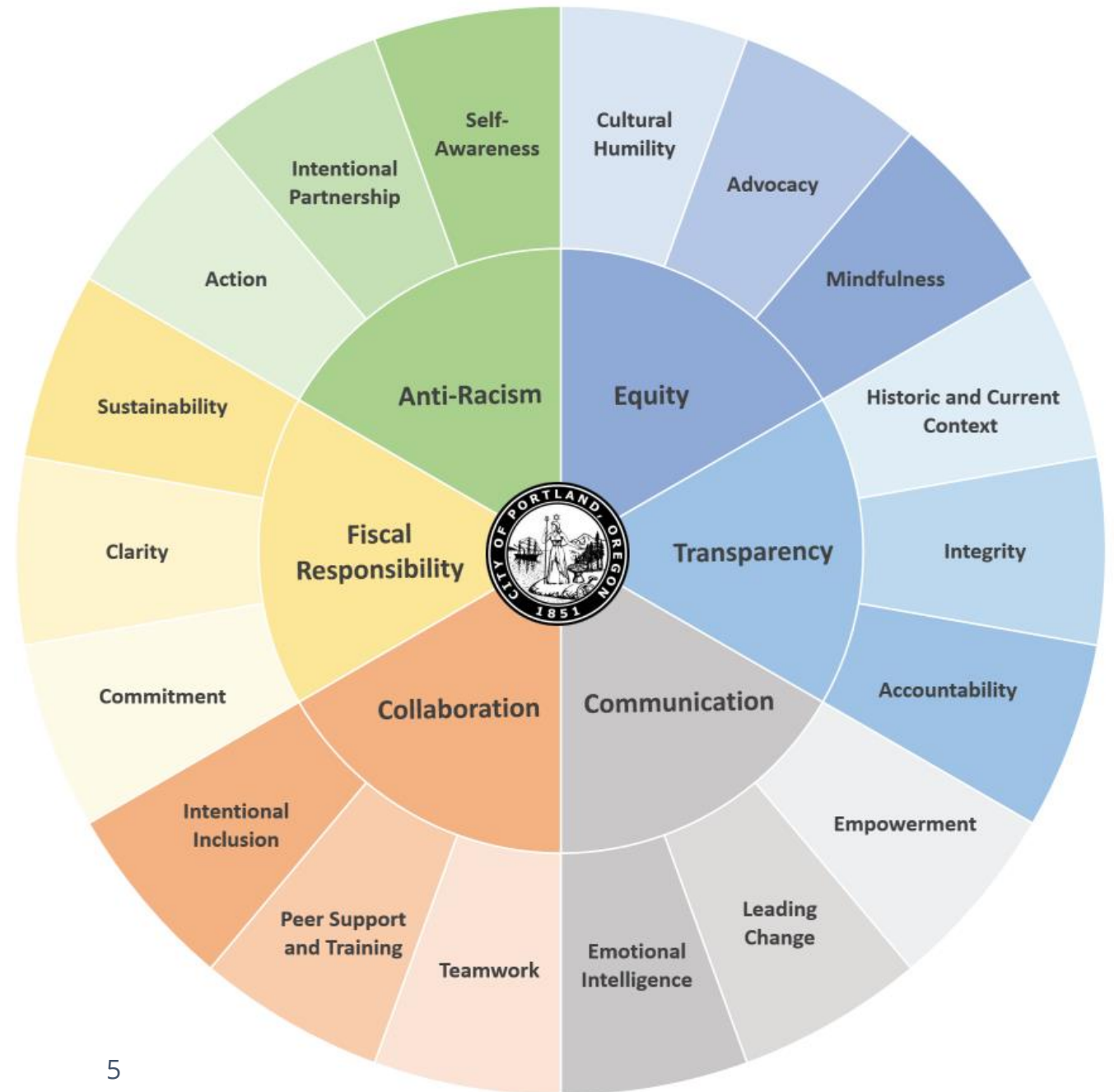
- Following the City's core values of anti-racism, equity, transparency, communication, collaboration, and fiscal responsibility.
- Engaging Portlanders and lead to a more informed, politically active community.
- Serving voters' intent including the Charter Commission's desired outcomes for a more participatory and growing democracy, and a government that is more accessible and transparent, reflective, responsive, accountable, and trustworthy
- Project is delivered on-time and in accordance with a transition plan and engagement plan that include specific timelines, budgets, and benchmarks.

Equity Approach

The Transition will be guided by both the City of Portland's Core values and the language provided by the voter approved ballot measure.

The City's Core Values include equity, anti-racism, collaboration, communication, transparency, and fiscal responsibility. A priority for implementing the voter-approved changes to the Charter is centering racial equity and anti-racism and not recreating oppressive policies, procedures and practices rooted in white supremacy.

Engaging a broad array of stakeholders is crucial to ensure that equity, anti-racism and the other City values are clearly demonstrated within the new form of government. Involving and centering the voices of marginalized communities throughout the Charter Transition process is of paramount importance.



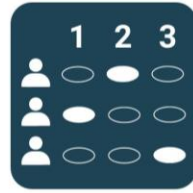
Transition Outcomes

TODAY



Vote for one
candidate

FUTURE



Rank
Candidates

TODAY



Citywide
elections

FUTURE



4 geographic
districts

TODAY



City Council:
4 commissioners
+ mayor

FUTURE



City Council:
12 councilors

TODAY



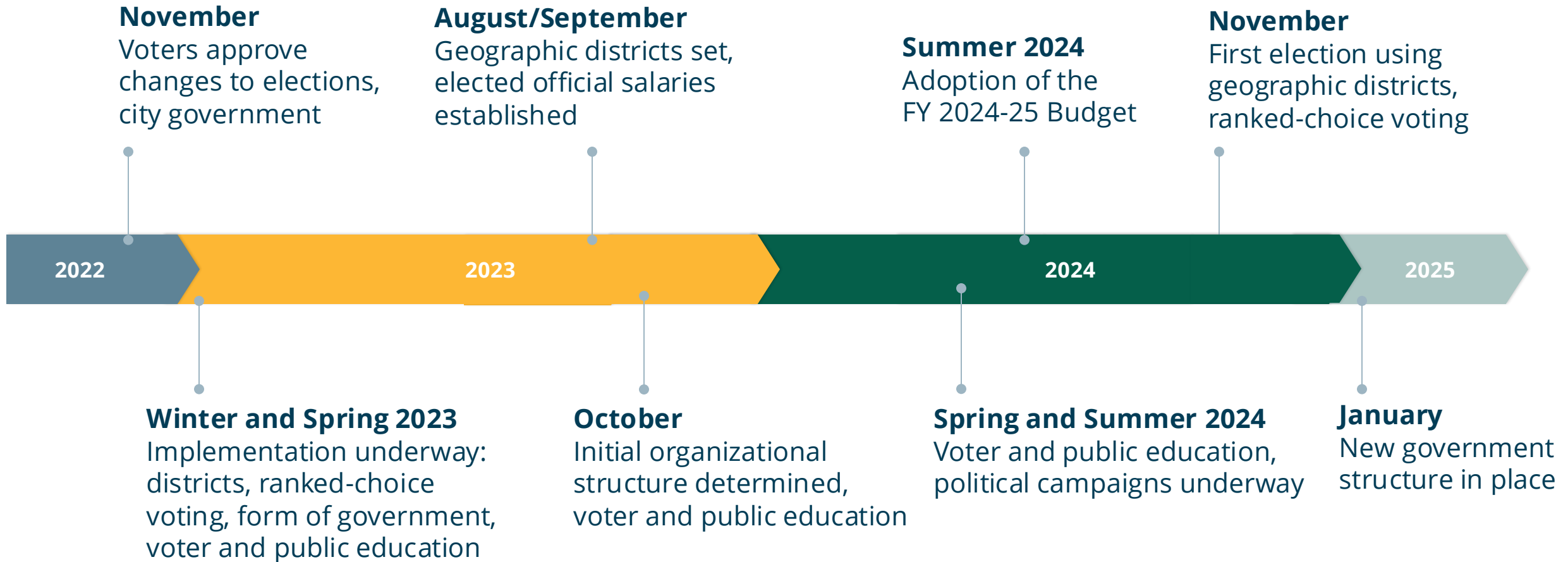
Mayor and city
council set policy
AND manage city
bureaus,

FUTURE



City council sets
policy. Mayor
manages city with
city administrator

Countdown to January 2025



Powers of the City Council

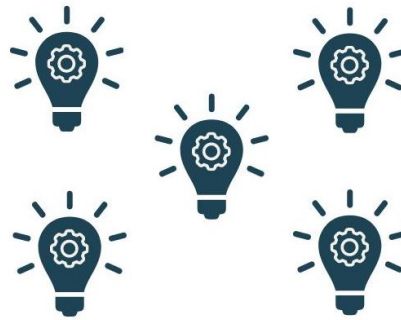
- **Legislative authority:** the power to make appropriations, raise revenue and make laws; and,
- **Quasi-judicial authority:** the power to apply laws and policies to a set of circumstances.
- Council powers necessarily include public meetings, gathering public input, debating and evaluating policy choices and adopting laws to reflect those choices.
- The Charter permits Council to delegate quasi-judicial, but **not** legislative power.

Powers of the Mayor

- **Executive and administrative authority:** the power to execute and administer the laws, including by adopting administrative rules.
- Gives the Mayor and City Administrator the authority to execute the laws and administer bureaus, employees, facilities, and resources.
- The Charter permits the Mayor to delegate executive and administrative powers.
- The Mayor's power to be involved in legislation relates to the council agenda and voting in the case of a tie.

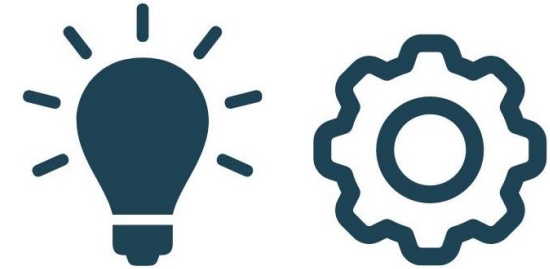
The Charter explicitly prohibits the Council from exercising the executive and administrative powers granted to the Mayor.

TODAY



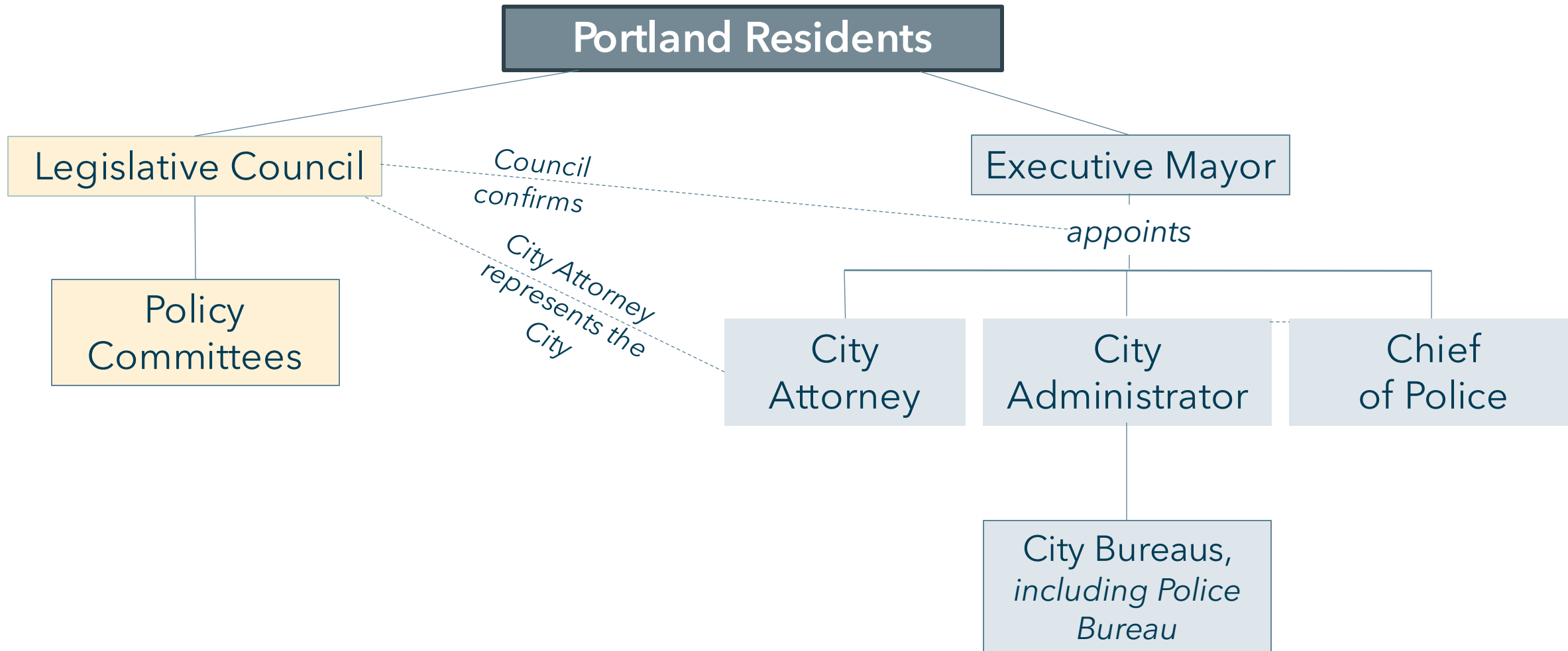
Mayor and city council set policy AND manage city bureaus.

FUTURE

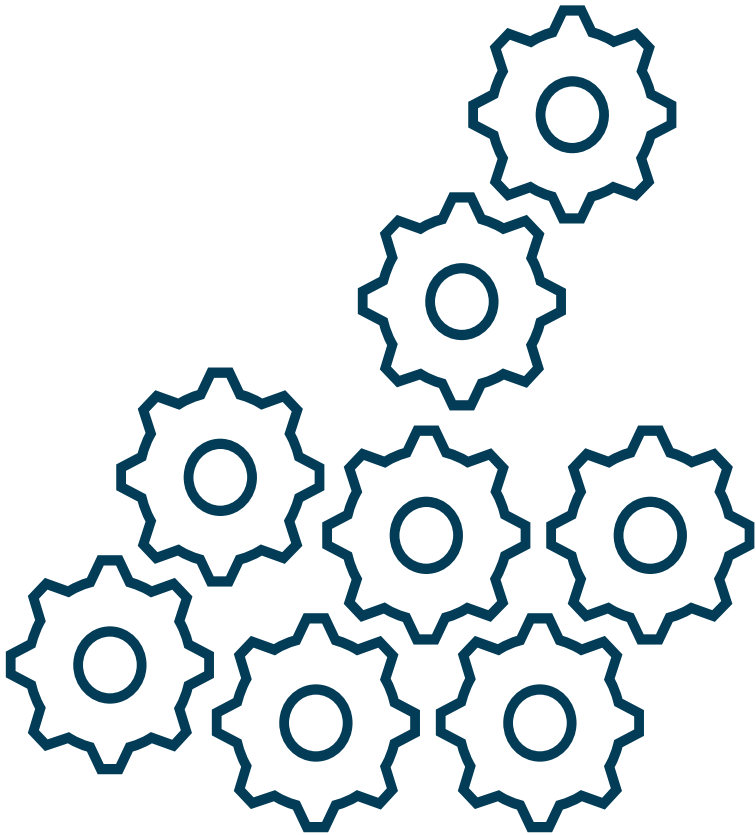


City council sets policy.
Mayor manages city, with city administrator.

Mayor-Council Government Starting 2025

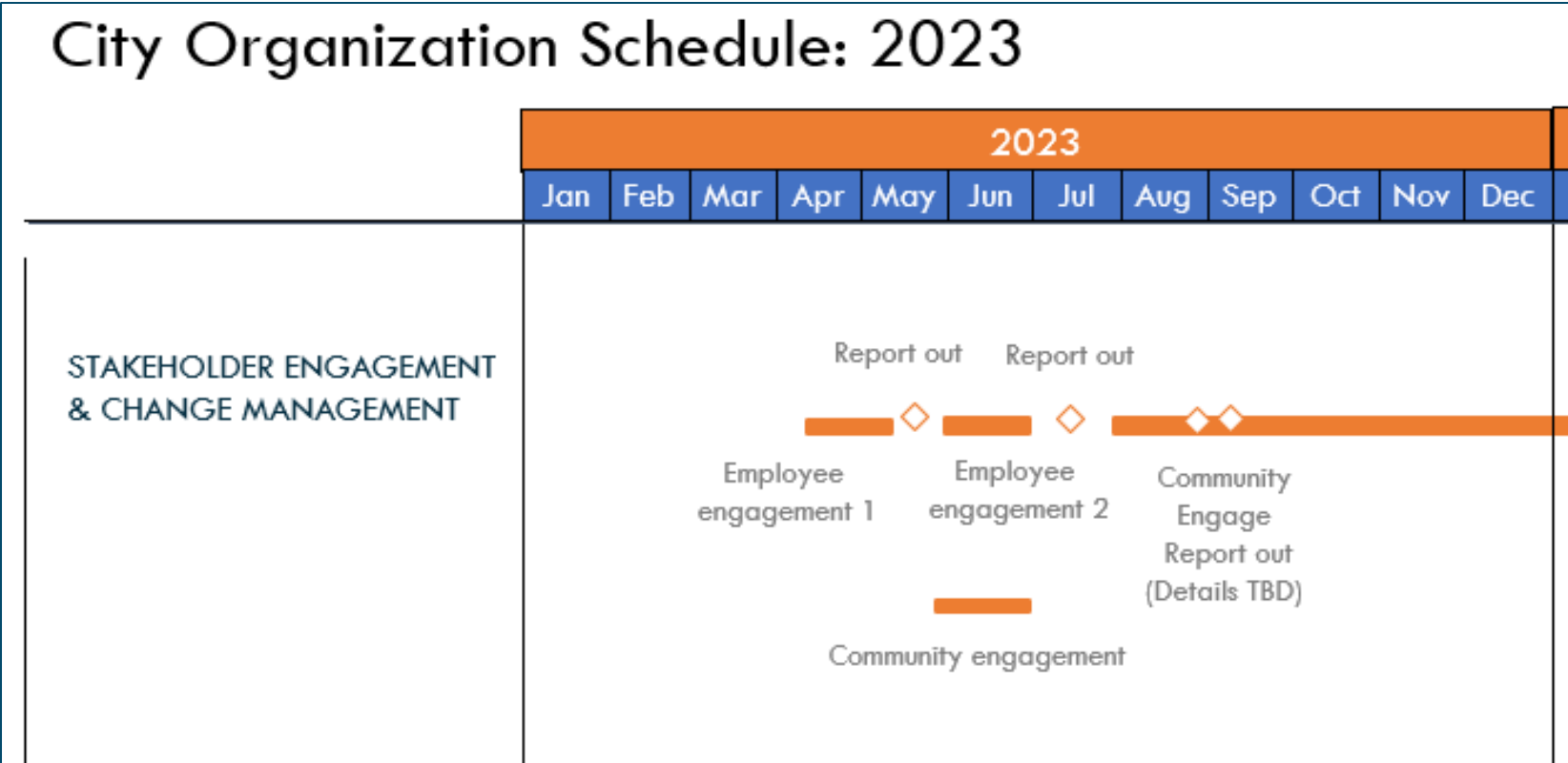


An organizational structure that reports up to the city administrator



- The City is developing a new reporting structure that organizes bureaus under the management of a city administrator, rather than reporting to five council offices. This transition opportunity also considers improvements to how we deliver services to Portlanders.
- Bureau leadership and council offices are working together on budgeting for this year by advancing priorities, and assessing programs via a process that will lead to a new recommended organizational structure.
- The future structure of bureaus may look different than they do today based on the outcomes of the assessments.

Near Term Engagement Overview



Engagement Strategies



Surveys

- Drafted using Survey Crosswalk Tool
- Co-designed with city expertise
- Separated to promote anonymity



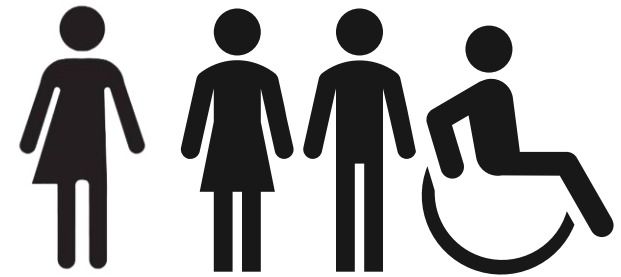
Communications

- Emails
- Flyers
- Discussions

High Level Takeaways



Long range engagement



People centered reporting

High Level Returns

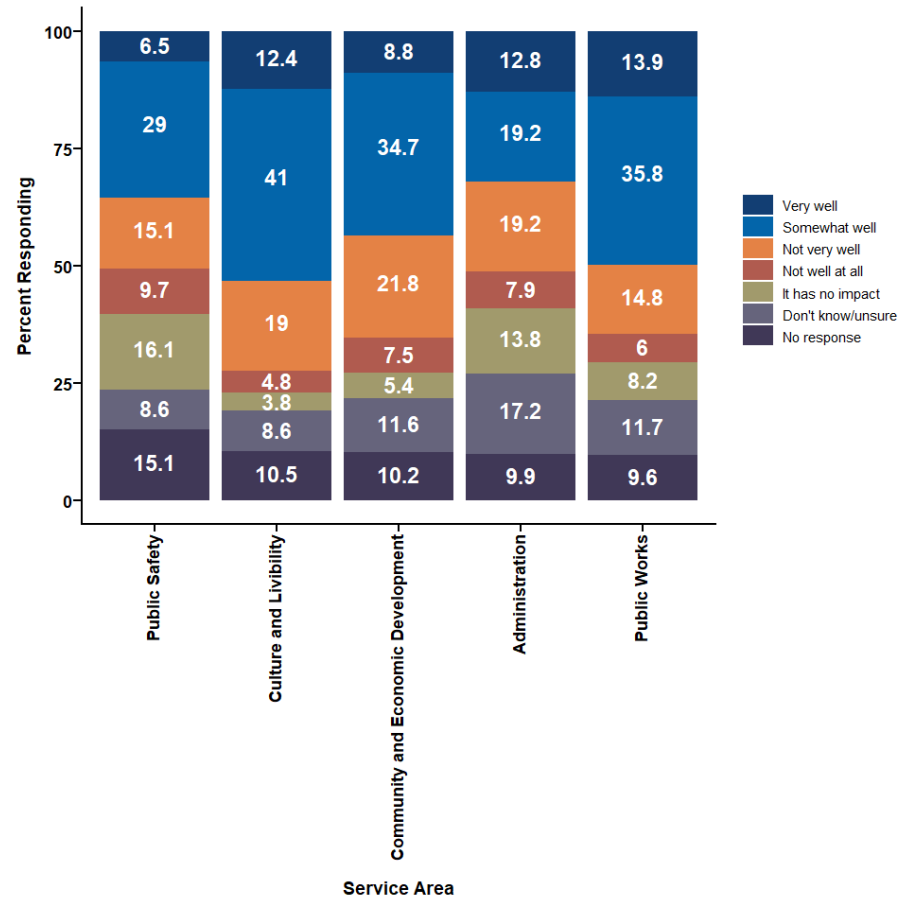
	Employee	Manager	Total
Citywide	950	123	1073
Public Works	366	58	424
Public Safety	79	6	85
Comm & ED	147	12	159
Culture & Liv	112	11	123
Administration	221	26	247

Application to Assessments

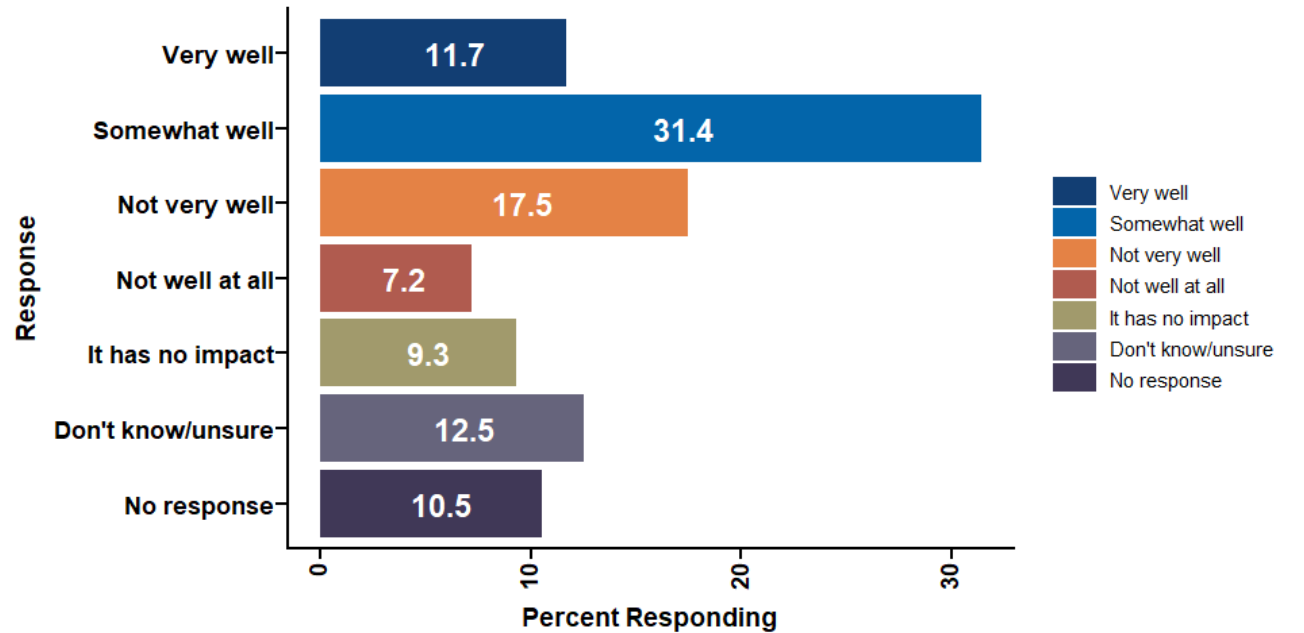
PHASE 1: EMPLOYEE SURVEY CROSSWALK				
<ul style="list-style-type: none"> ❖ This tool is used by the service delivery project team to identify employee questions that can meaningfully inform the assessment questions that programmatic assessment teams are being asked to answer. ❖ This is Phase 1 of a 6-month process to recommend a logical structure for the new City Administrator to manage ❖ New questions for employees will be identified as the assessment questions for Phases 2 and 3 are developed. ❖ The programmatic assessment teams are grouped by service area and include city commissioners, council office staff, bureau directors, other bureau SMEs as needed, and strategic and coordination staff. 				
Assessment Questions	Survey Questions	Response format	Purpose	Data Analysis
What would most significantly impact and improve the delivery of services within your Service Area?	<p>How well does the City's current organizational structure (i.e., bureaus and offices) enable you or your team to meet the needs of Portland community members?</p> <p>a. Not well at all b. Not very well c. Somewhat well d. Very well e. Don't know/unsure f. It has no impact</p> <p>Sub question: Please explain why you feel this way.</p>	Multiple choice one answer with limited text box for sub question	<p>Identify commonalities or themes of possible improvements to the delivery of services.</p> <p>This question is intended to be used with other data points and may not provide a direct answer to "most significantly impact or improve"</p>	All the information will be converted into formats that tell a data story. We will update this column as the data teams analyze the information and decide the best format for sharing results.

Application Example

Service Area Results

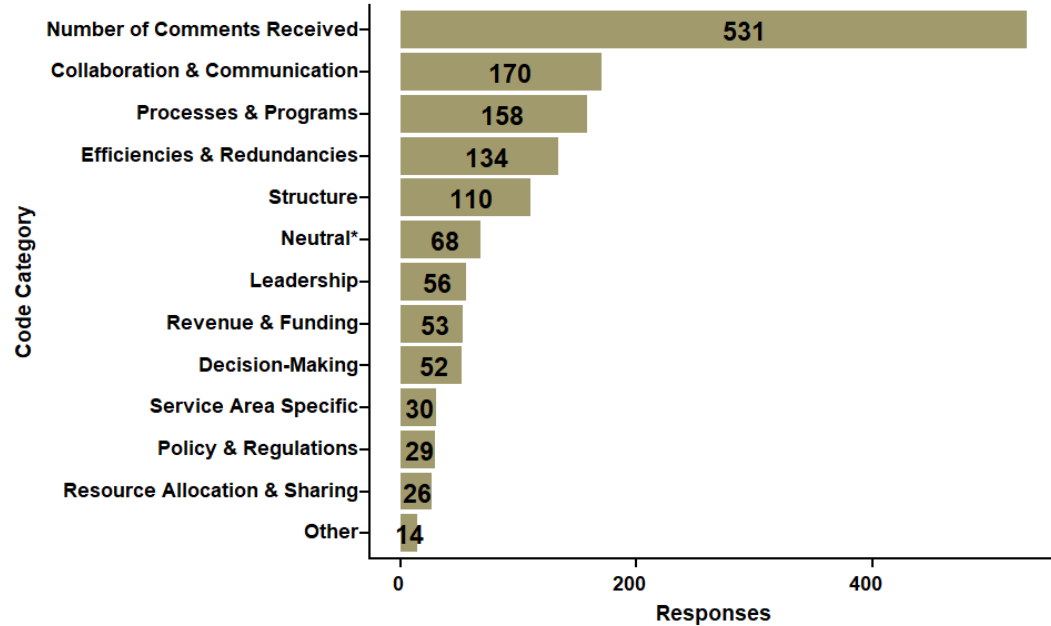


Citywide Results

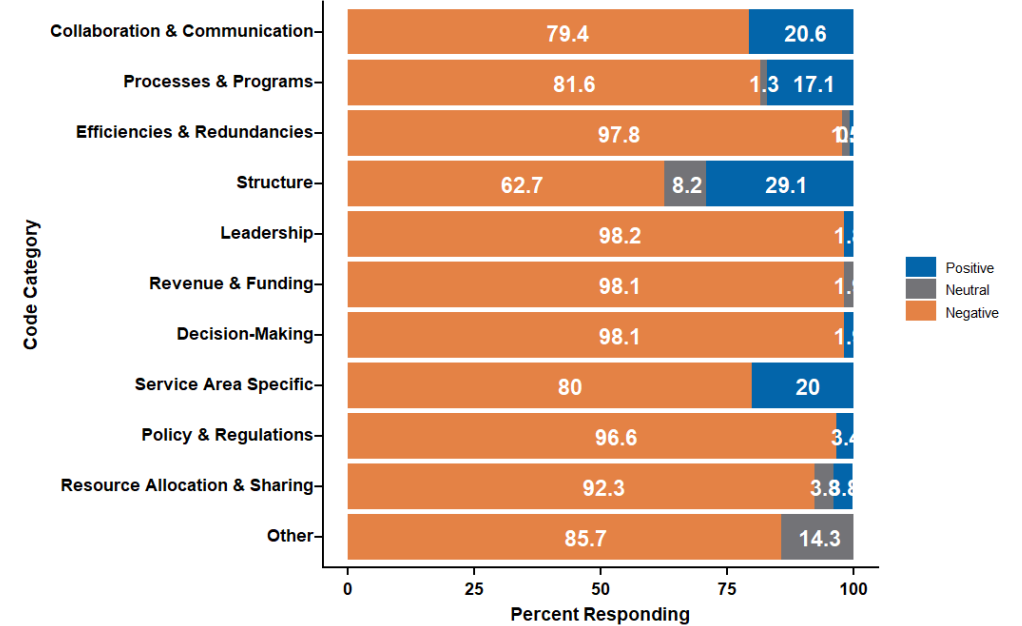


Application Example

Number of Responses

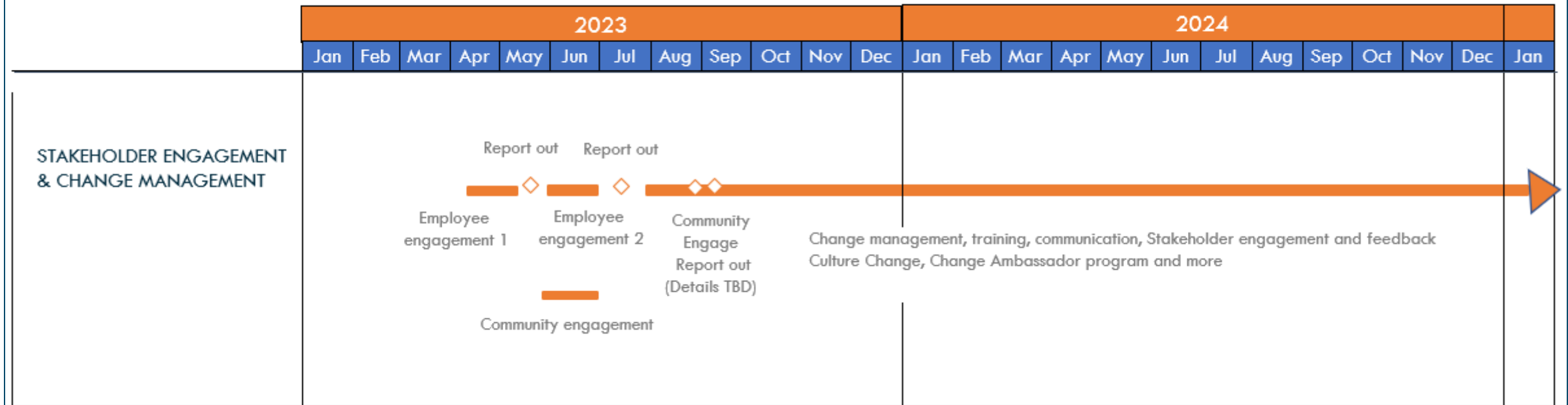


Percentage of +/-



Next Steps

City Organization & Future Improvements Schedule: 2023- 2024



Charter Transition Intranet Page

- Programmatic Assessment Guide
- Complete timelines
- Employee Engagement Framework
- Survey Crosswalk Tool
- May Employee Engagement Report

Stay Updated



Employee Intranet:

employees.portland.gov/transition

*We update FAQs
after town hall
meetings*



Public Website

portland.gov/transition

*Now with 1-pagers
that will be
translated into
multiple languages*



Sign-up for our monthly newsletter:

portland.gov/transition/updates



Email

transition@portlandoregon.gov