



CITY OF
PORTLAND, OREGON

**OFFICIAL
MINUTES**

A REGULAR MEETING OF THE COUNCIL OF THE CITY OF PORTLAND, OREGON WAS HELD THIS 30TH DAY OF JANUARY, 2013 AT 9:30 A.M.

THOSE PRESENT WERE: Mayor Hales, Presiding; Commissioners Fish, Fritz, Novick and Saltzman, 5.

Commissioner Saltzman arrived at 9:41 a.m.

OFFICERS IN ATTENDANCE: Karla Moore-Love, Clerk of the Council; Ben Walters, Chief Deputy City Attorney; and Steve Peterson, Sergeant at Arms.

Item No. 87 was pulled for discussion and on a Y-5 roll call, the balance of the Consent Agenda was adopted.

COMMUNICATIONS		Disposition:
78	Request of Ron Swaren to address Council regarding what is important as safety concerns for the Portland Police Bureau (Communication)	PLACED ON FILE
79	Request of Jason Kersten to address Council regarding homeless proposal for people (Communication)	PLACED ON FILE
80	Request of Karl Schave to address Council regarding houseless proposal for people (Communication)	PLACED ON FILE
81	Request of Wade Verner to address Council regarding houseless proposal for people (Communication)	PLACED ON FILE
82	Request of Roberta Palmer to address Council regarding new source of revenue for Portland (Communication)	PLACED ON FILE
TIMES CERTAIN		
83	TIME CERTAIN: 9:30 AM – Accept E205 Initiative Report (Report introduced by Commissioner Fish) 30 minutes requested Motion to accept the report: Moved by Fritz and seconded by Saltzman. (Y-5)	ACCEPTED

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<p>84 TIME CERTAIN: 10:00 AM – Accept annual report to Council on the Office of Healthy Working Rivers (Report introduced by Commissioner Fritz) 30 minutes requested</p> <p>Motion to accept the report: Moved by Fritz and seconded by Fish.</p> <p>(Y-5)</p>	<p>ACCEPTED</p>	
<p>85 TIME CERTAIN: 10:30 AM – Accept report regarding City Fulfillment of the Amended Stipulation and Final Order for Combined Sewer Overflows (Report introduced by Commissioner Saltzman) 20 minutes requested</p> <p>Motion to accept the report: Moved by Fritz and seconded by Saltzman.</p> <p>(Y-5)</p>	<p>ACCEPTED</p>	
<p style="text-align: center;">CONSENT AGENDA – NO DISCUSSION</p> <p style="text-align: center;">Mayor Charlie Hales</p> <p>86 Appoint Phil Damiano and Christopher Kopca to the Development Review Advisory Committee (Report)</p> <p>(Y-5)</p>		<p>CONFIRMED</p>
<p style="text-align: center;">Office of Management and Finance</p> <p>*87 Change the salary range for the Nonrepresented classification of the Parks Turf Maintenance, Irrigation and Equipment Supervisor (Ordinance)</p>		<p>REFERRED TO COMMISSIONER OF FINANCE AND ADMINISTRATION</p>
<p style="text-align: center;">Commissioner Dan Saltzman Position No. 3</p> <p style="text-align: center;">Bureau of Environmental Services</p> <p>88 Accept completion of Fanno Basin Pump Station Force Main: Multnomah Section Project and authorize final payment to Moore Excavation, Inc. Project No. E08294 (Report; Contract No. 30001048)</p> <p>(Y-5)</p>		<p>ACCEPTED</p>
<p>89 Authorize contract with HDR Engineering, Inc. for professional engineering services for the Columbia Boulevard Wastewater Treatment Plant Biogas Utilization Project E10033 (Second Reading Agenda 68)</p> <p>(Y-5)</p>	<p>185872</p>	
<p style="text-align: center;">REGULAR AGENDA</p> <p style="text-align: center;">Mayor Charlie Hales</p> <p style="text-align: center;">Bureau of Police</p>		

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<p>*90 Amend a contract with Central City Concern to increase compensation by \$217,467 to support the CHIERS roving response van (Ordinance; amend Contract No. 32000843) (Y-5)</p>	<p>185873</p>
<p>*91 Amend a contract with Central City Concern for the provision of treatment readiness services, transitional housing and follow-up retention support services to chemically-dependent, homeless adult chronic arrestees (Ordinance; amend Contract No. 32000835) (Y-5)</p>	<p>185874</p>
<p>92 Authorize the Chief of Police to execute Intergovernmental Agreements and amendments for Portland Police Data System and the successor Regional Justice Information Network in support of law enforcement information sharing (Ordinance)</p>	<p>PASSED TO SECOND READING FEBRUARY 6, 2013 AT 9:30 AM</p>
<p>City Budget Office</p>	
<p>93 City Budget Office Workplan (Report) 10 minutes requested Motion to accept the report: Moved by Fritz and seconded by Saltzman. (Y-5)</p>	<p>ACCEPTED</p>
<p>94 Adopt the Budget Calendar for FY 2013-14 (Resolution)</p>	<p>CONTINUED TO FEBRUARY 6, 2013 AT 9:30 AM</p>
<p>Commissioner Dan Saltzman Position No. 3</p>	
<p>Bureau of Environmental Services</p>	
<p>*95 Authorize the Bureau of Environmental Services to accept a conservation easement from TriMet as part of the Crystal Springs Railroad Culvert Replacement and Restoration Project (Ordinance) (Y-5)</p>	<p>185875</p>
<p>Commissioner Steve Novick Position No. 4</p>	
<p>96 Pay award ordered by the Employment Relations Board in Portland Fire Fighters' Association v. City of Portland (UP-013-10) on December 10, 2012, pending review by the Oregon Court of Appeals (Second Reading Agenda 77) (Y-4; N-1 Saltzman)</p>	<p>185876</p>
<p>City Auditor LaVonne Griffin-Valade</p>	

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97 Update Council procedures regarding publication of the Council Agenda
(Second Reading Agenda 73; amend Code Sections 3.02.020 and
3.02.030)
(Y-4; N-1 Fritz)

185877
AS AMENDED

At 12:15 p.m., Council recessed.

WEDNESDAY, 2:00 PM, JANUARY 30, 2013

**DUE TO LACK OF AN AGENDA
THERE WAS NO MEETING**

January 31, 2013

A RECESSED MEETING OF THE COUNCIL OF THE CITY OF PORTLAND, OREGON WAS HELD THIS 31ST DAY OF JANUARY, 2013 AT 2:00 P.M.

THOSE PRESENT WERE: Mayor Hales, Presiding; Commissioners Fish, Fritz, Novick and Saltzman, 5. Commissioner Saltzman teleconferenced.

OFFICERS IN ATTENDANCE: Karla Moore-Love, Clerk of the Council; Tracy Reeve, Chief Deputy City Attorney; and Wayne Dykes, Sergeant at Arms.

The meeting recessed at 4:03 p.m. and reconvened at 4:08 p.m.

		Disposition:
98	TIME CERTAIN: 2:00 PM – Authorize changes to the City Code to require Protected Sick Time for employees of businesses working in the City of Portland and enter into a contract with Oregon State Bureau of Labor and Industries for enforcement (Ordinance introduced by Commissioner Fritz; add Code Title 9) 3 hours requested	CONTINUED TO FEBRUARY 27, 2013 AT 2:00 PM TIME CERTAIN

At 6:05 p.m., Council adjourned.

LAVONNE GRIFFIN-VALADE
Auditor of the City of Portland



By Karla Moore-Love
Clerk of the Council

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

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Closed Caption File of Portland City Council Meeting

This file was produced through the closed captioning process for the televised City Council broadcast and should not be considered a verbatim transcript.

Key: ***** means unidentified speaker.

January 30, 2013 9:30 AM

Hales: Our apologies for starting this meeting a little this morning, we had a breakfast meeting with the legislative delegates representing the city of Portland, all the districts in the city of Portland and they started their session next week, and when you get that many elected officials in one room, there is a lot of talk and it was hard to extract ourselves. A good meeting but our apologies for being late, council come to order and karla call the roll.

Fritz: Here. **Fish:** Here. **Novick:** Here.

Hales: Here. We have a number of communications items up front.

Item 78.

*****: I had some prints here she was going to make.

Hales: Thank you. Good morning, and for those you coming here on communications items you have three minutes, please state your name for the record and if you are representing an organization, let us know who that organization is, what organization you represent. Thank you, and welcome.

Ron Swaren: Good morning. Mr. Mayor, commissioners. I am ron swaren. I live at 1543 southeast umatilla, Portland. I will take a different attack on what I think is important for police. What i'm giving you is some prints of official u.s. News releases from the immigration and custom enforcement. I'm giving you the front page of one category that is on the website. They have 19 categories of criminal activity they investigate. This page, I have given you, relates to document and benefit fraud, and what I would like to say is the illegal immigrant population has a high level of crime that costs the u.s. Taxpayers a lot of money to address. Some examples from this, very recent news story in milwaukee, wisconsin, some phony religious leader was sentenced to prison for visa fraud for producing dozens of ill-legitimate documents, a los angeles area man admitted to operating websites that sold nearly \$2 million worth of false identity documents. And a missouri man, was guilty of the conspiracy to assist more than 100 illegal aliens obtain fraudulent driver licenses for profit. There are huge crime rings in this country producing phony documents, smuggling drugs, smuggling weapons, smuggling people, and our nation, our taxpayers are being forced to pay to put those people in prison, and it's very unfair that, to the u.s. taxpayer, that we should have illegal aliens contributing to crime and crime rings like that operating within that culture, and not saying that they all are doing it, but, it's very expensive, and it cost taxpayers a lot of money. So, as far as Portland goes, I think that the policy of Portland as a sanctuary city for illegal aliens should be discontinued. I think it's insulting to us, who are trying to live within the law, and illegal aliens are a danger to the u.s. state department two years ago, issued a statement that chinese illegals were dangerous. That was secretary of state clinton issuing that warning. So, this is a, a problem that has increased since the 1986 amnesty for illegal aliens, and it's a problem that, obviously, the u.s. news sources show cost the u.s. taxpayers billions of dollars to deal with. I had some other issues on traffic concerns but we will have to do that at a different time.

Hales: Thank you very much appreciate it.

Item 79.

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Hales: Are you here, mr. Jason kersten? It doesn't look like it so let's move on.

Item 80.

Hales: Nope. Ok. Next one, please.

Item 81.

Hales: Mr. Verner. Ok. 0-3 from that group. Next one, please.

Item 82.

Hales: Good morning.

Roberta Palmer: Good morning. I am roberta palmer, and I live in southeast Portland. Get my glasses on. Those of us who worry about Portland's poor education outcomes are encouraged our new city government is committed to assuming more responsibility than ever, in educating our children. We hope that Portland will set high standards and find the necessary funding, not waiting for salem or Washington to act, but shaping our own future. In that spirit, let's look at a new source of revenue right under our noses. As our internationally renowned food scene grows, Portland remains the only one of the top 50 travel destinations in the united states that is not taxed, served food and beverages. More and more tourists enjoy our fine cuisine special leave paying none of the tax levied by most other cities and states. Portlanders generally eat out for pleasure or convenience, rather than necessity. Our failure to levy a food and beverage tax deprives Portland of badly needed revenue. If we do not invest more in education, we will spend more for prisons, public safety, and all the consequences of poverty. Furthermore, our tradition of piling school bonds and levies onto the property tax, may be in jeopardy. Comprehensive state tax reform will likely include property tax relief. Federal tax reform might include limits to the property tax deduction, resulting in public pressure for lower rates. Ideally, the property tax which increases the cost of housing, should be lowered, not raised. City-wide food and beverage tax has both local and national precedence. Both ashland and yachats levy a food and beverage tax. And most localities nation-wide add beverage tax to the state sales tax. Notably, new hampshire levies a 9% food and beverage tax without a general sales tax. Would a food and beverage tax fully fund Portland public schools? No. But it should be part of the revenue mix. As you consider this tax, the benefits of first class education for our children will outweigh other concerns. Portland is famous for many things. Now, let's become a city that educates. Thank you.

Hales: Thank you very much. Thank you. Let's take up the consent calendar. I believe that there is only one, I only heard one request, which is to return item 87 to the office of management and finance. For further work. Unless there is any objection to the removal of that item, and is there anyone here to testify on the consent calendar? If not, let's take a roll call on the consent calendar, please.

Fritz: Aye. **Fish:** Aye. **Saltzman:** Aye. **Novick:** Aye.

Hales: Aye. [gavel pounded] Approved. We have a series of time certainty items this morning. Starting with item 83.

Item 83.

Hales: Commissioner Fish.

Fish: Thank you, karla do we have some handouts for my colleagues? Thank you. Mayor and colleagues, today we are pleased to present a report to council on our e-205 initiative, which stands for east of i-205. By way of background, over the past 20 years, the city has invested more capital dollars in east Portland than any other part of our city. And that includes over \$30 million in acquiring land in east Portland. And through general fund appropriations, system development charges, a bond measure led by mayor hales and other sources, we have robustly invested in acquiring land in east Portland. The problem that we faced is we have not had the discretionary dollars to develop the land. We have not had the urban renewal districts, the philanthropy, the

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discretionary dollars to take the land we have acquired and develop it into the parks which working families in east Portland deserve. Here's the good news. Over the past few years, we have completed master plans. For a series of new parks. At park lane. East holiday beach, clatsop butte and leech. We worked closely with our neighbors to develop these visions for what new parks would look like. As I have said we have not had the dollars to build out these parks, and it will take tens of millions of dollars to keep faith with the promise that we have made to east Portland. That was the inspiration for e-205. To provide bridge financing for what we call small improvements with big impacts. In 2011 the council seeded it with a \$500,000 appropriation. We committed to find other matching dollars, public and private to much stretch that investment. The improvements were on the ground within six months. In two years our crack parts team stretching the public dollars and leveraging additional resources has completed 12 projects in east Portland. Share with you the good news, it's my pleasure to introduce mike abatté, the director of our gold medal park system. And brett horner, the manager our planning and design division. Gentlemen. **Mike Abbaté, Director, Portland Parks & Recreation:** Thank you, commissioner Fish. Mr. Mayor and members of council, i'm pleased to have this opportunity to report back on the council's investment on the e-205 initiative established in 2011. First, you know, why is this project so important? Well, for one thing, we know that one in five families in Portland does not have ready access to a local park or natural area. On top of that, we also know that probably 40% of all of our families in Portland that have children, live east of 205. So you get those two things together, and you create a huge need for parks and recreation opportunities in the eastern part of the city. Some basic principles is that every one of our children deserves a, a safe place to play. And that all Portlanders need to have access to physical activity, and to nature. And primary, connections to some of the spaces that we have are also lacking, so trying to provide those connections. And as commissioner Fish mentioned, we have a, a number of unimproved sites in east, in east Portland. Either inherit from the county or acquired as he described. And this was an opportunity to begin some initial progress. So, some key goals. The initiative had several goals in 2011 when we began. First all, equity for east Portland. And we want to make some progress now. You know, a lot of times when you do a master plan to do an entire mark is a lift. We heard from residents that could we get some benches? Could we get a couple of pieces of play equipment? We know we cannot get the whole thing, but could we get progress quickly? That was really key, what can we do very quickly. We talked about leveraging resources, and then with the city council's investment of \$500,000 of general fund dollars, to try to leverage that to have a project that was, basically, about a million dollars. We focused on basic affordable park improvements that could make a big difference. A playground, pathway, seating, and amenities that make a park visit more enjoyable. We chose sites where the public and neighborhood had already shaped a vision through master planning processes. And that meant that we were not -- didn't have to start a whole public involvement process again because we already had a vision that, that we had captured. And we looked for projects that could be installed within 18 months. Which as you know, from beginning to end, could, can be a challenge. We took those goals and ran with it. And so just sort of by the numbers. What we accomplished. We made improvements in 12 parks, and three new playgrounds, and pathways and seating in two parks where there was none. A new dog-off-leash area, a bike skills area. A new community garden. And seating and drinking fountains in six other parks. Now just a few before and after pictures will move through these quickly, and east holladay park, and again, as a master plan you could see a large grass area, a well loved park but with virtually no amenities other than a nice parking lot, and a dog-offleash area and path, but now there is a tremendous play equipment. Similarly, when east Portland community center was envisioned, years ago, and was, was funded by the previous parks bond measure, thank you, mr. Hales,

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appreciate that. And there was a, a plan for play equipment at this community center that had not been realized so that's another one that we were able to move forward on. Gilbert primary park is adjacent to the double primary school at David Douglas district school. We work with the school to bring new paths, better linking the two properties and providing safe connections for young and, and old. And I would say, here's a good example of where the school district and, and the parks work together to make something happen that, that made both the school better. At Lynchwood we work with neighbors to add paths and an improved dog-offleash area, and Park Lane park we completely refurbished and expanded the existing playground. We added picnic tables, two drinking fountains and Tom Willis is here to speak in a moment to these improvements, and we thank him and the neighborhood association for their support, more pictures of Park Lane. Before and after. And, and Glenfair park, another, you know, just a wooded lot, and just having some walking paths was something that I could make a, could make a big difference for residents. There is a suite of other projects you will see in the brochure you've been handed out. Things in West Powell Hurst and the Columbia Slough natural area. All in all, improvements to 12 parks. And then one of our first and most exciting projects is the new pump track at Ventura Park. A pump track is a small bicycle skills area where kids and, adults for that matter can try their hand at riding after of a paved sidewalk, it's something that the bike community was very supportive of, and as a matter of fact, this project was built with, with the help of the Northwest Trails Alliance. And last but not least, a brand new community garden in outer southeast Portland, opened last May, and it was curated in conjunction with the Friends of the Portland Memory Garden, and this project, particularly, was one of the ones that helped us to meet that 1,000 garden plot goal, that Commissioner Fish established.

Fish: If I could mention, we were there for the opening and we visited the memory garden, which is the world famous. When we looked at the other facilities, and including a skateboard park, and I remember asking, remind me how it was the city came into possession of the dirt that's been developed. And I was reminded that this was part of the land that was acquired by this many, many years ago for the Mount Hood Freeway. And so another dividend of the demise of the Mount Hood Freeway was a community was able to reclaim there land and turn it into a public amenity.

Abbaté: Great. Also, in your brochures is a map that talks about the families east of 205 that have been affected. And you could see in the pink areas, that's the half mile service area. You could see that we have made some major progress in filling up some of the gaps of parks and recreation in those areas. So, what does this cost? I mentioned to you that the, the initial goal was \$500,000 for the general fund and leveraging up to another half a million for a million dollar project. But, here's where the good news comes in. We, actually, got these projects done well ahead of schedule and budget for only \$803,000. You could see the general fund of \$500,000, we got \$30,000 in donations. A recognized Safeway, who made a generous donation for the project, and another \$50,000, of grants, and system development charges. All of those put together, we were able to bring this project in at 11% below our established budget. And four key factors that made this project successful. The council funding, the community support, and you will hear more about that, and the fact that we have such a network of strong partnerships, particularly, Portland Parks Foundation, which, who really played a pivotal role in getting the word out about e-205. And I want to take a minute to recognize our employees, who did a phenomenal job, one of the ways, one of the reasons that we were able to do this quickly and under budget was we leveraged a lot of our existing resources, existing people skills, and equipment to make this project happen. Of the 12 projects, only two did we go out of house with a construction contract and our staff, our gold medal staff did the rest and made these projects happen. Some of our key partners, I mentioned, Safeway and the Parks Foundation, and East Portland Action Plan, and Residence and various neighborhood

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associations, and the Portland development commission has been very supportive of this, and east Multnomah soil and water conservation, northwest trail alliance, and we had a number of anonymous donors and the Portland parks board. And again, going back for a second to this incredible list of employees that we happen to have in the bureau. These are the folks that, when we said, we have got to get things done, and as commissioner Fish, we have got to get the first one done within six months, and they said, ok. We can go and do that. And we made improvements at park lane that I think astounded everyone, on how quickly those rolled out. So I want to just take a moment and recognize all of the folks that are on this list who contributed to a phenomenal project.

That concludes my presentation at this time, we are going to ask our partners to come up, our partners to come up and say a few words.

Fish: We have one panel that we invited. And these are three heroes in our movement. Linda robinson from the east parks coalition and a member of the parks board. Tom lewis, an indefatigable advocate for east Portland and park lane, in particular, and joyce lay from wilks. Thank you very much for joining us this morning. And who would like to go first?

*****: I will.

Fish: Tom.

Tom Lewis: I am tom lewis west centennial community association and also friends of park lane park. Good morning, mr. Mayor, and council members. I have been associated with park lane for, for about six years. And it happened through, through being, being a chair of, of the community association, which is the third largest neighborhood in Portland. So, we got an opportunity, had, use of e-205, and, in two of our parks, the lynchwood park, and the park lane park. The improvements that happened allow us to further our neighborhood involvement for park lane community fare, which we put on with the parks department, movies in the park, for the last four years. And hope, will again there coming summer. And, so, we desperately needed? Drinking fountains and somewhere to sit and play equipment for the children. There was a small play set left over from county days, that were refurbished once, and then it really was helpful to have this, another set alongside to make use. Our whole goal with putting on our fair, and having, having accommodations, from e-205 projects is to get 20 more acres built, that the city has purchased about, about eight or nine years ago, and master plan, five or six years ago, and so, by bringing in citizens, users, park users, from near and far, this last year we were able to add two concerts, after our neighborhood fare in august and pretty well filled the park pretty much in that way. But, just to expand and wrap up a second. What was happening before drinking fountains, when the nike group, had resurfaced our basketball court about four years ago. It is heavily used day and night. Weekends. And all the time. And the groups were running across the street to a neighbor's house to get a drink of water from their hose. That they allowed the players to use. In so, there was that.

The traffic danger, as well as just necessity to, to rehydrate and health for the park users to have in that way. And having the drinking fountains, really, helped us out. The other thing, is we don't have any parking to speak of, just on the street. So, in our neighborhood fair, we were able to block off the street, and have skateboarders come and display their talents during our neighborhood fair. And that was, again, helpful to have a place to sit, people to gather, the fair-goers to use the facility. So, we look forward to, as a building block, and what that held an input of many park staff, putting on the movies, and the equipment in the park. And allowing our planning to be side-by-side with doug Brenner, Jeff malcus and the east side parks people, was instrumental in -- and hope that it just is up and forward from here. Thank you.

Linda Robinson: Good morning. I am linda robinson. Another resident of east Portland. I just wanted to start by saying, yesterday morning I spent three grueling hours on the budget advisory committee for parks. So this is a nice relief for me to come and do something positive and

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celebrate the completion of these projects. You know, it makes some of those other efforts that I do tolerable to see success stories come out of that process. So, I worked a lot with east holladay park. This is a park that was acquired by Multnomah county in the 1961. And was just a vacant lot with virtually no trees or anything for, for 47 years before we, actually, put a path in it, and three benches. We got excited about that, but we got more excited a few years later when we got the play equipment, which was just completed in october. At the end of october, and I drive by there frequently, and there are -- every time I go by, this afternoon, evening, weekend, I see kids out there, and even now playing on the equipment. And it was even used before it was finished. One lady told me when we had our party, that she -- her grandson was a couple blocks down the street so they walked over this one day, and he was so fascinated with the trucks, and all the equipment, and stuff that, they walked to the park, nearly daily, while the construction was going on so it was -- so we were getting physical activities even before it was finished. The cherry park is another one in Hazelwood neighborhood, which is where I lived, and it, too, was one of those parks that, that we acquired, it was just a vacant lot again and putting the soft path in and a couple of places to sit, it's amazing how much difference it makes when, you know, a parent can take a child and the child can run around and, and the parent has a place to sit, or if you are walking through it, you have a place to sit and tie the shoe. It makes a difference. So, getting these, these -- we have a couple of more parks in our neighborhood that are nothing but vacant lots. It would be lovely if we could continue this effort and get just a path and some benches or a picnic table to sit at. So, this is really -- people are using it, and I even used the swing in the new park so everybody can use the park. So, we look forward to the bond measure. We know that, that these three large, these three parks, all 15 to 20 acres, the city fence unavailable and, and we're hoping the bond measure will include money to do some, more than just basic improvements to get those parks moving forward.

Joy Ley: I am joy ley, and I am the chair of wilkes community group. And my voice is fine, but I have got frogs trying to interfere today. I have to laugh because linda's remark about enjoying the swing. It's the thing that I like to say, you never too late to swing. And there is nothing more joyful in my book than seeing children play in a park. That is a time when the loud shrieks of joy just bring happiness to your soul, and I appreciate, as a resident of east Portland, the attention, the focus, and the results of the efforts of e-205. I want to encourage continued attention in like manners for continued development of other parks in my neighborhood, one of the areas that was, will be impacted by the, the e-205 measure is walking trail to the boat launch in -- or at columbia slough. And this is a lovely, lovely area. I think that many residents don't know if exists, and until just yesterday, I was not aware that it is one of the projects included in this. And, the attention will be addressed to improving that trail. So, it is more accessible to people who might not be able to climb, as well. I also want to say with respect to the continuation, this comes with a thanks not from the e-205 funds, but, to the attention given by the city through the parks, with the purchase of the headwaters' property. This is a delight. It has become my personal passion working towards seeing that this gets a master plan. And I am proud to announce that our project was selected by, the community development students at Portland state, who will be working with us in the early phases, along with staff from the parks department, and parks, and recreation. I want to say that, the concentration of efforts in east Portland really do need to continue. And thank you for what you have done so far.

Hales: Thank you.

Fish: Thank you, linda, tom, and joyce. Mayor, that wraps up our presentation, and I just -- I will take any questions the colleagues have. If not, I have a brief closing remark.

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Hales: Anyone else here to testify on this item? Just one question, more a comment, I was familiar in general with this effort. I had not realized that -- make sure I heard right, on all but two of the projects we self perform with our own park maintenance workers, rather than contracting it out?

Fish: That's correct, mayor. And I was going to mention that this is an example of the employees of the bureau going above and beyond. With the cuts we have taken over the last four years, we are asking our maintenance crew and our employees to continue to meet the demands of the system, but we have fewer bodies and fewer resources. And as mike said, when in idea was floated and we engaged the team, they were very enthusiastic, and it's another example of the public service that they provide to the broader community and the dedication to the bureau, and they embrace the concept, and they, they came in under budget and on-time. And, and as some of the folks who testified noted, because mike and I went to the openings and the ribbon cuttings, putting a children's play area in a space that's not been activated before and seeing the whole community using it is big. And so, our employees deserve tremendous recognition for doing it, and for doing it in-house.

Saltzman: Did the 500,000 that council appropriated, get matched dollar for dollar by private dollars?

Fish: No, no.

Saltzman: So what was the match?

Abbaté: It is \$80,000, 30,000 in donations, \$50,000 in grants. And, and \$220,000 in parks, sdcs, in system development charge funds. We did not have to spend a million so we were at, you know, about 200,000 below that to get the projects done.

Novick: Commissioner Fish, if this presentation were a movie, you would be described as the feel-good hit of the season. And I really, really appreciate all the work that everybody did and I have to say that this makes me proud to live in this city. So thank you all so much.

Fish: So I want to thank mike, our director, and brett horner, who, brett has done just a marvelous job helping to shepherd this, this program through, and I want to thank travis, doug brenner, who was mentioned earlier, and I want to thank the entire parks team, and we listed all the front line workers that worked on this. And they deserve our thanks for their service. I want to thank the council and my colleagues for providing the seed money for this. I think that there was some skepticism that with 500,000, we could do as much as we did. And, but it's a testament to leverage and hard work and bringing it in house that we could stretch rather modest appropriation and get this kind of return. I want to thank jim blackwood, who is my senior policy advisor, and jim was one of the inspirations for this, and he's been a tireless advocate for it out of my office. I am grateful to jim for all of his work on behalf of our parks system. And I want to thank our folks who took time to testify. You know, tom and linda enjoy, come before us, and they are very modest about what they do, and they are always quick to give credit to others. Which I think, since we have pastors here, I think that that's a secret success in life. Is that humanity of sharing the praise and the glory with others. And giving credit where it is due. That's why they are so successful in their communities. And why there is progress in east Portland. But I want to be very clear. Someone testified, might have been tom, that this is a building block. And by that, we know these are small improvements with big impacts, which are galvanizing a community and demonstrating that we can, actually, do things together. But, it would be a betrayal of the trust with that community if we did not follow through soon on our commitment through a bond measure to, to complete our work, and for 160 years, we have built a system, the envy of the country and that won a gold medal last year, from lownsdale and chapman through to the Portland plan in 1903, given to us by olmstead. Through to the wonderful people like charles jordan, who led this system, we have built a great system. But, the significant flaw in our system is that we do not provide equal benefits

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and services to people east of 205. 40% of the families and children live there, and is our fastest growing area. We use the word equity I would use the word justice. Justice requires that we invest in east Portland. And if we get the green light to move forward this year on a bond, and we are ramping up now and doing all the preparatory work, I will ask this community to include substantial funds in a bond. To finally invest in building out the parks that east Portland deserves and has waited so long for. And on that note, I thank my colleagues for their support.

Hales: Thank you very much. Let's take a roll call on the adoption of the report.

Moore-Love: A motion to accept.

Fritz: So moved.

Saltzman: Second.

Hales: Let's proceed.

Fritz: Well, thank you, commissioner Fish for this presentation, and for your leadership on this project. Also, the parks board, the parks foundation, and the good citizens of east Portland. For your commitment to equity, not only in words, but in funding it. It's quite remarkable that it only cost, only cost \$800,000, and that's a lot of money. And it was a significant investment by the council to choose in a tough budget year to put \$500,000 into this project, but looking at all you got done, with that money. Astonishing. So, good job to the parks bureau employees who are able to get that done, and I am sure that many volunteer hours, as well. And we talk a lot about maintaining what we have. We also need to provide for those who don't have anything. And this is particularly joyful to get this report because I partnered with linda and others in east Portland to advocate for getting a park built in southwest Portland, near the title 1 school on the west side, and when I was a community advocate, and I go past that park every day, and every day, I think, I helped get that done. So, now there is a lot more folks in east Portland who are going past even a bench or a park and thinking, or a bench or a path thinking, I helped to get that done. We need more funding to make sure that everybody has access to a place where children and grandparents and grownups can swing and walk and be together in common space. That's what parks are. Not yours or mine but our place, so, it's an incalculable value to our community to have those spaces where everybody is welcomed. Thank you, commissioner Fish. Aye.

Fish: I am incredibly proud of the work of my team, and again, very pleased to publicly signal out their good work and thank them, and I guess I would be remiss if I did not put a plug in for something else. I think it was linda or tom mentioned that at the very parks that we're trying to build out, we host movies and concerts in the summertime. That's what we call summer free for all, and last year we had a record year, and we served almost a half a million Portlanders, who had a chance to see free movies, free concerts, and free rock climbs and swims. Throughout their community. And in addition, we served 100,000 healthy meals to hungry children. And that is a program where the city council has, I think, historically invested about \$220,000, and we matched that 6-1, it's a \$1.5 million-dollar budget. We were short of our match on this one. But that's in part because we're raising millions of dollars for all of our programs. And that's why we dipped into our sdc budget to provide more of a match because we did commit to stretching the original half million. We raised millions and millions of dollars every year to provide services and benefits that our community needs. In this budget cycle we're going to take some painful cuts. But I want to acknowledge that public spirited business, generous individuals, and neighborhood leaders keep coming forward and helping us to raise, supplement our budget with private dollars, which allows us to make our system accessible to all. And I thank you for that, as well. Aye.

Saltzman: Good work, aye.

Novick: I couldn't say what commissioner Fritz said like she did, so I second that and thank you very much, aye.

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Hales: I will say amen to the comments about partnership and commitment to east Portland. But, I want to focus just for a minute on the management side of this. And celebrate that, in particular. And you know, there is some conventional wisdom about government that we hear, and I repeat it again and again, and sometimes aided and abetted by the follies of the federal government or spending \$150 million to plan a bridge that is not built yet, but, here's an example that turns that caricature on its head. First, took a small amount of money stretched it to a lot of public benefit, and two, didn't spend a lot of time with the design process but worked collaborative with the neighbors of the parks to come up with practical solutions that were doable, and three, the conventional wisdom is always at the, that it's more cost effective to contract out work than to perform if with our own skilled workers and, and designers. And sometimes, that is true, but obviously, sometimes, not at all, and in fact, we got a great deal of value in this case because of the skills of the people in this bureau and their willingness to literally roll up their sleeves and get the work done quicker with a lot less overhead and a lot less delay than is typical in construction. So, I just wanted to particularly call out that success in terms of the managers in the bureau and the workers that got out there and built these improvements. So, bravo, well done. Aye. [gavel pounded] Next item, Karla.

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Hales: Commissioner Fritz.

Fritz: Thank you, mayor. As the creator and commissioner in charge of the office of healthy working rivers for five more days, I am proud to bring the 2012 office of healthy working rivers annual report to the city council. The Willamette and Columbia rivers are vital to the economy and the environmental health of this great city. In 2009, the city council created the office of healthy working rivers because we needed to get things done better and faster. The office is helping us to realize the full benefit of our investment in the rivers and we're going to hear after this presentation about this combined sewer overflow project. The rivers office helped us to realize the full benefit of that investment. The office of healthy working rivers achieved this goal by improving the interbureau coordination of city sponsored actions and maintaining focus on this very important work. We make sure that the city rivers efforts are integrated and resources are leveraged for common goals. The river's office, which is now the smallest bureau in the city, and now that the office of equity has gotten up to full staffing, this is the office of healthy working rivers right in front of us. Our four staff people are a nimble team who add value, to make sure that we maximize our expenditure, our investments to the greatest extent possible. And we make the commission form of government work better. So, I would like to turn the presentation over to Anne Beier, the director of the office of healthy working rivers.

Ann Beier, Director, Office of Healthy Working Rivers: Thank you, commissioner Fritz, and thank you, commissioner, for being here to listen to our annual report this year. The office has only been around for four years, and in the four years the river has been transformed quite significantly. As the commissioner mentioned much of that is due to the rate payers in the overflow project, the big pipe, that our colleague Dean Marriott will talk to you about later. What that transformation means is that our river is cleaner than it has been in decades. And with that cleaner water, comes a changed perception of our rivers, and an increased demand for the services it brings. This is valuable open space, it's a recreational asset, as well as being a valuable asset for industrial and commercial development. In addition to that, we have made investments in restoration that are changing the way that the river looks. Particularly, in south waterfront, and those of you who haven't the opportunity, the restoration project at Zidell included a cleanup and an innovative project that our parks department is doing on south waterfront are going to transform how that river bank feels. It's going from fill and riprap to a much more engaging amenity for the

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whole community, not just for Fish and wildlife. But at the same time, we're facing increased complexity with the regulatory programs. It's not getting any easier to work on the rivers, and at the same time, demand is increasing. We're fortunate enough to work across the bureau. We work regularly with the professionals and dedicated staff of, of team members from all the programs. But, almost all the programs. And what we do is bring that value added that the commissioner mentioned. We're able to step in when they need additional assistance. We're able to bridge some of the issues, and we're able to do what our parks friends talked about, which is really leverage and build on those partnerships because we all have an interest in our rivers. And I want to turn it over to my team, and part of what makes our team so successful is that we come with a diverse group of backgrounds that allows us to match our skills, more effectively to any given project. Heidi berg is our environmental scientist, and she brings a wealth of experience to teasing out some of the tough ecological issues. And Kevin killduff has years of experience in land use planning and development reviews. And rick bastasch, our guru of the willamette, he brings not only an encyclopedia of knowledge of the river, of water resources background, but a passion for the river, that he's able to share and infuse with Portlanders because after all, it's, it's all our river, and it really is, a matter of equity, so, rick, thank you.

Fritz: Push that button, the one on the microphone.

Rick Bastasch: I am awaiting a slide show to, to appear. Thank you for your assistance. So, what you are going to be seeing is a fairly rapid fire catalog behalf we do. That characterizes, that's characterized in the report that you have in front of you. And has its has been said we are the city of Portland's office of healthy working rivers. A city that exists because it's at the confluence of two continental rivers, the rivers were the original infrastructure and rivers that were the home to people for 10,000 years, shown here by this sketch of Odall one of our, one of the original inhabitants of our valley. And 9800 years into that period people change their relationship the river with the coming of lewis & clark. We intensified our use and our relationship with the river, for commerce and transportation, through sale, or steam, and we changed the very river that we relied on for our economy. And here's the confluence of the willamette and the columbia in 1888. If you keep your eye on that incredible lace work of water and land, wetlands, and bays, that we simplified and eradicate in the interest of straightening and arming our river so we can have commerce. For example, we de-ided swan island, so, in part, we could give lindbergh a place to land. And ultimately changed that facility into the hub of the marine commerce that it is today. That's not the only way we changed the us or our river, we used it for waste disposal, including the direct input of blood from the slaughterhouses into the river in the early 20th century. And a river where we had the depression era people fishing for their dinner in front of a gushing out-fall. That was an outrage to the people of Oregon and the citizens of Portland. Mayor joe Carson and the youth of portland demanded clean rivers and were instrumental in passing an initiative that represented one of the first water pollution control laws in the state. Similarly in the early 20th century the city wall not only allowed flood waters to enter into downtown portland but it was a decrepit septic mess, unhealthy that needed fixing so Portlanders set about fixing it with clean as a whistle seawall that stopped flooding, cleaned up the area. We capped it with a freeway that made us very proud, at least for a while until as Portlanders do, we rethought the use of that riverside land, and swapped out harbor drive for waterfront park. Similarly in the 1980s, we saw a derelict industrial area, and decided to lose dirt and create a new place. A riverplace. Which is now today one of the most popular areas for Portlanders to visit the river in downtown Portland. More recently in south waterfront, again, we took an industrial scrap heap. That was most of the area anyway. And thought big in this sort of exaggerated artist illustration where you go right, it's, actually, materializing. Portlanders have rethought their relationship to the river. And we're doing

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it today. This was -- the west bank of the river, south of downtown in the 1930s, the homeless camp, this is it last summer, a renaturalized river bank and cleaned up the industrial area, and a now soon to be available 30-acre development opportunity where Portlanders can reexpress their interest in connecting to the river. And even though we did a lot of work, over the years in stopping our use of the river as a waste disposal system, we still struggled with combined sewage overflows. 20 years later, and \$1.4 million of rate-payer money later, we have a result, and that result is that we have moved the river, the water quality from a good condition as measured by a deq index towards excellent. We still have problems with habitat and contaminated sediments but we have moved, that quality of the river towards excellent. And there is lots in motion, if you take a look at what's happening today, and this is a real fast index of things happening along the river, of course, we have superfunds and NRDA that will change the trajectory of portland for decades to come.

Fritz: What is nrda?

Bastach: Natural resources damages assessment program. That a company superfund to remedy damage to resources from contamination. We have neighborhoods working to restore baltimore woods, a riverside forest patch that will reconnect Portlanders to the river. We have the university of Portland last summer moving down to their river campus. Moving dirt. Reestablishing more environmentally acceptable river banks. And we have the extension of the north Portland greenway trail that will move from downtown towards the columbia last year with the waud bluff trail segment completion. We have swan island going to the river program for, to increase the mobility from the mainland onto swan island. We have a few beaches, sandy beaches that with a little help can become an even better habitat for salmon and other wildlife. And moving downtown, we have centennial mills, a redevelopment of opportunity that we hope will reconnect people with the river. We have the central city 2035 northeast quadrant opportunity that imagines a way for north Portlanders to touch the river directly. We have the burnside bridge head and the morrison bridge head that will change the bridges from iconic ways to get across the river, and a way to get in touch with the rivers. We'll hear more about the willamette river recreation strategy in a moment on these. Omsi is moving towards its campus expansion, and the tri-met bridge is being built which will reshape our relationship with the river in that area, and we have the south waterfront greenway, which parks has met the challenge of moving forward with that, this last summer, and we're looking forward to the completion this summer. And parks is also working with volunteers to restore the 40 acres that were donated to the city for a natural area a few years ago. And we're working to reconnect oaks bottom, to the river for, to benefit the juvenile salmonids. The willamette sailing club is moving towards more of a condition of being the willamette sailing center for all of the public. And there is the willamette park being done in terms of redevelopment. And utility work, and environmental improvement of the river banks, and as well as some new boating facilities, and we have the sellwood bridge rebuilt. We're in the process of being rebuilt. And that's a lot happening. There is a lot of actors, we have the privilege of working with all of the bureaus in the city of Portland. And we work with other governments and with ngos and nonprofits. These are all working within an intricate web of regulations. The river's edge is complex. There is federal law, and there is state law. And of course, there is our own local requirements to make sure that we do what we, what's best for the riverfront. And in view of that complexity in 2000, the council directed the development of an integrated work program and passed a resolution in 2001. And that instructed the city to integrate the work around five river goals. Clean and healthy rivers for Fish and wildlife and people, and prosperous working harbor, embracing the river in portland's front yard and creating a vibrant waterfront districts, all through the partnerships, leadership and education. And that integration, the council told us, was to come

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through the form an umbrella of the core river related initiatives. And we target the immigration of these fundamental programs of the city of Portland. So, the council took stock in 2008, and commissioner Saltzman led an assessment in which he made some recommendations, first identifying a problem that while progress was made, there was a difficulty, the silo mentality was pervasive and he recommended a solution of bringing the river renaissance program under the commission's office to bring the focus and direction needed on projects and issues regarding the river. And mayor adams asked commissioner Fritz it take the lead. And she developed the concept, and drafted an ordinance, which the council adopted in 2009, creating the office of healthy working rivers, and instructing it to improve interbureau coordination on issues regarding the willamette and columbia rivers, and insuring that we meet our obligations and intense in the superfund process and protecting the ecological transportation and recreational roles of our rivers, and rehabilitating the contaminated, inactive properties in the harbor. And commissioner Fritz chose to have the office house at bes for administrative efficiencies. We are a rate payer funded entity as provided through annual council budget approvals. This requires us to focus on the parts our mission that are tied to the city's legal obligations to improve watershed health, and meet our obligation and is involve the citizens. From a 30,000-foot level, what we do, we track the river needs and projects, and we act as the agent for advancing and balancing of the goals, and we promote integrated systems based solutions. And we do this through programming integration and alignment, through community engagement, and by, we are specifically charged from time to time with delivering specific projects, and generally, our work falls into four mission areas that we'll go into here in a moment. River project analysis and facilitation to figure out what's, what's happening. And how it can best happen, resulting in greater transparency and efficiencies within the city, and in the superfund where the citizen information and involvement, we look for ways to protect and restore the values listed here, and we are very interested in connecting Portlanders with their rivers. So, not to keep you in suspense and sort of the greatest hits of 2012 for this office, but we developed with, in collaboration with parks, the Willamette river recreation strategy, and got it before council last february, and where it was enthusiastically endorsed, and the west hayden island we delivered technical assistance for assessing ecological values and prioritizing restoration, and conducted a short term economic impact, with emergency communications on the river and catalyzed host of riverside actions, most notable the big float and rock the bow.. So, in terms of the first category, the river project and analysis and facilitation. We do that internally and externally. Inside city government again, we help to develop the willamette river recreation strategy. In response to the community's growing demand for access of different, of more access and a different type of access, we identified ways to safely meet that growing demand, and identified the facility improvement needed for the next 15 years, and this has been endorsed by our partners, not only within the city, but by the marine board, and by, the natural marine Fishery service, and is used by the natural resources damages estimate trustees for informing their plans for Portland harbor. And we also spend a lot of type on the west hayden island process where we helped to implement the ordinance that we assisted in drafting in 2011. And we provided specialized technical assistance, and heidi will talk about that more in a moment and identified options for long-term management of the natural areas on west hayden island. We worked closely with the bureau of planning and sustainability on creating the goals for this, the central city 2035 process, and there is a couple of blockbuster goals that have to do with the willamette river, and the urban design that we think are really going to be useful and produce an exciting result in the central city in the next 20 years. And similarly, we're making sure that rivers figure prominently and rationally in our comprehensive plan update. Also, working to keep people safe on the river, and kevin can talk a bit about that.

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Kevin Kilduff: Thanks, rick. I sit on a river safety panel that's coordinated with the groups you see listed here. Including the united states coast guard, and the Multnomah county river sheriff's office, and Portland fire and rescue, and the Portland fire and rescue team, and these groups provide search and rescue on the rivers, and we have the busiest waterways in the state. And, um, we offer, people get into trouble, and their boats are sinking or abandoned, or, we have tragedies where people have fallen or jumped off the bridges and require rescue or search and rescue. So we help to coordinate with these groups for events. The next section, yeah. Derelict vessels emergency communications. Event safety, and emergency response communications. In particular, we help broker a deal, an agreement with the coast guard and the Multnomah county sheriff's office, so that she could share radio packs so when they respond to an event on the river, they can communicate and coordinate the response to that event.

Bastasch: Thanks kevin. In addition to these programmatic opportunities to advance the river goals, we work daily on routine basis, project by project in previewing the proposals, whether it's the university of Portland's master plan and the waterfront expansion, the zrz master plan, and how the sellwood bridge is touching down on either river bank, and working to, clarify and assist the south waterfront greenway construction, and creating more of a waterfront presence and firehouse 21 reconstruction, and these are all things that we invest in on a day-to-day basis. And have the opportunity again, to work with Portland parks and rec, the Portland fire and rescue, and planning and sustainability and environmental services and bds and pbot and pdc. And we also take note of the fact that, that there are at least 600,000 people that live upstream of the 500,000 people that live in Portland. We make an -- we make it an active objective to reach out to the willamette river cities upstream from us. So that we can learn from each other and better understand how we can all contribute to improved health of the river. We have expanded our columbia river portfolio. We have convened people around the columbia river treaty review process. Answers on the columbia corridor board of directors, and we initiated work with the columbia river-keeper. And have had the opportunity to raise the profile of how urban communities and urban river settings can contribute to overall health of the river systems as big as ours. Through the trust, the willamette river initiative and within the reach conference and by bringing the river rally to Portland in 2012, we're 700 river advocates from the river network, and the water-keeper alliance visited the city, to learn what we are doing, in may of last year, and again, we have the privilege and pleasure of working with the host of the community groups and other cities up and down the river. I'm going to hand it over to anne now for a summary of the superfund activities.

Beier: Certainly. Thank you, rick. Superfund will require big investments in the city of Portland. And for the cleanup of the Portland harbor. Contaminated sediments from the pollutants. The city has a unique role in being a potentially responsible party, but also, a steward, so making sure that you as the decision makers and are public have the best possible information as we start moving to the next phase of the superfund cleanup. Much as the technical work has been we are at the point that the epa has that information, and we expect them to come out with a proposed cleanup plan in a couple of years. You will be making the decisions about this during your term. We have tried to come up with tools that will help you with that decision-making. We funded a study that looked at the short-term economic impacts of the investments in the superfund cleanup. And that will be in the millions of dollars. How do we capture that investment in our regional economy? And that's a question that we need to tease out in the next several years. We worked to provide tools to assess the ecological values of the restoration projects. So that we, as a city, can prioritize our projects to get the highest value possible from those choices. We play an active role in connecting with the community advisory group. They are the group delegated by the epa, to provide public comment on the cleanup process. We think it's really important to have our eyes and ears on that process to

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make sure that we hear what our citizen's concerns are, but also, how the regulatory agencies responding to those concerns. So, we'll continue those efforts in the upcoming years, we also trying to make sure that the public has access to information about the project, and in a way that, that is accessible, it's highly technical, it's complex and confusing as heck, so making information available so that people can have access to that. Thank you.

Bastasch: Now, heidi will start us off on our third mission area, namely, the protection and restoration of the ecological, recreational economic values starting with, with ecological values.

Heidi Burg: Thanks, rick. An important role of the river's office is to help the city develop the tools and understanding to quantify and assess our urban eco-system. So, we are providing expertise and policy recommendations on environmental river related issues, and in 2012, focused primarily on the eco-system methods and regulations. And because the superfund plays a significant role in this stretch of the willamette, the office analyzed the methodology used by the national resource trustee council to assess damages to the natural resources in the Portland harbor. Their method is the habitat equivalency analysis, and we assessed and utilized this method to quantify and prioritize the viability of potential city projects. that provide restored habitat, needing superfund and watershed health requirements. We used this knowledge in working with bes to respond to the draft programmatic eis and restoration plan released in the summer of 2012. And focusing our comments on clarifying that assessment methodology. And without this information, the city cannot accurately assess project compliance with the natural resource damage liability. The rivers office also worked on the development of the city's habitat restoration evaluation method for the riparian areas, this involved field testing with other methods and we did this in partnership with the river network, the willamette river keeper, and the willamette partnership. We work closely with bes to develop a forest mitigation framework in conjunction with the proposed development and annexation of west hayden island in order to account for the functions and values in the island's floodplain forest. And also, with the broader regulatory and of course community, and were asked to participate in the creation of an epa-sponsored stream and river assessment. By participating in this ongoing process, the river's office is making sure that those characteristics, specific to large river systems, in an urban area, are accounted for in the mitigation framework. This is the framework that will be used for projects in the city that require state and federal permitting. Additionally, the city, the department of state lands asked the river's office to contribute to a rule-making process. To determine regulations around the use of state lands during the mediation and restoration. While also protecting public values, and for those of you, you probably know that, that the state owns the bed and banks of the willamette river, so this is significant. And our input resulted in significantly lower future costs for the city, when obtaining the conservation easements related to natural resource damage projects. Thank you.

Bastasch: Thanks heidi. In terms, in terms of recreational values, we worked externally with the community on, exciting things, we're working with the, with a project that helps nonprofits to look at the opportunities that might be afforded all Portlanders, and the community voting, and see what we can do to, to, perhaps, up the profile of the, of this. [inaudible] in terms of our charge to look for the economic values, given the source of our funds, we cannot embark on that direct, but we do know that from our other work, in our ecological and recreational portfolio, multiple benefits are received. And [inaudible] or calling for veterans [inaudible] our fourth category of connecting the rivers, we are active in it, and we do hands-on restoration projects, and cleanups, and we share a lot of information through our river news digest on our website, and we convene people in celebration, especially for the big float in 2012, and by taking the rivers, to the community fairs where we can talk to people who wouldn't otherwise have the opportunity to come downtown or to city hall to express our interests or concerns about the river. So, in the year ahead we plan on continuing to

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advance the city's river goals through improved internal and external integration, superfund and we will coordinate citizen engagement, better decision-making, and implement the river recreation strategy, and provide specialized technical assistance, and expertise to eco-system service assessments city-wide, and will continue engaging Portlanders on river issues, not only by gathering around the river goals, but around the ideas that the rivers are foundationally important to the city, and that they can represent a critical infrastructure, after all, again, the Columbia and the Willamette were Portland's original infrastructure for food provision, a couple hundred years ago, or even today, as we see the tribes gather at the Willamette Falls or the lamprey harvest. Where they serve as a transportation infrastructure, for Native Americans, Lewis & Clark, and explorers, trappers, during the ages of steam and sail or today, they are an infrastructure that we need to rebuild for habitat where we can take this example from the Natural Resources Damages Assessment Trustees, who are beginning to identify places that need to be improved to accommodate, better accommodate and help our endangered and native species, and through projects that may be like the Gunderson Eco-roof, the ecological restoration of the mouth of the Stevens Creek or the reestablishment of a naturalized river bank in downtown Portland. Rivers are important for our health and wellbeing, they are an infrastructure for renewal. This is a post-card that my grandfather's uncle sent in 1903 from the Oaks Park where people swam and boated and today, thanks to Portland's, Portlanders' continuing investment, we have the Portland Triathlon, the big float where more people are getting along and onto the rivers. Rivers that can serve, not only as a source of renewal, but as a new form of economic improvement through the development of more, more abundant forms of appreciation for the rivers as, perhaps, our one of our most prized assets so that's what we are about, and that concludes the presentation. Anne.

Beier: Thank you. So, as you see, we're a small program. We work with all the other city bureaus to leverage the resources we have to focus on those river goals that have been adopted by the council, and embraced by our Portlanders, and in trying to make our rivers accessible to all, making good decisions. Making cost effective decisions by pooling our resources. To really take advantage of the river system that we have. Thank you.

Hales: Thanks very much. Questions from council for the panel, from the office? Great. Thank you very much. I'm not sure if there is anyone else here to testify on this item.

Moore-Love: We have one person signed up.

Hales: There is, good. Good morning.

Steven Entwistle: Good morning. Council members, mayor. I am Steven Entwistle, Portland, Oregon. Born and raised. And I just -- a bit concerned that these are all great projects. The restoration of the river. The, the -- in fact, I like the fact that they are going to include Oaks Bottom, OK, which is, which is, I see a lot of metal hanging on trees, and in 1880, when they brought in the railroad, they filled it all in, and they used it as a garbage dump. There is just garbage, junk all over the place, but there is a section of, of city, population that's not being involved here. And that is poor, the unemployed. The people that wouldn't normally be hired by private contractors. And the homeless. Like with the parks, there would be a really good idea to maybe have a quiet place other than a, a, a business for them to sleep. Even temporarily, just a one night. Early morning. Just, just a place for, for somebody, that they could sleep. The other thing is, we're, we're so, so focused on the efficiency, that we have, like I said, we have neglect the fact that there is a lot of people, even homeless people still healthy enough that they were able to work. And I would suggest, like for the restoration of the Oaks Bottom, for example, to restore the salmon habitat, which used to go through the Oaks Bottom. You would make that a real green job, and what I mean by green job, is, is no power tools, no gas loaders, none of that, shovels. Get as many people, as many hands and as many people to work, that can work on, on these projects. Because otherwise,

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they are going to be left out. And they are desperate and they need money more than any other private contractors out there today. So, I just -- I want to bring that up that, that I think it would be a great pilot project to start, and to see how many shovels we can put in the hands of people. And not necessarily having the government pay for it but the private sector invest in the city, itself, and in the people. Thank you very much.

Hales: Thank you. Good morning.

Nancy Newell: I am Nancy Newell. Same to you, commissioner Novick, and some of the great stewards on the council of everything that we need for this city. I am concerned about this plan. I don't see elements of global warming, incorporated into the planning. You can do great projects, and put up a lot of citizen effort and cooperation and corporate effort, and it will be upended with some of the things that were not anticipated because of the global warming conditions. For example the loss of salmon because of the change of temperature in our streams. And we really have to look at that because the acceleration of global warming is such a consideration and the damages being done are so overwhelming, that this kind of planning has to somehow balance some of the realities against what we're trying to achieve. I think every effort to increase the species' ability to survive -- we have lost so many species, is a good effort. But on the other hand, people are not able to have access to drinking water, bull run is part of this entire system. And it's a system that's being taken over by corporate interests, in my, in my thinking. And I testified before council several times on this. So the ethics, the practice of those corporations that are hired to cooperate on this project, I would ask you carefully examine their track record, also, the transparency, there's been very little. Our city just, by the public interest research group, said that we are 25th of 30 cities in having transparent financial spending by city. Boston and New York were in the lead in transparency. These are very complex operations. What is Portland's excuse for the public being so frustrated in getting information on how their money is being spent. I think that, that commissioner Fritz has been active on this, and several of the people have, and I think that it needs more very intensive care because people are really strapped financially, and are out of work, and out of homes. And out of water. And it's not a good situation. Thank you for your time.

Hales: Thank you. Good morning.

Lightning: Good morning. My name is Lightning. I would like to bring a few issues along the river. With the office of healthy rivers, that they can look into. One is the issue of, of some of the old log pilings that you have say up around Marine Drive that are close to the bank, even around Kelley Point Park, various boats have hit their hull, their outdrives. Done a lot of damage to their boats, and what I think would be an interesting study to do is, is maybe to have some of the contractors out there. We can get some underwater divers that can assess the situation on going underneath and cutting the log pilings and removing them completely. And maybe have like a diversified marine come out with their pile drivers and possibly pull them out of the, out of the river. The reason why that's really beneficial is to improve the recreational boater's ability to go close into the banks around say Kelley Point Park and various other locations. And it will save a tremendous amount of money on the expenses to the boaters, as far as on maintenance, on the outboards, props, and outdrives, hulls and various maintenance that they might incur because of the log pilings that have been remaining for many, many years that are being, not being used for anything. But their underwater and a lot of people can't see them and creates a tremendous amount of damage. Another issue I have is referring maybe to Marine Drive is on the dredging issued to the marinas. Now what you predominantly have is a few yacht clubs there such as Rose City Yacht Club that has their own dredge they have their own pond alongside their parking lot. But what you also have is a few marinas there that are privately owned that due to the way these

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marinas are operated, they don't have enough capital to cover that expense for dredging. Very spendy and as you know with the climate change with various factors that can come into play here you can dredge one year then in three years it can fill back in with more silt. So what I may be proposing is to look at a way we can maybe coordinate a dredging schedule for all these marinas so they can have so they can have enough water say the historically low time would be from July 15th to September 15th, to allow recreational boaters to boat year round without any problems. That would provide a tremendous amount more income not only to the marinas, but throughout for people buying boats and knowing that they can use them year-round. On the I-5 bridge, I think this bridge is going to be an important statement on what we can do to bring Vancouver to Portland and the water underneath -- we need to make a statement with the bridge to say hey, this is something that is spectacular. Something that you want to be around. Something you want to have water taxis go underneath, side wheelers or stern wheelers and various recreational vessels, and it is a point that we need to take more time in the architectural design of it to make a statement that is going to bring this river as a playground say up around Marine Drive from Vancouver to Portland and really utilize this river the way it should be. And -- let me see --

Hales: You are out of time. That is a great place to stop if you are willing. That is a good point.

Lightning: If I might ask, Mayor, I didn't know I was on a time frame.

Hales: You were, but you did well.

Lightning: This is not a communication. I signed up to speak after them. But I'm on a 3:00 time frame.

Hales: You are, but you have a little extra. Go ahead. I see you have been given another minute by some magic cosmic force.

Lightning: I don't know what that force is but that sounds good.

Hales: Her name is Karla.

Lightning: Thank you. One other issue is on a couple of environmental issues, I would like to see a little bit more inspections done on the flotation under current floating homes and/or boat houses along the river. I want to make sure that the flotation is adequately encapsulated. If not up to date, have flotation specialists make sure that is done. What we have up and down the river, you have a lot of small foam flotation that animals digest. It is not good for the environment. We need to make sure that everything is properly encapsulated. Another issue on the floating homes, I would like to see more inspections as far as on the sewer systems. We have a lot of swells on the river, due to mainly wind and/or the commercial vessels. And it is really hard to inspect those on a regular basis without actually having divers go underneath and make sure that your lines are properly hooked up. I think this is a very important thing to really make sure that the inspections are done on a regular basis and we are not putting sewage into the rivers that we don't have to be by not doing proper inspections. Thank you.

Hales: Thank you very much. Anyone else to testify?

Fritz: Move acceptance of the report

Fish: Second.

Hales: Any further discussion. Then roll call on the acceptance of the report.

Fritz: Thank you colleagues and those at home watching and especially the office of healthy working rivers staff for this presentation. I am very proud of the office of healthy working rivers. We named it with that rather long name because it is intended to address the health and working aspects of the mighty Willamette and mighty Columbia. Most of our work has focused on the Willamette, but we are moving to the Columbia. And also I thank the folks who testified just now, three folks who came to talk. Lightning if you have -- we can give you more information on piling and those issues that you mentioned because the river office has been looking into those

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things. It illustrates that Portland does care about their rivers and we have succeeded in turning the ship of state into looking at the rivers as our front yard instead of as the back yard. We will hear in the next presentation about the combined sewer overflow, investment, rivers office helps coordinate and helps make the commission form of government work better and make sure that all of those different projects that you show up and down the river have somebody who is looking at all of them rather than focusing just on one. Thank you for this report. Aye.

Fish: I want to thank director beiers and her team for the report. Commissioner fritz for her leadership. And on behalf of the parks bureau we greatly value the collaborative relationship that we have both with the office of healthy working rivers and with the bureau of environmental services, thank you. Aye.

Saltzman: Very good report, aye.

Novick: Just to follow up on the mayors comments about the caricatures of government compared to the reality. I was struck by the observation that the willamette, which state of which tom mccall decried 40 years ago is now rated by the deq as having a good to excellent water quality and when you combine that with the report from the parks bureau, what we saw happen with the Sellwood bridge last week, we can see what government can do. Government can clean up rivers.

Government can with a small amount of money provide places for thousands of children to play and government can move giant bridges without a hitch as the Oregonian said. I hope people are taking note of the facts and I vote aye.

Hales: I was out there last summer for both the big float and the d-rock event and saw the passionate interest by a lot of citizens in this radical new idea that the river is clean enough to swim in and that people want to do that. In fact, in very large numbers. So, it was pretty dramatic proof of both the change that commissioner novick just mentioned and the strong belief the rivers ought to be healthy and places for recreation as well. It was illustration for me to literally get immersed in that issue with about 1500 of our closes friends. Thank you for that good report. Aye.
[gavel pounded] Next item.

Item 85.

Saltzman: As we've heard a lot today about today about the bureau of environmental services combined sewer overflow project. One of the conditions of completing that project is to actually provide a final report to show our fulfillment of the amended stipulated and final order which is a long name for the legal agreement we entered into with the state and the epa to clean up the Willamette and the Columbia slough. So without further ado, I will introduce dean marriott, who is joined by deq assistant director, johnny -- joany hammond, sorry.

Dean Marriott, Director, Bureau of Environmental Service: Thank you, and members of the council. I'm dean marriott, environmental services director and as the commissioner said, joanie hammond is here from deq and also tony barber from epa, both significant players in this chapter of Portland's history. I invited them to come up. We will try to make up a little bit of your time because I know you are behind schedule. I asked them to come up and I will do a very short slide show and then we will go right to their comments. You may ask -- I thought we were finished. Why are you coming back to talk about this? A little known part of the order was that we had a one-year compliance period. During which we had to carefully monitor the performance of the cso abatement system, collection and treatment system and report to the state and if they were satisfied with the report, they would deem that the amended stipulated order had been satisfied, and that's what is happening today. Just a quick note. You heard the history of the willamette prior to this report and you all know how the history is not a pretty picture, the more recent history, however, as commissioner novick just pointed out and reminded us is much brighter and much better news. I want to take a moment to thank two former colleagues of yours,

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commissioner lindberg and commissioner Kafoury who back in 1993, negotiated with the state and environmental commission the amended order, which is what set the stage for the amended stipulation order in 1994. Which is the road map we have operated on ever since then. I arrived here in Portland as director of environmental services the week that the environmental quality commission voted on the amended order. So, I basically arrived, found where my desk was, and was handed the amended order and told to go implement it. So, just a reflection here on the milestones. In 2000, our goal was to clean up the columbia slough and we did it. In 2001, we were directed to make some improvements in the main stem of the willamette and we controlled seven outfalls in 2006, the objective was to control the cso outfalls on the west side of the river and we did that. By 2011, we were supposed to be finished with all major construction. We met all of those intermediate time frames. So the goal was to be finished by december of 2011, and we were. As I mentioned, we had the one-year compliance check. We submitted our report. So like any good project, you plan, you implement, you check how you're doing, and then you adjust, based on how you're doing. So that's the period we're in right now. We have completed our first year of operation. We're now in the period of analyzing the results and do we need to make any tweaks or adjustments to our performance? And for those of you interested in an alternative way of commuting under the river, that's the photograph here. Again, just before we started, we had about 100 days a year when we had -- we were dumping raw sewerage into the willamette and columbia slough So our first year of operation we were really thrown a tough test. Normally we get seven inches of rain in the past year 53 inches of rain, so, somehow the weather gods decided they were going to put us through our paces. Under the order, we would have been allowed to discharge cso's on seven different occasions. That is how intense -- the test is the duration of the rain and the intensity of the rain. So, using the calculations we could have discharged on seven different occasions, we only had to do it on four. We actually did better than what we were required to do, which is good news. People have asked me, why did you have to do it on four occasions? That's the way we always planned it. If it rained hard enough, long enough, that it overwhelmed our system, then we would be allowed to make a discharge. They were minor. But -- and so now when we have one, we actually go out to the media and announce we have one. People are quite sensitized to that. 99 to 100% of the time there is not going to be sewerage in the river. That is good news. The challenge and lessons, keep going how we're doing it. Manage stormwater as close to where it hits your roof top, parking lot or street as you can. It is all about stormwater. What caused a cso event too much storm water getting into the collection system. Green streets, green roofs, green parking lots, they are all paying off. We obviously have to keep that going. The other part of the equation is we have an old collection system. We had sewers in Portland 100 years ago. Way before we had sewage treatment. A lot of the sewers has passed their engineering life. Make sure that the collection system is maintained and works otherwise we will be leaking sewage from other places we don't want. What does the future hold? You got a little of the story a few minutes ago. This changes the relationship of the city and its river. I think for the first time, you're hearing people ask questions about how can we get more access? How can we use it recreationally? What does it mean for economic development to now have a clean river in the heart of Portland? These are questions we never had to confront before. They're with us now. As we embark on adopting a changed comprehensive plan and so forth, I think it is good to keep in mind that we now have an asset flowing through the center of Portland. Also, we now regularly sample water quality in the willamette and we post the results on the web site. If people are thinking about using the river recreationally, they can go to the web site and get up to the minute water quality results. We're proud to do that and happy to provide that service. I want to just take a minute to thank

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commissioner Saltzman, who has been the commissioner in charge for bes for half the 20 years that we embarked on this program. And I appreciate your leadership and guidance. Its been very, very helpful and instrumental in helping us get to the finish line successfully. Also, you have the world's best people working for you in the city of Portland. I am so blessed to have had a great team of people who -- to work with and help and not just in environmental services, although i'm particularly proud of them. But this was a collaborative effort across the city with folks in parks and transportation and office of management and finance and you name it. It was a concerted effort to make this work. And it is going to take that cooperation going into the future to keep our river clean. And just as a final thought, I notice that my friend, paul gibbon, former colleague just arrived here to help with the recognition and celebration. Paul no longer works for the city but he was instrumental in getting the west side tunnel and east side tunnel built on time and on budget. I want to thank him for his efforts. With that I will turn it over to johnny. Joanie, sorry.

Joanie Hammond: Good morning, i'm joanie Hammond deq's deputy director. I'm pleased to be here. I want to thank you, your staff and citizens of Portland for spending the \$1.4 billion to protect the columbia slough and willamette river from the combined sewer overflows. I appreciate the partnership of deq and the city. 20 years of hard work on their part. It has been difficult and challenging at times, but most parties always recognize the importance of eliminating the cso's, which is a tremendous improvement in water quality and public health. Thank you and congratulations.

Anthony Barber: Mr. Mayor, commissioners, i'm anthony, barber, director of the epa Oregon operations office. Here to simply recognize and thank the city of Portland for the tremendous investment you made in this important infrastructure and to recognize the symbol that this work has meant toward the dedication and commitment of the city toward a sustainable future. So, thank you.

Marriot: With that, I will send that order to archives.

*****: Wow.

Hales: Thank you very much. Further questions for this panel? Thank you very much. Is there anyone signed up to testify on this item?

Moore-Love: No one else signed up.

Hales: And I believe we can adopt the report, if --

Fritz: So moved.

Saltzman: Second.

Hales: Roll call please.

Fritz: Thank you, dean marriott for your leadership. It is almost like you were handed this as a newborn infant and now the child is off to college. Congratulations on a job well done.

Marriot: Thank you.

Fritz: Now you have handed us this resource that is usable and not only for Fish and wildlife but for people and industry. I think your partnership with me, with office of healthy rivers, commissioner Saltzman has been hugely instrumental in getting this done. Congratulations. Thank you commissioner Saltzman for your leadership and partnership. This is a wonderful day for the citizens of Portland, rate payers of Portland, considerable investment that we need to make sure that we continue to foster the values that have been evidenced through this program. Aye.

Fish: Well, there is are take-aways for me today. One is that thanks are in order to the commissioner in charge, the director and whole team for bringing big pipe in on time and under budget. But the second is that we don't want to have to spend another \$1.4 billion to big pipe. My second lesson is, we still have to spend the time to educate people that investments in our

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green infrastructure long term will produce savings to the public. And that they are not sort of in the category of nice to have, they are essential to have if we are to some day so that we can avoid in the future having to make an investment like this in things like pipes and other tools to address run-off. The city is -- has got a leadership position in the green infrastructure, a whole host of other things. They are often misrepresented in the media and perhaps they are not as well understood as they could be in the general public. But that is where the future is if we're to continue to provide leadership and be in a leadership position in dealing with run-off. Thanks again to the team that brought this home. I'm pleased to be on a council that has prioritized funding for green infrastructure so that in the future we don't have to build another pipe. Aye.

Saltzman: I want to thank ms. Hammond and mr. Barber for being here today. Also, the employees of environmental services and the contractors who helped bring the big pipe project in on time and under budget. And particularly recognized paul gibbon who is in the room who eat, lived and breathed the big pipe for many, many years and mike houck, who is also here, who has always championed the remarks that commissioner Fish just made about the importance of green infrastructure. And mike has been doing that for a long, long time. It has become the religion here in Portland. So, I thank everybody and great job. Aye.

Novick: I also would like to thank commissioner Saltzman and dean and the staff for the years of heroic measures on this project. Thank you very much. It is very nice to see ms. Hammond and mr. Barbur here reflecting the fact that this has been a multi-governmental partnership. Really appreciate you taking your time to come here. It is nice to have a comic book superhero, mike houck, urban naturalist in the room. None of the bands in Portland's rock scene, has taken the name combined sewer overflow which I think justifiable name to be used. Having said that, I am pleased to vote aye.

Hales: It might happen now.

Hales: Dan, dean, great work. Again, look at this accomplishment in terms of both complying in a responsible way, cooperative environment with an environmental mandate at amazing project management that succeeded in bringing in a very complex project safely and economically. So, I think it is worth celebrating. Had this ironic sense as you came up here today, it seemed like there were some meetings in this chambers maybe 15 years ago with some of the same players with different hair color.

Marriot: Most of us, I think.

Hales: It is great to be here for this moment, as you send this to the archives and check the box of job well done. Thank you. Aye.

Marriot: Thank you.

Hales: Thanks very much.

Marriot: Thank you very much.

Hales: Okay. We are to the regular agenda. We have a few items there.

Item 90.

Hales: Do we have a presentation on this item? Apparently not. Council questions? Anyone here to testify? And then that moves to second.

Saltzman: That's an emergency

Hales: It is an emergency. Sorry, roll call, please.

Fritz: I'm pleased to take this final necessary step to make sure that the chiers van is running for the remainder of the year. It was one-time funded so its going to be a challenge to look at how its going to be staffed and funded next year. But it provides an essential service that means our police officers are not transporting people who are in incapacitated, due to drugs and alcohol to the treatment centers. I appreciate the partnership with central city concern. Aye.

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Fish: This is another example of where the city and county work together to fund a shared priority. And while this honors a commitment we made in the last budget to fund this, I think this is also mayor Hales' right for the conversation that we're having, the big conversation about who does what and how we fund shared priorities going forward. Aye.

Saltzman: Aye.

Novick: Aye.

Hales: Aye. Approved. Number 91, please.

Item 91.

Hales: Good morning, Austin.

Austin Raglione: Good morning, council, mayor and council. My name is Austin Raglione, I am the service coordination team program manager for the police bureau. Actually, Tess can explain the reason why we're doing this contract the way we did it. So I'm not going to speak on behalf of the last administration, I will let her do that. I am here to answer any program questions that you might have.

Tess (?) We're here to answer any questions. I think at this point everybody understands the background of how this was not fully funded. And then we allocated money in the fall bump and now we're aligning the contracts with that council decision made last fall.

Fish: Perhaps the one thing that is not as well known, Austin, when we built Bud Clark Commons, we moved TPI, Transition Projects Inc. to Bud Clark, and freed up a building next to the bus station. That building is currently where we're providing winter shelter services for women. And that also is the new home for set and --

Raglione: Residential program, yes, 12 beds of residential. Yes, absolutely.

Fish: Across the street from the new Blanche house.

Raglione: Yes. Its great.

Hales: Any other questions?

Novick: Not a question, but an observation. Austin, think you and I have talked about the fact that a lot of the people you serve are people who don't have any form of health insurance. And we can hope that most of them will be eligible for Medicaid in 2014. And Commissioner Fritz and I were talking earlier about the need for the city has a whole to sit down with the CCO and talk about people we interact with who will become their clients next year and what can they do for them? So, I can expect -- I think we should have conversations about that over the next several months about --

Raglione: Absolutely.

Novick: Your folks.

Raglione: Your staff person contacted me about that and I contacted our service providers, and Coa who does provide the treatment services, looking at that in terms of getting reimbursed for Medicaid eligible clients in 2014, which should alleviate the general fund pressure on that part of our contract. It won't provide the housing resources that we provide through the central city contract but could help pick up our treatment services. Absolutely, thank you.

Hales: Questions, comments. If not, roll call. Anybody here to testify? Roll call.

Fritz: Thank you Austin Raglione for your leadership of this program over many years. I think it is fair to say it wouldn't be what it is without your guidance, leadership and your passion for the work. Looking forward to working with Commissioner Novick and talking more with you about how do we continue to truly provide a service coordination team. This is a program that has started by Commissioner Leonard with a certain set of expectations and has grown and blossomed into something that truly saves taxpayers money as well as literally saving lives. Aye.

Fish: Thanks for your good work. Aye.

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Saltzman: Thank you for your good work. Aye.

Novick: Aye.

Hales: We have a good model and thank for your work in creating. I look forward in learning more about and catching up to the good work that has been done on this front. Its complex stuff, lots of partners and difficult social problems but a success in terms of how we're doing the work so thanks. Aye.

Raglione: Thank you. I would like to thank the city council for being willing to fund a cutting-edge program like this for our highest risk drug offenders. Thank you.

Hales: Okay. Item 92, please.

Item 92.

Hales: Good morning.

George Burke, Captain, Portland Police Bureau: Good morning, i'm george burke the captain of the Portland police bureau, assigned to records division. Part of my duties now are to be the representative in the region, regional justice information network which is replacing our current - ppds - the Portland police data system. Currently under ordinance, number I have is 180554, the chief has the authority to enter into intergovernmental agreements with the partner agencies that participate in ppds. As we transition into region, that number of agencies is going to grow significantly. I think we're currently around 22 agencies that participate. With region we will expand to what I believe 39 partner agencies, encompassing five different counties in two states. Very large project. Intergovernmental agreements, one master agreement that will oversee all of the agencies, and then individual partner agency agreements to the tune of 39 individual agreements. In order to be efficient, and to save a lot of time for council, this would extend the chief's ability to amend and work into region amend those igas without having to come before council for approval.

Fritz: Thank you to your and the staff for answering my staff questions. A couple that i'm not quite clear on. It sounds like the ordinance would extend to amendments related to software upgrades, is that correct?

Burke: As I understand it, the upgrades we have into the new system of region, the -- the current system with ppds, as far as I know, there are no software upgrades that are intended under that. We are simply transitioning from where we currently are to the new system.

Fritz: Would it still be the oversight from the technology oversight committee if there are any choices to be made in this type of system?

Burke: I believe that that is correct. I know as we start looking at information -- i.t. Issues, still going before the committee, jeff baer is here with me from psrp and might be able to address that a little more accurately.

Fritz: Okay. He is going to come up in a second. In the meantime, my understanding is that the user fees pay for the intergovernmental -- pay for the use.

Burke: That's correct.

Fritz: Over the entire cost. How much is that?

Burke: Well what we're looking at with the new system, we don't know yet. We are in the middle of contract negotiations with the vendor. A formula has been put into place for the sustainment plan and partner agencies paid based on the number of officers within that agency and that is broken out between all 38 or 39.

Fritz: So the cost is just the fees are designed to recover the costs, no more, no less?

Burke: That's correct.

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Fritz: And i'm glad that you independently chose to go with versiterm which is the 911 computer that we chose and I think it will enable the two systems to talk together better. What is the answer regarding the software and the involvement of the technology oversight committee?

Jeff Baer, Office Manger, Public Safety System Revitalization Program: Thank you, commissioner Fritz. I'm jeff baer the office manager for the public safety systems revitalization program. Technology oversight committee does not have oversight over this particular project because it is under the pssrp umbrella, we have an executive steering committee comprised of the Portland bureau of emergency management director, chief of police, fire chief, and two citizen committee members as well. We have a separate committee overseeing this particular project.

Fritz: You don't have a citizen advisor committee as such for your project.

Baer: We do. There's two citizen members on the executive steering committee.

Fritz: Okay. What is the input as far as the actual sharing, and maybe this is a question back to Portland police, as far as sharing information? Because sometimes Portland police have a different policy regarding, for instance, immigration status. How do you decide what information gets shared with the other 39 jurisdictions?

Burke: The -- the way that I understand it is that the value in this system is sharing of information. And so it is -- the best I can understand is open system that will allow for all of the participant agencies to share the information that they -- that they put into the system. There are different -- and the vendor would probably explain this better than I do, but there are different ways that you can privatize certain information that only certain people who have certain authority can view that information. There are two different ways of doing it. One is -- it really refers to our confidential information. So, you can make it private or you can make it private and invisible. Private means somebody knows something exists. If it is private and invisible, nobody knows it exists.

Fritz: My final question regarding the new system. Can officers enter text into a report that then is searchable and you could find particular words in that report?

Burke: The beauty in the system, completely integrated. They refer to mre, which is the mobile reporting -- report entry. Too many acronyms here. Mre -- it will replace the current electronic field writing system, efr, and that will give officers the ability to do the work in their cars and do it out in the field and also allow for information to be removed from -- not removed, but transferred from the cad system and auto populate into the report-writing system, which should be an efficiency and time saving for officers.

Fritz: Because we both have the verseiterm systems --

Burke: It does. It will interfaces will be created to allow that to work with the other participating agencies as well.

Fritz: Thank you. Flag for the council and the police bureau that I think there is probably some -- department of justice report and the advisory committees for that process, one of the things we want to do with the information sharing system is help identify folks who have had mental health challenges and who therefore might need a different approach. That comes more important with the confidentiality freezing to make sure that the right people are getting that information. I think that is a discussion that we will want to have more intense citizen input in. But i'm comfortable thanks to your staff getting back to mine that this particular ordinance makes sense.

Burke: Thank you.

Hales: Other questions? Concerns? Anyone else here to testify on this item?

Hales: Thank you very much.

Veronica Bernier: Always nice to see you officers. Always good to see you. Men in blue certainly do save the day. Middle one. Okay, good. That is where i'm used to speaking. Good

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morning, mayor charles hales. This is my first response to you from myself, but not for you and yourself. I'm very pleased to see you up there. I do remember seeing you on the board when former mayor vera katz was here. Go back a long way. She always supported men in blue and she is a very nice jewish lady, I think. And anyway, irregardless of that, I like jewish people. We -- [inaudible] -- I have to get it out of my eyes. That was the comic relief. Take time out for comic relief. I'm familiar with the 9/11 system. I have been a nurse for over 30 years. I have a degree from Portland state university in public health and community health education. My specific area of interest in my later years of nursing from 1982 to 1984 was at a place trinity, or phoenix center. We got a lot of 9/11 calls routed through our center and they came in court ordered. What I was going to tell you is this. I'm familiar with dispatch but I have never worked at dispatch. As a nurse, we have received dispatch. Data systems are really important. What I am concerned with here is the human overlay. The friends of bill and bob as this relates to the system of the 9/11 data system and the computers within it, deserve about one, two minutes here.

I will go one half of a minute over. The point of the matter is, if someone has gotten into a program of recovery in the past and they have a relapse or a slip, can we amend this agreement to include that in the point of contact with them as this relates to computer systems? You have to drop back and say, if they were a friend of bob, is it possible that that person could have, widen the gap a little bit and narrow the focus and bring them back in line with the police services and the route of dispatch as it relates to everything else. Those kind of people are the people who fall through the cracks. I'm one of them. 25 years of sobriety and never had a slip. I do support computer and police. Those men in blue always do it every time.

Hales: Thank you. Thank you very much. Anyone else? If not, this moves to second. And we are on to item 93. We have a report.

Item 93.

Andrew Scott, Director, City Budget Office: Good morning. Andrew scott. Does everybody have a copy of the report? Excellent. So, what you have before you this morning is the city budget office implementation plan. As some of you, but maybe not all of you will recall, last year, council -- asked me to return in 45 days with an implementation plan, organizational chart --

Fish: Why don't you hand out the report that you have. We have place holders in our agenda books.

Scott: So, the report in front of you contains all of the components and I believe it creates a city budget office that will meet council expectations going forward in this budget process and in the future. I will go briefly through that today. Feel free to interrupt with questions and I will take questions at the end if anything comes up. We will get to the organizational chart in a minute. We start off with the staffing analysis. The bulk of the work that will be done by the city budget office remains the same as the work previously done -- budget -- entire year, budget process and also the economic forecasting function as well as maintenance of performance measurement system and special projects as they arise. In addition, council added two new functions to the work plan. One is to do a business impact analysis of city ordinances that have an impact on businesses within the city. Second, maintenance of an independent utility review function within the office. Council also directed as part of that ordinance the city budget office to quote serve all of council by providing information and advice on budget and program issues. One of the things that I have tried to do in the staffing model we have put forward is to meet both the current work load, which is, again, bulk of it remains the same. I believe the staffing model put forward in the report will allow us to continue to do that. And at this point, you can see an organizational chart at the end of the report, and we both included the old financial planning division as well as the new city budget office organizational chart. I will not go through the details unless people have

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questions about the specific changes within that. I laid out in the report what the changes are and I will get into a little bit more of that when we get into the budget section, but, again, I think this new structure will allow us to meet all of those goals. The work plan then continues after the staffing analysis we walk through the major program functions that I talked about. Budget and program analysis, most of you familiar with the work that the central budget office does.

Economic forecasting, again, not many changes in terms of -- in fact, no changes in terms of the way we currently do the economic forecasting, although a couple of new areas, economist will be more involved in. In terms of the new areas that council added, business impact was one. And this was one we are still exploring exactly how and what this means, but what we are proposing in the work plan is that as we do -- was we do a review of the fiscal analysis of council ordinances and we pass that out, to the extent they have a business impact, we will include a little note and a little explanation of a business impact. Again, you know, this evaluation is likely to include descriptions of the types and sizes of the businesses that are impacted, measure of the increased expenses for the businesses that might result from the ordinance, and a description of the local economic impacts, including comparisons with other jurisdictions.

Fish: Do you want us to hold our questions until you are done or jump in --

Scott: Now would be fine.

Fish: I have a particular interest in helping us get this right on the business impact analysis. Here is my fear. I have expressed concerns about something the auditor does every year, where we get what is called a sustainability report that looks at our debt but doesn't have a corresponding analysis of what the debt secures, what is the public benefit of the debt -- and it reminds me of, do a report of the street I live in northeast Portland, you could do an analysis that concludes there is a lot of debt on the homes on that street. If that was the end much your analysis, that might be alarming. If you actually then acknowledge that everybody on the street had achieved the american dream of owning a home and building equity, you would have a different analysis. And I fear that what we could -- what we might end up doing here is feeding one side of the ledger without looking at both sides. So, for example, every regulation we pass that is like particularly in the planning area, for example, has a cost. There is some cost to compliance. I'm told for example, that one of the reasons that nike, from what I read in the paper, is looking at Portland as a potential future home, they think we have it right in terms of the investments and quality of life we have achieved and their employees want to be here. I want to make sure that when we look at impact, we are assessing both sides of the ledger. Because often while -- by the way, this is a foreshadowing of the debate we will have around paid sick leave or earned sick leave. I have been getting letters from people saying how could you think of putting another mandate on businesses? I have been getting letters from businesses saying that we think this will have us have a more motivated, more productive work force and possibly effect our bottom line. So, these are complicated discussions, and there is lots of moving pieces. But I would feel like this was not a particularly useful exercise if all we had was a one-sided assessment of what the potential impact is without looking at the benefit. Think we have to carefully calibrate what is the frame we use to assess as you call it business impact.

Scott: I think those are really valuable points. I think what I would -- I think the ideal way, cost benefit analysis. It actually includes the benefits as well. When I worked at the federal office of management and budget, one thing that congress requires office of -- cost benefit analysis of every regulation that the federal government puts out and as you know, they put out a lot. An analyst goes through and does a cost benefit analysis of those. Significant more resources to do that type of analysis. Ultimate goal for this would be something similar to that. And, again, you know, looking at sort of both sides of the ledger. Obviously everything has a cost and

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everything has a benefit. And you can get into some very gray areas very quickly. But I think that is possible if the resources are there to do it. One of the interesting things about this ordinance is that one of the very first things we will need to look at is the paid sick leave. As you might have noted on this week's fiscal impact analysis, we have -- what we have said in that one -- this is a brand new function that we have not performed before and this is a very complicated ordinance on which to dive in. What we have said we are going to work with the task force over the next month and to help staff the task force and work with them on developing what that impact analysis might look like. It has to take both sides of the equation into the account.

Fish: First reading of the plan, heavy on the cost side and skinny on the benefit side. And I realize this is a difficult analysis, but I think as long as we're clear that we're trying to quantify both sides of the ledger, I personally believe we are moving in the right direction.

Fritz: Earned sick time, I expressed a sentiment that it might be better to wait until february, because I think it is a very complicated issue, but they are willing to work with us over time. I think it will be a big test case for looking at both the benefits and surface costs. I appreciate your willingness to dive right in.

Fish: Thank you.

Scott: The next section of the report, we talk about the utility rate review. This is something that was included in the ordinance that the city budget office will staff an independent utility review function. As you all know, or who have been on council for awhile, council talked about this a couple of different times in different forums. And often those proposals to staff that are create an independent utility council or commission or function have involved additional resources from the utility bureaus. This ordinance does not do that. What I have put forward, what I would characterize as a modest increase in our ability to review water and sewer functions. What -- what I lay out is that we will again continue our normal water and sewer review in terms of having analysts assigned to those functions. In addition, we are going to create a utility review team within the office, city economist is going to play a role in. Our city economist has a number of connections within the economics community, particularly -- it is a small team but having the three people talk regularly and reach out to our experts in the field will help us in terms of enhancing our own ability to do analysis on water and sewer rates. Finally, a small amount, about \$20,000 for external assistance if a small project comes up. It is not a huge amount but to the extend a specific question came up that was beyond the complexity of the folks in the city budget office or that we needed more bandwidth on, we might be able to contract out on a specific issue. Given where we are -- I would -- I think once we get through this budget process, it would be a good conversation for council to have what we are doing into the budget office or look at something more robust, applying additional resources to that. I think this will get us through the current year and hopefully we can provide complete information on as much as you need in terms of city utilities. Um -- and then in addition, we also -- I also mention in here the special projects that -- and, again, just give you some examples of the types of special projects, as we talk about serving all of council and all of council information needs we are already beginning to get more questions from commissioners offices, which is fantastic. And we will do our best to respond to those very quickly. And, you know, and, you know, I think as the special projects ramp up, one of the reasons why, when I talk about the budget a little bit, one of the reasons why i'm looking to add a little bit more focus on the budget side, free up to for senior analysts to respond to the questions. That was one of the key missions laid out in the ordinance. Transitioning into the budget, we have included a table there. City budget office, our budget at current service level would be just under \$2.1 million. Of course, we're going to come in with a

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requested budget at 90%, as all city bureaus will, that will be \$1.97 million, just under \$2 million.

Those reflect the elimination of a senior economist position and that is noting in the staffing analysis. This is a filled position. As all of you know as you -- as all of you know, these are very difficult decisions, particularly in offices of this size. It is an office of 12 predominantly personnel. At this level, and this is true throughout the city, true whether small or large bureaus, everyone is going through these difficult decisions. We will have more time to talk about this during the budget process. But that will be what we are coming forward with in the requested budget. Ongoing cost of the city budget office, budget neutral. Receiving the same level of ongoing funding as financial planning division receives, obviously with inflation built in to the current service level, plus an additional amount received from the office of finance and management -- a conversation we had over the last few weeks in terms of what the appropriate amount is. But it is -- this budget does achieve budget neutrality, again, as directed. Finally, just sort of in summary, you know, I think the implementation plan, talk a little about the time line. As I mentioned at the beginning of the presentation, I think it allows the city budget office to perform the functions that we currently perform as well as new functions council has assigned to the office. After the budget process, my plan is to engage in a longer strategic planning process, which would include the development goals, activities, performance matrix to gauge the success of the office. We are in January, almost February, so what we put together gets us through the 13-14 process meets the needs but sets up us for a larger conversation after that process is complete. We will come back to council to talk about the overall strategic plan and rate review process and whether council would like to see something different there. I would thank council for giving me the opportunity to -- through -- I'm hopeful that the changes will result in a better and a more transparent process as we go through this budget process and in the future.

Hales: Questions?

Fish: Some of my questions relate to the next item, budget calendar. Perhaps we can take them up together.

(Item 94 was read)

Hales: Go ahead and address the budget calendar while we're here.

Scott: I'm happy to do that.

Hales: Unless there is other testimony on this first one.

*******:** I had a lot of people sign up for 93. I don't know if they're still here.

Fish: A bunch of people signed up for 93, 94.

Scott: Joining me is Jeremy, our budget coordinator. Council adopts the budget calendar every year. This was recommended about 10 years ago in order to bring more order to the process, and I think it succeeded in doing that. It is later this year, given the transition of some of the new things we have added into it. Overall, there are not a large number of changes from the previous timelines, but I will walk you quickly through a couple of key things. You will note that between February 11th, and February 22nd, a series of work sessions with councils. This is where bureaus come and present their requested budgets to council. This is obviously prior to the city budget office completing its review. The intent here, given the restructured, modified zero base, bureaus coming in with 90% and 10% add-backs. This is an opportunity for council to talk to you about how they arrived at the budget cuts, impact of the cuts, allow council to ask questions of the bureaus about what they put forward or potentially questions about what they might not have put forward and why. And in addition, a few more lines down, between March 18th, April 5th, the second set of council work sessions. More traditional set that you are used to. Financial planning will have provided our analysis by that point of the bureau requested budgets and that will be opportunity for us to talk through the analysis and for bureaus to respond and for council

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to ask questions. And then moving through the rest of the calendar is pretty much the same as previously. April 25th, a tax -- conservation commission hearing on the Portland children's levy -- tsc has to review that as for all levies and we do that every time we go to the ballot. Normal hearing will occur on the budget in June. And then in addition, I would add, and I have begun these conversations but I have not gotten around to all council offices yet. We are exploring whether between the sets of work sessions there are additional opportunities for council input into the budget process and the mayor has some ideas that he has asked me to share with your offices so I will be coming around to talk about those, but, again, during that four, six weeks between the budget hearings, ways to sort of again continue to get council input on specific topics related to the budget process. That is not on the calendar but you will hear from me about it.

Fritz: Are we required to vote on the calendar today?

Scott: No.

Fritz: I would like to hear more about what that other -- that was one of my questions.

Scott: Keep in mind, the calendar is a guide. It does not need to include nor does it include every item as we go throughout the year. We wanted to get the overall calendar adopted -- it can wait --

Hales: Whatever you are more comfortable is. It is to guide the public on what the architecture of the process is.

Fritz: If we could vote on it next week. That was one of my questions, how does the council and the public have input in between the end of the work sessions and the proposed budget?

Fish: I do have a bunch of questions, if I could. First of all, where will this be posted online?

Scott: Community budget web site.

Fish: I guess, and Hannah Kuhn probably knows more about this and I do, less clear about special appropriations and how those are supposed to be put in on Monday. Commissioner Saltzman and I have historically tag teamed on an ask for team program. We understand that special appropriations are going to be challenged. But could you just remind us again what the protocol is on special appropriations?

Scott: Sure. In the guidance that council sent out last -- towards the end of last year, existing one-time funded programs can be requested again by bureaus for continuation. And that would be requested as part of the requested budgets coming in on Monday. Extent that one-time funding exists in a program in a bureau, it can be requested and it is not part of their 10%. It can be requested separately as part of that. To the extent there is a special appropriate request that doesn't belong in a bureau budget or that is not currently one-time funded, council did send out guidance that said no new ad packages for general fund funding should be submitted. That is direction after the bureaus to the extent the mayor and council want to do something different than that, that is obviously a decision that you all need to make. We can assist by entering the packages into the system. If it is outside of a bureau that a commissioner's office wants to commit, contact me or Jeremy and it gets on the table for a conversation.

Fish: In special appropriations, that is what we try to do is get them on the table. Does that mean you frown on our office submitting special appropriations even if they --

Scott: They can be submitted either way. Are you referring to sort of existing one-time funded requests? I think to the extent it comes from a commissioner's office, it would be a decision package on special appropriations just like if it came from a bureau.

Fish: Okay. You have scheduled from February 11th to the 22nd, requested budgets to city council. Do we have an up-to-date calendar for the sequence for that?

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Scott: We are finalizing that calendar hopefully today. We have sent it out to bureaus and have asked for feedback in terms of whether there are any conflicts.

Fish: Category, march 18th, I am reminded that there is something called spring break that falls in that session. We are skinny during that week of --

Scott: We have not scheduled any hearings during that week. That is the reason why there is a three-week period of time, first week of march, and then the week after spring break.

Fish: I appreciate that for two reasons. Some of us have kids affected by spring break and most people in the public are affected by that break. On april 30th, the revised general fund financial forecast is released. So, the -- that is the revision to what is currently before us in terms of general fund forecast?

Scott: That's right. In the spring, we do an update. It is that april forecast that is what council needs to balance in the budget. What we provide you in december is the estimate of where we think we are going to be. Josh harwood, our city economist, working hard between now and then to update as many new figures as we get. We will get inflation numbers in about three weeks. Obviously property tax numbers, and business license, one of the biggest numbers that we get all years because it is such a volatile resource.

Fish: I'm not clear about one thing here. Mayor releases proposed budget decision on may 1st. If that happens I think you will get an award for timeliness. My recollection, that date historically has moved a bit. Proposed budget documents available on may 14th. What is the difference?

Scott: It takes us some time to take the decisions and actually in the system ensure that everything is input and balanced correctly and then go to print. Obviously as you have seen the budget documents are large. We try to keep them as small as we can. They are very large documents. That production time. All decisions made by may 1st, and, again, we sort of put that in here as a guideline in terms of through the rest of the process and it takes us two weeks to produce the actual document.

Fritz: Let me clarify what you just said. Decisions are made -- proposals -- mayor's choices are made --

Hales: What's in the proposed budget.

Fritz: Right.

Scott: In that two-week time, we can tell you all of the decisions that the mayor has made in terms of the proposed budget. We can't give you a booklet for two weeks' time. Production timing issue.

Fish: That makes sense. Finally, I want to preview for my colleagues a concern that I have. There is an open question with a new mayor and a fresh look at the Portland development commission, about what is the mission going to be and what will be its priorities? And I know mayor hales is going to take the time to do his own review and make recommendations on that. But it seems to me that it creates an interesting challenge for us. Because this is a budget year where through this modified zero-based budgeting, we are going to put cuts out there that are pretty significant. A question that either we or the public are going to have is to what extent is pdc making investments in infrastructure costs and things that offset some of the cuts on complement. And we have had an ongoing discussion about whether pdc is an economic development agency or whether it is in the business of doing parks and recreation infrastructure.

I want to flag that because this is probably going to feel like we are designing the plane at 30,000 feet, traveling 400 miles an hour. My guess is that this open question about where pdc puts the resources and some priorities is going to dove tail with some of the budget questions that we have. And i'm pleased that we will beginning that conversation with pdc early in february. I

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would hope that it is one of the earliest presentations that we have because I -- that is a big question that we are going to have to grapple with the council and the new mayor.

Hales: I hear you, I guess my sense is that we are not going to resolve the long-term strategic questions about scope and scale for both the economic development side and the traditional redevelopment side of pdc during the course of this budget. But pdc is under instructions to come in with a 90% budget of the general fund side of the bureau and I take your point that what is proposed to be done on the tax increment side of the budget could either synergize or perhaps alleviate decisions we might be forced to make in the rest of the budget.

Fish: And we will also hear from a lot of people concerned if small grant programs eliminated or reduced, infrastructure programs deferred, delayed, or cut. It becomes part of the conversation with the public. And it doesn't make our job any easier.

Hales: We will try to get that one up early for that reason. Good suggestion, thank you. Other questions, comments?

Fritz: I do have a concern that we have the work sessions from the 18th, march 18th to april 5th, where we hear the individual bureaus reports. I don't see anything between april 5th and may 1st in terms of the council getting together as a board of directors in which you referred to, mayor, to have a balancing discussion about everything that we have heard, which directions do we suggest that the mayor go in preparing his proposed budget. I also don't see any public hearing until one day after the -- documents are available for the utility rate review and two days after for the budget. So --

Scott: That is an excellent point on that. We are working with the mayor's office on what the public input process will be as we go through this spring. We took off the budget forums that we have done in the past, not because we won't necessarily do them, we are talking about the best way to do that outreach. We have not finalized that plan. There certainly is discussion about having a robust public input plan prior to the legally-required hearing. And, again, I want to stress on the calendar, it is not intended to be all inclusive of every budget item. An overall strategic guide --

Hales: Particularly work sessions. I believe we have a number of work session slots saved in our mutual calendars that don't necessarily show up on this summary list as this point.

Fritz: I want to make sure that we don't do what we have previously done and that is get a lot of different presentations but no the have any kind of -- with the budget, citizen budget committee, what have we heard and what are we going to do about it. I will feel more comfortable voting for this calendar next week if by next week we can define what the public input process is. Telling folks they can't show up until almost the end is going to condemn us all to receiving zillions of emails and I don't think there is nothing that can substitute for having evening meetings in the community, or weekend meetings where people can show up and speak their heart.

Hales: So, if we are going to take an extra week, and i'm happy about that, we will have the chance for andrew to complete the conversations with each of you and further flush out and explicate some of the details in the calendar for our sake as well as everybody else particularly on the point that you just made, commissioner Fritz. It is very much my intention to have the council deliberate together after hearing the budget presentations, rather than having andrew and his staff or any other combination of people simply disappear -- in the room with me for a month. That is the intent but we will make that intent more clear in the document.

Fritz: I appreciate that, mayor. A lot of dialogue back and forth, compliance with public meeting laws, and I know you intend to have like a work session, and I would find that very helpful.

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Hales: Good. Yeah. Other guidance? Other suggestions for andrew and the team? If not, thank you both very much. Any other public testimony? You said there were a bunch of people signed up. I suspect they are no longer here.

Fritz: We won't be voting on the budget calendar and they were signed up for that. I believe there was concern about this year's budget implementation. They were probably here to talk about that and we can have more conversations about that.

Hales: We will take action on item 93 to adopt the report.

Fritz: So moved.

Saltzman: Second.

Hales: Roll call.

Fritz: Thank you to director andrew scott. When we set the report back up 45 days I thought that was extremely ambitious and you have done better than I was expecting. I appreciate the diligent work that you and your team -- having thought the concept of the city budget through for a long time -- and also thanks to jack graham for his assistance in making the transition smooth. I do encourage the bureau of human resources to finalize the positions and classifications for all of the positions in the new budget office. I think that that is going to help them moving forward and help all of us and I do appreciate the arrangement between the office of management finance and the city budget office keeping this budget neutral as was directed. Thank you for your good work. Aye.

Fish: Thank you, andrew, for the plan which I think is very thoughtful and your willingness to continue to refine the economic impact piece which I think is important. And the calendar is once again a very ambitious calendar. We will have a lot of meetings. This is going to be a very tough budget year but I think we're all up to the task. Aye.

Saltzman: Thank you. Aye.

Novick: Thank you, and I would like to thank commissioner Fritz in establishing -- aye.

Hales: Good work in a hurry. Thank you, aye. And then we will -- we will set over item 94 until next week's calendar. Okay. We have a few more items left. Item number 95, emergency ordinance.

Item 95.

Hales: Commissioner Saltzman, anything?

Saltzman: This is great partnership between trimet, union pacific, and the city to replace culverts that connect crystal springs to the river in a fish-friendly manner, and this easement comes at no cost to us from trimet to allow us to access and revegetate the site.

Hales: Any other questions, comments, testimony? Roll call, please.

Fritz: Aye. **Fish:** Aye. **Saltzman:** Aye. **Novick:** Aye.

Hales: Aye. Item 96.

Item 96.

Hales: Commissioner Novick.

Novick: I think we had a comprehensive discussion last week. As the city attorney explained, if we win the appeal on the court of appeals we will have a right to pursue getting the money back but we're not -- mr. Van dyke explained that we are not going to be able to get a stay of the order to pay the money, because that is not something that courts normally do. So, it is a matter of simply complying with the order.

Hales: Comments? Questions? Concerns?

Fish: Very good and comprehensive discussion as well last week.

Hales: Anyone wishing to testify on this item? Let's move to roll call.

Fritz: Aye. **Fish:** Aye.

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Saltzman: It is unfortunate that Tom Hurley is being used as a test case to -- voter approved reforms. This legal wrangling on behalf of Mr. Hurley doesn't serve our hard-working firefighters or our city taxpayers well. Instead it allows someone to game the system who hasn't fought a fire in nearly 20 years and to walk away with a \$5,500 a month pension and if we prevail in the court of appeals, I'm quite convinced we will never see any of that money owed us back. So, I cannot in good conscience support another undeserved pay out to Tom Hurley and I vote no. **Novick:** Aye.

Hales: Aye. Item number 97.

Item 97.

Hales: Discussion last week, any further discussion? Anyone here to testify? Role call, please.

Fritz: I appreciate the diligent work that the council clerk and the office of auditor do in regards to compiling the council agenda. I remember in the olden days when I was following it from home and it didn't have all of the items, reports linked, and that particular time to do -- that takes time to do. -- there wasn't any public engagement into looking at what other ways can we let citizens know what's happening with the city council and what their agendas are. I hope that that can happen, even though this code section is being amended to say that it will be only online, available, agenda until Wednesday morning, which as we know excludes a significant portion of our population. Aye -- I mean, no.

Fish: Well, having served now for a little over four years, we have -- I say we have a deep appreciation of the hard work and professionalism of our clerks and the staff that so ably serve us. And we can always find ways to improve our work and the transparency of our work and our public outreach, but I don't want this moment to go by without expressing my thanks to Karla and her team for their terrific service to this council. Aye.

Saltzman: Aye.

Novick: I would also like to thank you and your team. We should work to find other ways to let the public know what our agenda is and this is simply a matter of addressing a situation where if we don't make this amendment we will be out of compliance with our own rules. With that understanding, I vote aye.

Hales: I consider this an interim solution until we find out the changing landscape of how people are getting information -- but for now this is a good solution for the moment. Aye. [gavel pounded] We are recessed until tomorrow afternoon at 2:00 p.m.

At 12:15 p.m., Council recessed.

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Closed Caption File of Portland City Council Meeting

This file was produced through the closed captioning process for the televised City Council broadcast and should not be considered a verbatim transcript.

Key: ***** means unidentified speaker.

JANUARY 31, 2013 2:00 PM

Hales: Good afternoon, everyone, welcome to the January 31st session of the Portland City Council. Commissioner Saltzman is ill, but wishes to participate by telephone. So I want to read this statement that authorizes him to do that remotely, since that's an exception in our process. Commissioner Saltzman indicated he wishes to participate in today's meeting by telephone, failure to allow participation of an absent city council member by electronic communication would jeopardize the public interest, health, safety or welfare, do any of the council members physically present object to having Commissioner Saltzman participate by telephone? Assuming no one objects, we'll proceed and ask the council clerk to call in the absent commissioner to the hearing as well as calling the roll. [roll call]

Hales: Welcome. Commissioner Fritz.

Fritz: Thank you, Mayor Hales. Read the title, thank you.

Item 98.

Fritz: Thank you. It has been a privilege to work on this proposal for bringing earned sick leave to our community. As many of you know I'm a retired registered nurse and also spent 17 years volunteering in Portland public schools. So I'm very well aware of the challenges of working with people who are sick, or are caring for sick children, and now having been in office for four years, the challenges of being an employer where sick people in the workplace can impact our customers, and also impact others in the workplace. 145 of the 196 countries in the world provide paid earned sick time. So for those who have been asking why now, my question is, why has it taken us so long? Employees are the heart of a business, and it's important for both employers and employees that the workplace be a place where everybody is treated fairly, and where there is mutual respect, both of employers, for their employees and of employees doing a good job recognizing their work contributes to the success of the business. Earned sick leave recognizes that a healthier workplace is a more productive one. Approximately 40% of employees in Portland currently lack even one day of paid sick time. That means 60% already have paid sick time. So it's not a radical concept. It's something that we need to be talking about and providing for all. Workers who don't have protected sick leave are predominantly low-wage earners and people of color. It's essential we bring this right to a city that has made equity a cornerstone of its future planning. I'm happy to see we have so many people here today on all sides of this issue. Here's what we're going to be doing. My staff will give us an overview of the code and ordinance. Then we'll have a few invited guest speakers, and then go to public comment. The way we'll do that is to take four who have signed up in support or with question, and four who have signed up in opposition or with questions on that sheet. We'll try to get through that as expeditiously as possible. First I'll introduce Tom Bizeau my chief of staff who has done a lot of work on this proposal who will walk us through it.

Tom Bizeau: Council members. My name is Tom Bizeau with Commissioner Fritz's staff. I'm here to just give you an overview. It's going to be a lot of these -- a lot of the facts and information you've seen here will be something --

Hales: Try pulling it closer and she'll change the level.

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Bizeau: I'm getting afraid of this microphone. Can you hear me now? All right. So i'm just going to go through this power point. I'll go through it pretty quickly. A lot of the information you've already seen and you already know about. So it will -- if any of the council members have questions of me during the course of this, please just stop me -- [audio difficulties]

Bizeau: Can you hear me? Ok. Can everybody hear me? All right. I know commissioner Fish is enjoying this. Ok. I'll just start in here. The purpose of protected sick leave, to establish a minimum public health standards in the workplace, basically working while sick is a public health issue. Maintain workplace productivity, working while sick affects individual and collective productivity in the workplace. And to help prevent spread of disease throughout our schools, sick children compromise the health of other families, and ultimately the workplace. So i'm going to give you some general facts about businesses and sick leave, and this is something that the commissioner already covered approximately 60% of the employees in the Portland area receive some sick leave, which is actually a really -- a laudable aspect of our community and our area. 40% of the employees that receive no sick leave are disproportionately people of color, and earning minimum wage. Nationally only one in five of the lowest income workers have paid sick leave. Restaurant employee and child care workers are the least likely to have any kind of paid sick leave. You can kind of get a picture of this with this table on occupations. This is by no means a complete table, and there's all kinds of occupations out there, and they all vary in terms of the percentage that get sick leave and don't have sick leave. These are some of the ones that were mentioned. And note that this table actually comes from information in the Clackamas, Multnomah, Washington county area. So this is taken from a larger profile. Parents without sick leave are twice as likely to send a child to school. It is estimated that approximately 160 billion dollars is annually lost in terms of sick costs. Approximately this is what the commissioner mentioned, 145 out of 196 countries have some form of mandated sick leave. United states is not one of them. The other major cities that have done this, san francisco in 2007, Washington, dc in 2008, and seattle in 2012. Now, the state of Oregon and the federal government have a form of protected sick time. It's in what's called Oregon family protected leave, and federal family protected leave. And the ofla and fmla. And those provide protected sick time, it's unpaid protected sick time and it's in larger companies. In the state of Oregon it's 25 and above, and in federal law, it's 50 and above. 50 employees above and 25 employees and above. So we'll go into some of the elements of the ordinance that we have proposed before you. All employee who's would work within the city of Portland would earn one hour of protected sick leave for every 30 hours worked. In businesses with six or more employees, the earned sick time is paid at the employee's base hourly rate. In businesses with five or fewer employees, this earned sick time is unpaid. So that means it's earned, but it's unpaid. When an employee has worked 240 hours and accrued eight hours of protected sick time, they're eligible to begin using it. If you take that 240 hours and divide it by 30, which is one hour for -- of sick time earned for every 30 hours worked, that's how you come up with eight hours. This particular point probably needs some work in terms of the ordinance, but that's what that basically is derived from. An employee can use a maximum of 40 hours of sick time in a calendar year in this proposal. And unused sick time automatically rolls over to the next year. You can only use a maximum of 40 hours in a calendar year. Businesses -- a lot of businesses already provide sick time --

Fish: On that -- you accrue up to 40 hours a year, it can roll over, you can't use more than 40 hours a year, upon separation of employment for any reason it has no cash value. Correct?

Bizeau: Correct. No cash value. Though there is a provision in the ordinance that says if you come back to work within six months period of time, that you can still utilize your accrued sick time. Businesses already providing 40 hours annual paid time off, and that's a term in the business

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ptos, they can also be used for medical leave, if it can be used for medical leave, basically that business already has the provision and meets our requirements for sick time. So this detailed some of the uses that you can use the protected sick leave for, personal medical care for physical or mental illness, pregnancy, and childbirth and preventive health care. Preventive health care basically means if you need to go to the doctor and basically get a check-up, that you can actually do that, and there's some provisions for how to do that in the ordinance. Care of family members for the allowed uses. So if your family members are sick, you can actually spend that sick time for that purpose. We have in here purposes described in ors 659a 272, which is safe time for domestic violence harassment, sexual assault, or stalking. We have someone here today who will be able to talk a little bit more about that.

Fish: How broadly do you define family members again?

Bizeau: Family members is defined by state law, and we will be using the definition in state law as to what that -- what a family member is. There is some -- we need to take closer look at that, because there are some other definitions in ofla that might slightly contradict or slightly be different than that, so we'll have to take a closer look at that. Another use that is allowed for -- that you can use the sick time for is quarantine or a closure of place of employment or school by order of a public health official. These are additional provisions in the ordinance. Employees are not required to find replacement workers when they use the sick leave. If allowed by the employer an employee who is sick may choose to trade shifts with another employee so it has to be a mutual arrangement with the employer that allows it to occur. And we heard that this was quite a need in certain businesses. Rights and responsibilities for employees and employers are defined. They probably need to be defined more clearly in some areas and we've gotten some good comments back on that. And we're trying to basically provide for written documentation what abuse of sick time would look like, and shift trading and communication and how that occurs. San francisco paid sick leave, sick leave is earned by all employees. I'm going to give you a comparison of the two cities, san francisco and seattle. Sick leave is earned at a rate of one hour per every 30 hours worked, similar to what we're offering. Employee and businesses with nine or fewer employees can earn up to 40 hours per year and employee and businesses of 10 or more workers earn up to 72 hours. 25% of all employees took no sick days last year in the san francisco area. And the median use of sick leave in that city is three days. Per year. Seattle's sick leave is a little more complicated. It has a four-tiered approach. The first tier is businesses with three or fewer employees are exempt. And then the second and third and fourth tiers are broken into small, medium, and large size employers. The one common denominator is that they all are one hour earned for every 40 hours worked. They differ in terms of size four to 49, and then how much you can accrue in each one of these size relationships. So 40 hours accrued for the small employer, 56 hours accrued for the medium size, and 72 for the large size employer. Achievement of a healthy workplace does not come without a cost. In the u.s. we're trying to determine what that cost would be. We've seen some of it in san francisco here, and we kind of get an idea in terms of how much is used. U.s. Bureau of labor statistics indicates the cost are minimal, and in the northwest area, businesses with paid sick leave devote less than 1% of their payroll to this expense. Each business will of course be affected differently based upon the different kinds of occupations that they have. There's a case example that we have which is in san francisco, and this was after the law had been put into effect there. This is of course one -- it's just one example, one type of business. Where they had 32 employees, they estimated that their costs would be \$18,000 a year. And it turns out that they -- the cost were around \$2,000. In terms of enforcement and education, we have in the ordinance specifications for brochures and mailings that we will actually do. That businesses will be required to do posting requirements. We will adopt some administrative rules by august of

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2013. And that we will have enforcement through a contract that's left with the state bureau of labor and industries, boli, as it's called.

Fish: If I could, I didn't -- wasn't clear from the proposal whether -- whether there's a cost and what might be the range of cost for that contract or whether that's something that the commissioner does as part of his overall statutory obligation to enforce the law. So is that addressed somewhere in your presentation?

Bizeau: Our discussions with boli, their costs are based on costs for service. Most of their costs they actually -- they are paid for through the actual litigation proceedings, And -- with the employer that occurs. There would be some cost for the city of Portland, but it's -- as we have understood it in our discussion was them, it's minimal. In the financial impact statement we submitted with this ordinance, that is the estimate. And it was based upon a contract which we had with boli previously on civil rights, and that it was very minimal in terms of the kind of enforcement that boli saw that they had to do within the city of Portland. Does that answer your question, commissioner?

Fish: For now, thanks.

Bizeau: This is just a quick overview. This is also in the financial impact statement, and I understand there's some letters that have been submitted by organizations that wish to have that kind of amended, but this is sort of a quick overview of what we did in terms of having intersected with a lot of the advocates and stakeholders, and this has been going on for over a year. And this is an example of some of the things that have happened in the community over that year's time. We've had surveys done, we've had a door-to-door canvassing, and questionnaires, and we've met with advocates in meetings talking about different aspects of legislation. And there's been quite a bit of information that's been actually put out into the community in the last four or five months with regard to this situation, and with this kind of issue. We've also had consultation with the human resources department here in the city of Portland, as well as with boli, as well as with the city attorney, and that's how we've crafted this ordinance with a lot of that input. January 17th we put it out for public review. January 23rd we held a public forum. And had 65 people, it was very good forum, a lot of good questions. And first public hearing of course is today. Additional public input will occur between february 1st through 27th. Commissioner Saltzman and Fritz will convene a task force for three meetings to discuss potential amendments prior to the february 27th council hearing. The task force suggestions will be posted by february 21st --

Fish: Can I get a clarification? Is the february 27th hearing a second -- only we could appreciate these nuances. Is it's a second first reading or a second reading?

Bizeau: February 27th will be a second first reading.

Fritz: Public testimony will be taken.

Bizeau: Public testimony will be taken.

Fish: Thank you.

Bizeau: And that's what this second public hearing is about. Council vote will occur in march. We are indicating it is march 6th right now. Implementation, decisions, and time lines is my last slide. We'll continue to lobby the state legislature to pass statewide earned sick leave law, which we believe is an important aspect of us being there promoting for a much wider and broader use of sick leave on a statewide basis. We think that's an important aspect, and the city has put that on their legislative agenda. After the legislative session concludes, we'll consider revisiting Portland standards, just to see where it stands at that point in time. If Portland only standards proceeds, we'll begin administrative rules process to probably early july to be finalized at least by august 31st. And then we'll conduct education and outreach to employers and employees at the last of the

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year prior to implementation on January 1st, 2014. That's the end of my presentation. If you have any questions for me, I'd be happy to answer them.

Fritz: Thank you. We have a few invited panels, including some elected representatives. County commissioner Deborah Kafoury and state representative Michael Dembrow and Allissa Keny Guyer. Thank you so much for being here. Commissioner Kafoury?

Deborah Kafoury, Commissioner, Multnomah County: Thank you. Good afternoon. Thank you for allowing us to testify today. My name is Deborah Kafoury, I'm a Multnomah County commissioner. I'm also a mother, and this week my family had an unremarkable event. My 7-year-old daughter was sick, had 102-degree fever, and needed to stay home from school for a couple of days. I luckily was able to stay home with her for one of those days. What is remarkable about this situation is that not everyone in our community has this same chance. And what's also remarkable about this is that those who are the most in need of this do not have it. The lowest paid, some of the hardest working people in our community. Folks who work in our food service industry, folks who work with our children. So the fact that not everyone in our community has access to paid sick leave affects all of us. One thing you will hear I'm sure from folks today is that you should wait. Wait until -- this should be a state issue. This is something that should be handled at the state level. And I'm sure my colleagues here from Salem can talk about that as well, but as a former state legislator, I will tell you that the state of Oregon does not always do things in the most expedient fashion, and -- [laughter] you have an opportunity today to do something remarkable. To actually take a stand that is going to be leading the path for the state to follow. There have been many cases where we have done this in Portland, and there are many cases ahead of us where we will do this again I'm sure. Because you have the opportunity to make a difference in the lives of the people who live in Portland. I want to thank you Commissioner Fritz for being this issue forward. I know it's a very difficult issue, and you will hear a lot from folks who feel very passionately on both sides of this. But it is very important and it's not every day as elected officials that you have the ability to take a stand on something that's so dramatically impacts the lives of people in our community. Think of all the folks in our community who will be able to take advantage of this, who will change their lives. Thank you very much.

Fritz: Thank you. Representative Dembrow?

Michael Dembrow, Representative, House District 45: Thank you, commissioners, Michael Dembrow, I represent House District 45, that's northeast Portland out to Parkrose. And I'm going to read a prepared statement coming from representative Keny Guyer and Senator Rosenbaum, Senator Rosenbaum wishes she could be here but she's stuck down in Salem doing whatever it is that majority leaders do. [laughter] and for me, of course. So I'm going to read this prepared statement, representative Keny Guyer is going to come at it from a slightly different direction, and we'll be happy to answer any questions. As Oregon state legislators, we applaud your efforts to pass a citywide policy requiring that all employers in Portland provide earned sick time. We have heard from businesses and employees in our districts regarding the urgency of such a policy. We are therefore working during this legislative session on a state level policy that will provide this benefit to all Oregon workers. And by the way, I should also call out that there are a number of Portland area legislators that are working on this. I specifically mentioned representative Jessica Peterson who is here, and Brad Witt, who is on sick leave today. We believe that passage of the strongest possible policy in Portland at this time will support and strengthen our efforts in Salem. Approximately 40% of Oregon workers cannot stay home from work to care for themselves or a sick child without losing needed pay or risking their job. The percentage is much higher among low-wage workers, since most lack the ability to earn sick leave. This is an equity issue that potentially affects the health of all Oregonians. The time has come to solve this inequity by

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requiring employers to allow their employees to earn sick time while they work. Policies like earned sick time sustain a strong and robust work force and are an investment in our workers. In our public health, and in our local economy. We need an economy in Oregon that is built on thriving businesses, providing jobs that enable Oregonians to be good employees, reliable providers, and responsible caregivers. Thank you very much for moving forward with this ordinance now. We look forward to partnering with you to make sure that the legislation that we are sponsoring works seamlessly and effectively with Portland's earned sick leave policy. Thank you.

Fish: Mayor, I just want to acknowledge representative dembrow is my state representative, and my wife wanted me to put a special plug in to thank you for the work you're doing for higher education, for tuition equity, and for making sure that we maintain high standards of our faculty members. Thank you for all your good work.

Dembrow: Thank you, commissioner.

Hales: You just can't go anywhere without getting lobbied by a constituent. [laughter]

Fritz: Representative kenya guyer.

Allissa Keny-Guyer, Representative, House District 46: Thank you. I'm representative allissa kenya guyer, I represent house district 46, which is parts of southeast and northeast Portland. Many of you are my constituents, so I get to ask you for something. I wanted to add a couple of things to what representative dembrow had said. First, with my hat as a state legislator, I have a masters in public health, I have devoted my career to social determinants of Health, and I have a great privilege right now of serving as a vice chair of the health committee in the legislature. And as you know, we -- Oregon is really out ahead of the rest of the country in trying to deliver health care in a much more effective, patient-centered way, and a lot of that is looking at how do we put more emphasis on prevention, and we're starting with the low-income population. The medicaid population, the 600,000 people who are currently on medicaid. Many of whom live in this community. And when we talk about prevention, if we don't have policies statewide and/or municipal policies that allow people to be able to stay at home with the reality that most of those that don't have that choice are those low-income workers that are on medicaid, we are never going to hit our goal of trying to reduce our increase in health care from 5.4% a year, to 3.4%. That is the state's goal. We have 1.9 billion dollars riding on that in the next six years, that's our money with the centers of medicaid and medicare services. And it's critical we do everything, not just ask our health care providers to offer care in a more coordinated way, which we're doing, and stepping off in a good way, but we need to think really hard about how do we prevent illness from spreading something how do we allow people to stay home so that they don't infect other people if they're working in the Restaurant business, or the food industry business, or if they're working with young children, or if they have children who are sick. Because when they can't stay home, those children go to school in the middle of flu season. It makes no sense at all. So that's my legislative hat. Second hat I wanted to mention is I was -- had the honor of serving on the Portland children's levy allocation committee. I want to thank you all for recently referring that back to the ballot for renewal. I think that's another way in which Portland has really shown great leadership in providing public-private partnerships in helping with those determinants of health. Keeping children healthy. Making sure we do everything we can as a community to get them ready to learn in kindergarten. We know, again, that many of the kids who have high absenteeism rates, that sets them on a course for high school drop-out, are not getting the support they need. They have much higher rates of absenteeism. Again, you can tie this right back to the employment policies we have. And at this point I want to thank commissioner kafoury for serving on that allocation committee. I miss working with you on it. And I wanted to put my hat on as a mom. I have a husband that

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travels 50% of the time. I raised three children in this community, the youngest is now 16 and about to head overseas. I'll be an empty nester for the first time in a few days, i'll start crying about if I focus on. I've had the great fortune of working for companies for hannah anderson, I was director of the children's foundation, trying again to support nonprofits in the community that were helping children. But that was one of the businesses that's known nationally for its great employment policies. And I was always lucky in every job I had to be able to stay home, to be able to do the right thing, to be with my kids as commissioner kafoury was just describing when they were sick. So it is a huge public health issue, a huge equity issue, and i'm eager to work on this with my colleagues in the state, as we have started doing. Absolutely it's a statewide issue as well. If we're going to hit those marks, but I really thank you for your leadership in initiating this at the city level.

Fritz: Thank you very much. I appreciate you being here. Representative vega peterson, are you available to -- I didn't realize -- this is the depth of concern we have amongst our state legislators. Somebody volunteered to come and be here in support. As the first latina ever elected to the Oregon state legislature, congratulations and if you'd like to speak to us, that would be great.

Jessica Vega Peterson, Representative, House District 47: i'm representative peterson, I represent district 47, which is in east Portland, northeast, and southeast. Outer east Portland. As you know, this is a district where we have some of the highest poverty rates in the city of Portland. My constituents are people who work at jobs where they're dealing with the public. So I want to reiterate the words of my colleagues. This is really a public safety issue. We're working with people who are the front line working in the food service industry, working with the public in -- we want to make sure that they have the policies they need in order to take care of themselves and take care of their families. So that they can take care of themselves and also take care of the public so we're not passing on those things. I appreciate this, and I appreciate the opportunity that you guys are having in Portland being a leader on this issue.

Fritz: Thank you so much, all three of you, for being here. Our next panel is dr. Gary oxman with Multnomah county health department and also justin denny, this is dr. Oxman's last day I understand with the Multnomah county public health department, and dr. Denny is his replacement. We have julie olsen from -- julia olsen from the Oregon law center, and bill dicky who's a business owner here in Portland.

Hales: Welcome.

Dr. Gary Oxman, Health Officer, Multnomah County: Good afternoon. Dr. Gary oxman, outgoing Multnomah county health officer. I'd like to introduce you to my colleague and successor, dr. Justin denny. We're going to say a few words about the relationship of paid sick leave to health issues. I'd like to turn it over to dr. denny.

Dr. Justin Denny, Health Officer, Multnomah County: Thank you. Mayor, members of the city council, pleasure to meet you. Dr. Justin denny, new to the role in a few hours, gary oxman stepping down at 5:00. Very happy to say a few words just from the scientific perspective on this matter. I think the two strongest cases from a scientific perspective come from what we know from influenza and respiratory viruses in the setting of the schools. What we've seen in japan and israel are the studies showing that when sick kids are kept out of school, the community benefits enormously in the sense of it stops the spread, arrests the spread or minimizes the impact to the community. We have good studies since 2009. So I want to point out that's something we've learned from the world health organization and from other colleagues, cdc, to understand the impact in schools, preschool as well as early years of primary school. Where sick kids are left to come to school, you have a big burden in the community, and it's a major area where viruses are spread, at the school setting. The work we do in public health is hampered by not being able to

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keep kids who are ill away from the classroom. That's one of the things I want to point out. The second is ill food handlers. I think the centers for disease control put out a report yesterday that up to 80% of the Norovirus food borne outbreaks, up to 80% are coming from ill food handlers. Which is a shocking number. You may have heard that many of our outbreaks currently in this community are coming from norovirus. And so I think one of the big concerns we have is to do our work successfully and effectively, we need to keep sick persons away from school settings as well as handling food. So we want to implore this as a consideration when you're making your decision. Thank you very much.

Fritz: Thank you.

Dr. Oxman: I wanted to add a longer-term health perspective. There's very substantial scientific evidence that employment and the income it brings is a strong predictor of lifelong health in many domains. And the evidence really points out that work is how most people get their money, obviously, intuitive, and that that money is adequate to meet basic needs -- food, shelter, housing, clothing, and various services we need, and also access to health care and insurance. Work also meets very important psychological needs, a sense of purpose, a sense of identity, social role as a provider for the family and other needs. So these are really parts of the experience of health in the community, and they're also -- they also play out in terms of people's stress and they play out in terms of how people acquire or don't acquire chronic disease and experience chronic disease throughout their lifetime. So you might be asking, where does sick time fit into this? Ability to take sick time is about maintenance of employment. And what we experience all the time in the health department, particularly as we investigate communicable disease outbreaks in restaurants and other public accommodations, is the experience that a lot of people say they have been fired or they will get fired if they reveal their disease or if they take time off from work. And there's also scientific evidence to back this up. There was a study done by the Mott Children's Hospital at University of Michigan, and they surveyed parents of kids who were 6 years of age and younger who were in day care, and they found about a third of those parents when they had to stay home, they had great concern about possibly losing income, but more importantly possibly losing their jobs. So basically the ability to take sick time, supports employment, employment supports lifelong health. Thank you.

Fritz: Thank you for your service over many years. Are you going to be continuing on the planning and sustainability commission?

Dr. Oxman: Absolutely. I just re-upped in the fall.

Fritz: Thank you so much.

Dr. Oxman: Thank you.

Julie Olsen, Attorney, Legal Aid: Mayor Hales and commissioners, my name is Julia Olsen, I'm -- I'm a lawyer in the Portland regional office of legal aid services of Oregon. Legal aid represents low-income Oregonians in a range of civil legal matters. Our mission is to seek justice for low-income vulnerable populations, and for many years, we have served an increasing number of clients whose civil legal issues are related to domestic violence, sexual assault, and stalking. On behalf of legal aid I testified today to urge your support of the proposed earned sick days ordinance. My comments will focus on the positive impact this will have on survivors and their families, coworkers, employers in our community. The proposed ordinance allows survivors to take time away from work, to seek help, to become safer. And allow them to use paid sick time or safe time rather than risk losing their jobs or financial security. We prioritize domestic and sexual violence in our office because we believe personal safety is a basic human need. Attorneys for our program have represented and advised victims in restraining order hearings, stalking order hearings, housing and employment discrimination cases, and unemployment hearings. These cases

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have made clear that victims of these abuses face many barriers. In the employment realm we know domestic violence does not stay at home. That protecting the safety and well-being of the individual employees affected by violence and others in the workplace is an important public policy concern. The Oregon legislature in 2007 recognized the importance of this principle and passed by overwhelming majority, a law that gives victims the right to take reasonable unpaid leave from work to take steps to become safer, steps such as to make a police report, to get medical assistance, to attend a court hearing for protective order, to meet with a domestic violence advocate, or to relocate. Domestic violence is a barrier to health and safety for low-income victims who cannot afford to take unpaid time off from work. Under state law the leave is unpaid. Many low-income survivors cannot afford to take it without jeopardizing their ability to pay rent and meet their basic needs. I've spoken with clients, many who I've met with at the gateway domestic violence center who have told me they've not been able to afford to spend a day to take a day away from work to attend a contested restraining order hearing. Earned safe days would keep adventure survivors from having to make this difficult decision in terms of protecting their safety or economic security for themselves and their children. That's sort after catch-22 for many victims. We want to facilitate employees' ability to make the safest decisions. Not only for themselves and their children but for the safety of other employees and the community, who may also be a secondary risk from violence. Thank you for the opportunity today.

Fritz: Thank you.

Fish: I have to ask, did you put enough money in your meter?

Bill Dicky: I have a commercial parking permit that costs \$700 a year, so I'm not affected by your unreasonable parking rates. [laughter]

Fish: I know it's a sore subject.

Dicky: I wanted to tell my other business people in this room that might think I was just a mouthpiece for you folks, that last week I was rant ball game my own particular --

Fish: I was just giving you a chance.

Fritz: There are some things we can all agree on.

Dicky: My name is bill dicky. I am the co-owner of morrell inc., we're a commercial printing direct mail and promotional products distributor in northeast Portland. We have approximately 30 employees, 16 or so are covered by a union contract. My first reaction to this ordinance was that we probably already offered sick leave. And I knew that my salaried employees were not docked for when they missed a day that they were all just getting their standard, you know, salary checks each papered. But when I read my union contract, I was surprised to learn that we did not offer sick pay in our union contract. We offered earned vacation pay, holiday pay, and funeral pay. But -- and I was surprised by it, but later that day I was listening to commissioner Fritz on the radio, think out loud, I guess, and I learned that as long as I offered paid time off, whether it be called vacation pay or whatever, that I was covered by this ordinance. So I was pretty relieved, because we offer one week's paid vacation or paid time off for an employee that works for us for one year, and it builds to three weeks over five years. The fact that the ordinance has a procedure for accruing the time off in the first year is kind of helpful, because we've never had a policy for how to do that, and it points out a rule of way to do it, so I kind of find that to be helpful. I've always believed that employees should stay home when they're sick. I want to avoid the flu, or the common cold from rolling throughout company whenever possible. But moreover I think it's -- the employees should feel cool they could take a day off when they want. I don't particularly care what the reason is. I ask them on multiple occasions to put an extra effort in when I need them to, and when they have a reason to take a day off, regardless of whether it's a sick child, they need a day, whatever, I just sort of appreciate the fact they get that policy. I think it's the right thing. For

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people who -- business -- general business owners who are in this room today who feel this is government sort of reaching into their business and telling them how to do things, I think of its that analogy -- all business people, business owners in the state or in the city have to provide workers' compensation insurance. It's a rule, it's an automatic thing you have to do. But years ago it was not a rule. It was not commonplace. So like all things in government that happen when a new rule is established, it takes a time to get used to it, but then it becomes commonplace and you just, five years from now we'll think it's the way it's always been done. And in my own benefit I think it's good that we have -- that we'll all be playing by the same play book. So it sort of levels the playing field for those of us who have always offered it, and I think that's a good thing. The other thing, this is -- if it was a court of law it would be hearsay testimony, but I spent 20 years in the restaurant business before I made my career change, and I often think of things from that perspective, and so I kind of -- I was sure we offered paid time off at the virginia cafe in 1980, when I was the store manager. So I called my former employ employer and said, didn't we used to offer paid time off? And he said that that my recollection is correct, and they do offer paid time off. So I was glad to hear that because I was -- met my failing memory wasn't that bad, but also that their restaurants -- though he would probably not appreciate the government telling him what to do, he once again is covered by this because He already offers earned sick time off and owns several restaurants in Portland. I'm not testifying for him, but just making that comment.

Fritz: Thank you very much, all of you, for being here.

Hales: Before you leave, I think we don't often encouraging demonstrations in this chamber, but a demonstration of thanks and affection for someone who's been in public service for 28 years and served this county so well as our public health officer for the last 25, I think it's very appropriate for all of us to say thank you, dr. Oxman. [applause]

Dr. Oxman: Mayor hales, members of the city council, I thank you and its has been a privilege to serve.

Hales: Thank you.

Fritz: Thank you very much. Our final panel are really some of the people who without whom we wouldn't be here today. That's the community advocates who demanded that we brought this forward and have done a lot of legwork. So it's my honor to invite up andrea paluso from family forward, francisco lopez from causa, lee mercer from the main street alliance, supported by matt ellison, a restaurant employee.

Andrea Paluso: Good afternoon mayor hales and members of the city council. I'm thrilled to be here today to talk to you about earned sick time. Right now our country is facing historic uncommon wealth and equality. Wages at the bottom of the scale have been stagnant or only grown modestly over the past three decades, wages at the top have grown significantly. We're seeing huge gaps between the rich and poor. We're seeing job growth since the recession concentrated in low wage occupations and much less growth in others. Without very careful intervention, this problem will only continue to get worse. A system built on this equality is not sustainable. It's not healthy, it's not economically or socially responsible. Portlanders care about sustainability. We've led the nation and the state as a green city with laws that reduce our environmental impact, construct a walkable city, thanks to the efforts of many of you here, with a vibrant urban core. Issues of economic sustainability are the next frontier in the sustainability movement. Portland is a leader. We have led by passing protections before the state against discrimination in the workplace for sexual orientation. We led by passing smoke-free workplace standards, the state followed. In fact, we've led the state and the nation in a variety of significant ways and paid sick time is no different. To the employers in the room and those we've talked to over the last year, I want to say as an employer myself and as the daughter and wife of a small business owner and a principal in a small

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business I have a good sense of your concern. If you don't already offer paid sick time to employees in the way that will be required by the law, there will be costs to bear. But research and experience in other cities show when balanced with the benefits this investment triggers, the net result is a positive one. Employers here who offer paid sick timing tell you about the improved employer retention, higher morale and appreciative customers. Our community will also see benefits. Again, research shows low-wage workers will see increased job stability, reductions in health care spending, that we'll see a reduction in the spread of illness. And something very important to family forward Oregon and child advocates everywhere, we'll see parents unafraid to stay home to care for their sick kids. This is a modest proposal. More modest than other cities have gone before us. And more modest than where we started in Portland. This proposal was heavily informed by the experiences of other cities as well as by the feedback of employers across the city.

Our business leaders know the success of their businesses are tied closely to the economic circumstances of the people who patronize them. Unlike our bigger corporate actors in the economy, these local business owners are linked to our community. The people who live, work, and raise families here. By passing this law we're addressing a communitywide problem with a communitywide solution. We're establishing a reasonable community standard whose time has come. One which says it is not acceptable that 84% of those earning in the top core tile of income earners have sick paid time while only 18% of the lowest paid workers do. It's one that acknowledges that those least able to afford unpaid time off have the least access to health care services and the worst health outcome. It's one that says anyone can come and do business in Portland but they should do so while also treating the people who live and work in this city humanely, and by supporting our economy in a sustainable way. We know it's possible for business to strive while focusing on multiple bottom lines. I'll close by saying with our support, I think we're putting a stake in the ground saying that we are part of a historic fight for what will someday be a national standard on sick time. We are on the right side of history here. That we are putting a stake in the ground to say that we will be part of the fight against income inequality, that we will lead as we have before in creating a more sustainable and just economy, and where we lead, others will follow. Thank you.

Fritz: Thank you. Thank you for your personal leadership and coordination of the coalition on this.

Francisco Lopez, Executive Director, CAUSA: Thank you very much. Good afternoon mayor, city commissioners. My name is francisco lopez, i'm the director of -- executive director of causa Oregon. A statewide latino, civil and human rights organization with offices in Portland, salem, and bend. First let me -- I would like to recognize causa the leaders and their children in attendance. Spanish spanish. [speaking spanish] [applause] they brought a lot of their families and children, and take them out of school to be here. I'm here to speak about a very important equity issue, paid sick days. In and around Portland, more than 40,000 workers of color do not have single paid sick day from work to recover from common illnesses. At a time when families' finances are stretched and unemployment is high, no worker should lose critical or risk being fired when they take time off to recover or care for a sick loved one. We're a broad alliance that includes labor, faith and community organizations, sectors and businesses, this is a fundamental equity issue that affects many workers in Portland. Of those severely impacted are members of our latino community. More than 55% of latino workers in Portland do not get paid sick days. Portland has great restaurants, when my friends come to the delicious organic food that we sell at the Portland restaurants, they compliment the quality of food, my friends always mention the great hotels, our great pubs, cafes, clubs, and many other great places to enjoy brunch. Brunch is a religious experience here in Portland. Nobody wants to miss brunch. And -- but it's something my friends

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do not know about Portland. That many waiters, waitresses, cooks, busboys, housekeepers, janitors, workers and manufacturers and many others come to work sick because they do not get paid for sick days. Because they are afraid of losing their job. And because losing their work means that they will not have enough money to pay for rent, or medicine. For many latino families in Portland, even a few days of lost pay can equate to the entire monthly grocery or health care budget. In this economic climate in which 20% of latinos in the Portland area live in poverty, job protected sick days are vital to the economic security of our latino families. Providing sick days is good for business. There are reductions in turnover, increases in employee morale and productivity and healthier employees at work. And before I end my remarks, I would like to mention what I mentioned last year when I came here, my appreciation to city of Portland commissioner amanda Fritz. In the last year, she came to -- and the mayor was there, and she came, at michael's episcopal church in her tennis shoes, she wanted to say something to 150 adults and 75 children. That she will work with the city council to pass earned paid sick days ordinance. This will be great for working class families in Portland, and commissioner let me give you thanks and all of you in advance for making sure that this is not a luxury issue this, is a basic human and civil rights issue. Thank you very much. [applause]

Lee Mercer: Mayor hales and city council members, i'm lee mercer, i'm with main street alliance of Oregon. We're a statewide business organization with about 1200 businesses on our roster statewide and about three hundred in Portland. Main street was an early partner in the coalition working on creating an earned sick leave policy in Portland. The coalition did extensive outreach to business organizations in Portland over the past year, including two venture Portland, the voice business alliance, the african-american chamber, alliance of minority chambers, the northeast neighborhood business association, the Oregon restaurant and lodging association, and Portland business alliance. As part of main street's small business organizing model, I surveyed over 200 Portland businesses on policy issues including benefits like sick leave in neighborhood districts including northeast broadway, lloyd, hollywood, beaumont, brooklyn, alberta arts, kenton, mississippi, interstate corridor, hawthorne, martin luther king, and some of woodstock and belmont. The benefits question I asked was, do you agree or disagree with this value statement -- small businesses care more about their workers than big chains do. Small businesses owners see their workers as family and want to treat them right. Including offering benefits like health care and paid time off. In the final report off this survey, 350 Oregon businesses including 200 in Portland, 79% agreed with this value of small business, these small business values. This indicated to us the strong majority of businesses really want to do the right thing by their employees. And many of these surveys I informally discussed what benefits the employer did offer, based on these surveys we scheduled one-on-one meetings with dozens of business owners across the city over several months, and discussed in greater depth the types of benefits especially paid time off they offered or were considering offering. And we found a number who became interested in and engaged in the effort to develop a policy in Portland. We were also happy to see a number of small business owners and three business groups at the table for an initial work group convened by commissioner Fritz with other stakeholders such as public health advocates, labor unions, and community groups to help draft the proposal currently in front of the city council. For some final polling data that may of interest, I was surveying statewide this summer on questions dealing explicitly With earned sick time. In a sampling of 344 rural Oregon businesses, I asked, do you currently offer earned sick leave or other paid time off to your employees? This is main street businesses throughout rural Oregon. 80% did not offer paid time off. But when asked would you support a sick leave standard for all employers, 46% would support a standard, 41% would oppose, and the balance were undecided. More business in rural Oregon would support leveling the

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playing field on this type of standard. We never did this poll, we should have done it in Portland, but we haven't. It just indicates to us that the values are there among small businesses to do the right thing. In conclusion, main street alliance believes our constituents, small businesses really want to do the right thing by their employees, and we hope we can find a way clear in the upcoming conversations to achieve a sick leave standard for the benefit of businesses, workers, and the public health of Portland. And a final note this, is a report that we put out with the voice business alliance last week that really outlines how the dollar cost benefits for businesses actually outweigh the dollar -- the benefits out-- outweigh the cost of this policy. Thank you.

Fritz: Thank you.

Matt Ellison: Mayor Hales and members of the city council, thank you for the opportunity for me to share my views here today. My name is Matt Ellison, I work as a food service worker making minimum wage. I've served food while I had a fever because I do not have paid sick leave. This legal protection is so important for minimum wage workers because we are in no financial position to accept any cut in pay. Working at minimum wage I can't afford to move out of my parents' house. But for those of my coworkers who are parents, or single parents, the situation is much more serious. They regularly face the choice between working sick and accepting one day's less pay on a small paycheck that must support a whole family. These coworkers of mine are why I'm testifying today. It is immoral for people who have to choose between working sick and having one less day's wage to cloth their children, pay the bills and keep food in the fridge. I hope you will do the right thing and pass the sick days law as soon as possible. Thank you.

Hales: Thank you very much. [applause]

Fritz: The mayor had mentioned we made an exception for Dr. Oxman, but in general in the chambers in order for everyone to feel comfortable, do this if you're happy or this if you're not, with whatever anybody is saying, that way it's not distracting to the people who are up here. Before I turn it back over to you, Mayor, thank you for this Panel. Unless anybody has questions. We also -- I approached this job as a retired registered nurse and as a mom, so I'd like to ask if there are any parents with small children here who would like to testify. Early. If there is anybody with small children who would like to come up to take the first slots and then we'll turn it back to the mayor and we'll do four in support -- four oppose and four in support until we're all done. Nobody? Please come on up.

*****: [inaudible]

Fritz: If there's somebody who needs to pick up a child at school or day care, that also counts.

*****: Thank you. [speaking Spanish]

(Translator): Mayor and members of the city council, my name is Yolanda Cabrera, I live at the apartment complex -- the apartments are at 6706 Northeast Killingsworth, Portland, Oregon, 97218. I'm a leader and I'm a volunteer with the group -- S in Northeast Portland. And I'm a volunteer within the public schools. I'm a mom with five children. They're all upstairs. We have been in support -- over 16 years. My husband Philippe had been working at the same place for the last seven years. There is a factory they make t-shirts. Those seven years, my husband never received a paid sick day. Many times my husband had gone to work sick, so many times with a fever, pain in his back, a cold, and also in his feet. Sometimes when I'm sick and when my husband cannot stay at home, with the children, he's afraid he's going to lose his job. We only have one vehicle. And when my children are sick, and Philippe cannot stay at home to take them to the doctor. It's because he's afraid of losing his job. For us, losing a day of work means a day that we don't receive any income. And impacts our family budget. We are hard working families that would give a lot to the city and to the community. And I feel very sad look at -- look at my neighbors, they cannot go to the doctor when they are sick. Because they are afraid of losing their job or receiving

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reprisals from their employers. And I ask employees of the city of Portland, do they receive paid sick days? I wonder if one of you here gets sick -- are you able to receive paid sick day? I wonder if when you're sick your children get sick, you take them to the doctor, without being afraid. What is the difference between you and us? Basic -- it's not a luxury. It's a human right. And a right for every worker in Portland. That every worker in Portland should have. My husband and I will never get the benefits or salaries that you receive, but at least you are leaders of the city, you can do the right thing to pass an ordinance that will ask the employers to pay sick days for the working families like us. Thank you. [applause]

Hales: Anyone else want to take commissioner Fritz up on her offer about testifying so you can get to the kids? Ok. Come on down. We'll take her next, I think, because we'll go ahead and take four people in opposition off the list and we'll take her next.

Hales: Welcome. You have copies, just leave it there for Karla.

Bill Perry, Oregon Restaurant & Lodging Association: Mayor Hales, commissioners, Bill Perry with the Oregon restaurant and lodging association. I want to start by saying I do think the employers need to be given some credit because this is a nonmandated benefit, and over 60% of the people are covered, which I think is probably a good thing for local businesses. I don't think utility find many other benefits that are covered at that rate. Second, I do want to say that I think there are a lot of employees that may not offer the paid benefit that have found a way to try to satisfy their employers or employees. One of the things that's very prevalent in the restaurant industry is obviously shift trading or shift changes, because there's apps you can use on your smartphone that allows you to trade shifts, and a lot of time the employers don't ask why you're trading, sick, vacation, whatever you want, because you have to remember in the restaurant industry, a majority of your pay may not be coming from the employer. If you take time off, you lose -- you may get the wage under a paid sick leave proposal but you don't get your tip income, your tip sharing or anything else. So one of the reasons where I would say it's lower in the food service industry is because employees prefer to be able to trade shifts because they derive income from other sources. So that number may be higher in our industry, but I think there's a specific reason that the employees have other options that they would prefer. The other thing I want to talk about is, I do think that we talked about timing, but not for a statewide mandate purpose. But the other thing that's coming up is affordable health care act that's coming in January of 2014, which is when this is set to implement. You also have a minimum wage increase coming in January 2014. So there are a lot of expenses coming to employers right now when there is no growth in basically customer accounts or income. And so they're juggling their employee or benefit packages and one of the problems you have is what gets cut to make up, because until the economy picks up, any added expense creates a pretty large hardship on the employers' standpoint. Sometimes if you shift to no gain of the employee, so it is incumbent upon employers to figure out what works best for their employees. They're passing around my comments, and I'm obviously skimming through them, but there are a few things I said in there, the list that I think -- I understand we're going to be going to a work group or a task force, whatever you want to call it. There are some main concerns with the way this is drafted that we can address, and I don't know if my time just came up, but I just think there are a lot of expenses that are coming up, particularly at this time that are not when San Francisco got implemented, not when Seattle got implemented, January of 2014 is a big time for expenses to employers, and I do want to acknowledge -- try to acknowledge it. There are employers out there that have found other ways to try to make sure that they can help their employees besides just what would be called a paid sick leave proposal. Thank you.

Hales: Thank you.

*******:** This young lady has to get her daughter --

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*****: I can wait. Go ahead.

Joe Gilliam, NW Grocery Association: Mr. Mayor, members of the council, joe gilliam, northwest grocery association, we have about 53 stores in the city of Portland. Employ over 5,000 Portlanders in this area. All my members offer paid sick leave, and about half those have first day benefits under the existing -- under currently. We see your goal and we're in the opposition category. There wasn't a neutral category. We looked at the ordinance, we couldn't support it as is, but we do see avenues to make it better. It's something we could support. We appreciate your goal, commissioner Fritz. Our objective is to try to achieve your goal, but doing it in a way that mitigates the impact on other benefits and other working conditions for the employers, because there is an expense to this. We calculate that in when we offer it, and things are balanced. There are really eight topics we're concerned about in the ordinance that we'd like to address, and we'll have the task force, and transit through the city of Portland clarifying how that is calculated, that if someone doesn't stop in the city of Portland, they're not included into the ordinance. You can imagine we have trucks going from woodburn to bellingham, you pass through Portland and seattle, whose policy overrules? It's a big deal for our transit. When the benefits start, I think staff alluded to the fact that was going to be addressed in the task force. A combination, the needs of perishables, probably wasn't brought up in the original discussions was how perishables get to market. We can't have trucks of bread and fresh produce sitting if someone comes in sick, so there are a lot of cbas in effect that accommodate that today. They've been in effect for decades in order to accommodate how those get to market. You can't just leave them sitting. So all of those cbas have a three-day rule. So i'd like to look at a waiver for those types of transit. We can get into the details of that, but it's very important, because you have a lot of fresh food that sits that goes bad, won't be bought. So we can talk about that.

Fritz: I'll need more information on that.

Gilliam: Absolutely. Absolutely. Remedy for abuse, it talks about how to investigate or to get into the abusive cases. It -- it stops after that. How does that relate to the retaliation sections of the ordinance. We need to tie those up and get those so they work together. The private right of action we think is too much. We don't need more litigation over benefits, and spending money on lawyers. We would support the bully action in the process. Collective bargaining agreements, we need to discuss the hiring hall issue and how that works. We need to understand more about that. We'd like to see the ordinance recognize employers who are doing the right thing today, and not be caught up in a big act of reporting requirements and record keeping and those types of things, for folks doing the right thing already. And then I think the staff discussed the issue of how fmla and ola would work with this ordinance.

Fritz: I'm really impressed you got all eight issues on the table. Thank you. Anybody who has a lot of details welcome to email me. Thank you for doing so earlier too. That's very helpful.

Fish: A couple of questions. I apologize, I needed a compassion break, so if I missed a little bit of your testimony -- is there a proposal out there that you think your industry could support statewide?

Gilliam: Commissioner Fish, I think that it's a Portland -- if we could get to the level of support that issues I just talked about for Portland, I think that could be taken as model forward for the state.

Fish: And there's an issue that i'm trying to understand a little better, and you may have already addressed it, if you did, i'll read the record. Tell me so. But that has to do with a truck that might go through the jurisdiction, so I know that's an issue that in seattle there is a record keeping, and one of the things that I think we're all interested in is a policy that's workable for all parties, and it doesn't unduly create administrative burdens. So has he already --

Hales: He mentioned that in his list of items.

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Fish: Could you go a little deeper just to describe the problem?

Gilliam: Yes, mayor hales, commissioner Fish. In the seattle ordinance it's written that even if you travel through the city without stopping, you're still keeping records and becoming eligible for the seattle sick leave policy. So you may drive a truck through on i-5 through seattle, never stop, and be subject to their policy. A good example, Oregon-based distribution center winco is in woodburn. And they're going to travel to go to drop a truck load in bellingham, they're going to travel right through Portland, right through seattle, and drop the truck and trailer in bellingham. And never stop in either city.

Fish: So -- just so i'm clear, because we're going to be discussing later where we want more staff work to understand these things, you're not talking about the situation of a trucker that actually stops and does a drop-off in the city in this example, you're talking about someone who may actually just physically come through the city, but isn't doing business during that trip in the city, and that's the concern you're raising?

Gilliam: That's correct. That's exactly right. You could never stop in those two cities and then the woodburn company would be keeping -- they have their own sick leave policy that's in place today. They would be keeping records of the Portland and they would be keeping records for seattle, so You can see where the record keeping becomes --

Fish: I guess i'm not entirely clear under current language whether that's in or out. That's one of the issues i've talked to commissioner Fritz about, having greater clarity.

Gilliam: We're asking for clarification. I believe the intent is to not do that in Portland. We just need to clean the language up to make sure we understand it.

Fritz: Commissioner Saltzman and I are very committed with working with the task force on particular detailed issues like no this to make sure if there's a way to clarify language, we'd like to propose it.

Hales: Thanks for bringing that up.

Andrea Smith: My name is andrea smith, I own the daily cafe in the pearl. So to begin with, while I agree paid sick leave is a social good and something that we should work towards to provide, what i'm not hearing in the arguments in favor of this is if small business in Portland can actually afford to do that. As small business owner owning a restaurant for 10 years and trying to get it to a level of profitability, I take issue with putting in -- being put into a position of being required to provide a benefit when my business is not yet in a position to offer that benefit. So the question is the liability of business. And particularly Portland is made up of small business. When you look at the other cities that have this already in effect, so san francisco, seattle, and connecticut, we are talking about cities that are much richer than us and are made up of businesses that are not of the same -- what's the word? There's a different component of businesses, particularly you look at san francisco, you have much higher percentage of high-paying jobs there. So the effect overall is different. And i'm not sure that city council is really looking at our city and how this will have an effect on us. Thank you.

Fish: Can I ask you a question? I'm a frequent customer, and I love your restaurant. What -- so if one of your employees is sick under your current policies, how do you address that?

Smith: Well, I had sent an email to amanda, we have been in contact, and the way I see it, it's a management issue. So I have a policy that everyone, if you need time off, you work it out with a coworker. And you swap shifts. By mandating paid sick leave, you're taking away the incentive of the employee to get coverage. So they're no longer responsible for the position that they have.

Fish: I seem to recall, and tom's presentation there was a shift swap issue that was put on the table.

Smith: Yes. Right. As I understand it, it's allowed, but what is the incentive then for the employee to do that? If they know they will get paid anyway for taking the time off?

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Fish: Ok. Folks, it's so unfair to make hisses and boos when people are testifying. Imagine when you are testifying on something you care passionately, and a critic is doing that to you. We have to behave in a more dignified way than that. And we have to be respectful of different points of view, or else we won't hear both sides of issues and we're all the poorer for that. Please, Portland, we're better than that.

Hales: Thanks, commissioner. Thank you very much. You're next.

Claudia Arana Colen: My name is claudia, I am a health equity coordinator of a nonprofit devoted to improving --

Fish: We can't hear you.

Hales: You have to push the button. It's working now.

Arana Colen: Thank you very much. My name is arana, I am the health equity coordinator at up stream public health. A nonprofit devoted to improving the health of all Oregonians. I'm also a mom of a 2-year-old and a 3-month-old. The opportunity to be able to take a day off for sickness when I need to is critical to my ability to manage my work life as a mom of two young kids. When my kids are sick, the day care will not accept them. So it's essential that I be able to stay home and care for them. In fact, just last week my little 3-month-old went to the e.r., was hospitalized for a night. She is fine now, but i'm a mom and I had no choice but to be with her. I'm lucky I have an employer that is supportive when I need to stay home. Many working moms in the city are not so lucky as we heard earlier. Shocked that 60% of workers have been fired because they took time off for sickness or to care for a family member. No one should have to be faced with that. All we're asking for is a fair policy that allows working moms and other hard workers that make our economy run to be able to have time off when it's necessary. To be a progressive and just city its time portland joined the ranks of other cities in passing the fair earned sick days policy for all of us. Thank you.

Hales: Thank you all. Thanks very much. Let's call the next four in support.

Hales: Welcome.

Susan King, Executive Director, Oregon Nurses Association: Good afternoon mayor hales and members of the city commission. My name is susan king, i'm the executive director of the Oregon nurses association. In addition to my role as an employer of 45 staff, I also practice as a registered nurse in a large Portland area emergency department, so I am very familiar with people needing to be away from their jobs when they are ill or when their families are ill. I'm speaking today in support of this proposal, you have heard a great deal of proponent testimony already, so you have My written comments. I would like to highlight just a couple of issues that have already been mentioned. First of all, is the public health impact of workers who are ill being at work. Exposing both their coworkers and the public that they serve. That can't be emphasized enough. While we have during the flu season seen the media coverage of flu vaccine as an intervention against disease, in fact, all of the evidence shows that the best way to prevent the transmission of disease is not to be around sick people. So that I think bears witness to the wisdom of this proposal. The second issue i'd like to talk about that hasn't been mentioned is really productivity. As an employer, i'm well aware of the impact of an employee who is at work ill and perhaps less productive at work ill than they would have been had they been well. So staying home to get over an illness often times will shorten an illness and return them to the position for which they are hired. Instead of trying to work with they're ill, extending the illness, exposing coworkers and people who come into the business, so I do think productivity and the impact of illness on productivity needs to be considered to a greater extent than it is currently. I'll defer to my written comments. Again, I appreciate your consideration of this important issue. My company does offer

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sick time, 12 days per year to our employees, and we feel it is our responsibility both to the public and to our employees. I appreciate the opportunity to make comments. Thank you.

Hales: Thank you.

Tom Chamberlain, President, Oregon AFLCIO: Good afternoon, my name is tom chamberlain, i'm president of the Oregon aflcio. I'm here to speak in support of the ordinance. Portland prides itself of being sustainable and livable city. Sustainability and livability is more than just the streets and the parks and the lights. It's quality of life for our citizens. We live in an era where people are working harder for less. We have minimum wage to try to set a minimum that people who work can earn, though we know it's not a family wage, it is a standard. I believe strongly that establishing a floor on sick leave is the right thing to do. I commend you on getting as much input as you have in this. I look forward to whatever comes out of the work group, I hope the work group does not water down the ordinance, but continue with this thought that this is going to be simple, easily to administer, and I hope they work in that vein and not water the ordinance down.

Hales: Thank you.

Patria Ford: Mayor Hales, members of the city council. Thank you for the opportunity to share my views with you today. My name is patria ford, i've been an administrative personnel for about 17 years. I've had the privilege of working for three businesses in the Portland and Vancouver areas, as an administrative staff member. Of the three, two of those companies offered paid sick leave. Only one did not. I had heard awful stories from people who worked for companies that didn't pay for sick time. How it create add burden on their financial life, coupled by unnecessary stress. It wasn't until I worked for the third company that I learned just how devastating it would be, just how devastating it was when you have to make the often dreadful decision to take a sick day. Knowing you won't be compensated for that time, even though you've devoted yourself to the company you work for. What was worse, it created an undue hardship on my family, not being able to meet my monthly financial obligations. Having to choose between bills to pay, which bills to take late fees on, or how much less i'd have to provide for my house hold essentials into the next pay period. Not only does the situation create a financial hardship, but it also shows a lack of value for employees. In some cases it reduces employee morale because it leaves the open-ended question, does the company I work for really care about its employees? One thing I focus on when looking for a new job is whether or not the company provides sick leave. As a single parent and as a human being, I know there will be a time when I need to take a sick day. And because I know firsthand how devastating it can be financially, if you're not paid, I often look for companies that value their work force. For me, one of the ways of determining that is if they offer sick leave. Despite any rebuttal, the bottom line is, if an employer can afford to pay an individual for time on the job, they can afford to pay an employee that paid value for time needed to recover from an illness or sickness. Thank you.

Hales: Thank you.

Mary King: Mayor Hales, commissioners thank you for this opportunity to address you and possibly all of portland. I'm mary king I'm a labor economist at the economic department at Portland state university. I've submitted a more detailed letter to you. so I'll just hit the highlights that letter was signed by myself and 13 other economist who are at academic institutions nearby including university of Washington, reed, university of Oregon, lewis and clark, pcc and of course psu. Based on a review of the evidence the consequences of policies of requiring paid sick days in other U.S. cities and the state of Connecticut, theirs a strong economic pace out there for requiring paid sick days and its critically important. I'm really pleased to see that your taking this level of testimony that our policy be informed by evidence. Of course business and trade associations are concerned about potential policy impacts on business as they should be. But they have historically

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significantly overestimated the costs of policies like this on business bottom lines. To take an example I would give you the national family medical leave act which requires 12 weeks of unpaid leave for the birth of a child or other family circumstances. Was widely predicted by chambers of commerce to be hugely costly. But in practice has been taken rather easily in stride. One reason that businesses tend to overestimate in advance what a policy like this might cost is that in this case they tend to assume that people will tend to take all days they have available to them. And the record that is not what happens. Evidence from the state of Connecticut, the city of san Francisco show that people are taking about half the days they have available. For Connecticut that has meant a cost of about 0.2% of sales revenue. So something rather smaller by a significant magnitude than what was anticipated. In san Francisco which has required at least 5 days of paid sick leave for all workers since January 2007 people take an average of 3. six of seven employers state that theirs no negative impact. San francisco grew faster than surrounding cities in the intervening years. The golden gate restaurant association has called the cities sick leave policy the best public policy for the least costs. Employer costs tend to be outweighed in reduction in other business costs including productivity as you've heard here before. One big aspect of that comes from a reduction in turnover. People do loose jobs over not having paid sick days which results in costs in advertising, recruitment, training and lower productivity of a new replacements. Sick days reduce the costs of what is called presenteeism in human resources. The society of human resource management puts that cost at about 180 billion a year. What they mean by presenteeism is the costs of people coming to work sick. If people stay at home when their ill, they recover more quickly. They expose fewer other employees and they have fewer injuries on the job. Paid sick days also reduces health care costs. People recover more quickly and they get less sick. They expose few others. They get timely less expensive medical care for themselves and their dependents. Visits to the e.r. are reduced. Fewer customers are exposed to illness as you've heard. And parents can stay home with sick children exposing fewer other kids and teachers. People with paid sick time are more likely to obtain their own preventative care. This is something that I don't know if we've heard but people get their cancer screened trace, that kind of thing if they can make an appointment and go get it. That early on preventative care rather than more expensive more serious care later. There are some substantial community benefits to be had economic benefits from paid sick leave. In that people losing their jobs increased the unemployment rate, increased job turnover and increases poverty. So this is the kind of thing an economic costs out on the community. We need to think seriously about. Of course its very costly for individual workers as we have heard. The average person who lacks paid sick day at the moment earns \$10 an hour. For that person who has two children they can be put under the poverty line if they lose three days of work without pay. So it is clearly a significant costs for people at that level.

Hales: We'll ask you to wrap up.

M. King: Thank you. I'm sorry. The world has changed since our labor laws and our employment polices have been conceived. Now 2/3rds of mothers are working most children are in families with two working parents. Parents and families need the security and support of access to paid sick days. For these reasons I and my fellow economist would urge you to support a robust paid sick days requirement in portland that reaches every worker in the city. Thank you.

Fish: Dr. king I have one question. Does the letter that you submitted have links to the studies that you've talked about or have data in the letter about.

M. King: Certainly. You have the footnotes their.

Fish: Having been an employer once myself this question of retention and reduction in turnover I think is something very important as you've noted it is a high costs issue and a stable work foce has a significant value. I'd like to see the data you cited.

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M. King: Absolutely.

Hales: Next four.

Dan Yates: My name is dan Yates. I'm the president of the portland spirit diner boats. Which is a locally family owned, employee owned business. I'm going to focus more on the process than on the actually merits of this proposed ordinance. I want to address and I'm very disappointed with the process related to this ordinance. This is a very ambitious ordinance it has significant impacts on business, employees and our general business climate in our city. I find it very disheartening that such a large sweeping ordinance has not been subject to an extensive review and discussion by all interested parties. This ordinance injects the City of Portland into the very heart of the employee-employer relationship while creating large financial and managerial impacts. The raw economic numbers are not hard to compute but lack of clear rules in the ordinance fails to address the conflicts and relationship to current employment laws and marine employment laws which I like to remind the council that this is a - we have a major marine community that is not subject to workers compensation laws that are subject to marine jones act and other federal laws that actually put us in conflict with state employment laws. This ordinance should to a comprehensive look to see how we can eliminate conflicts with federal marine employment laws. It is naïve to think that a 3.3% costs in labor can be absorbed by employers without ramifications. The lack of a credible process has failed to identify what trade-offs employers will make to pay for this expensive program. Again, its naïve to believe that you can impose this on companies that are not doing well. Portland spirit is down 25% revenue since 2008. We currently offer healthcare but that is in jeopardy just because our local economy is doing so poorly. I can assure you that the realities of the economics mean that the employers will get this new benefit the employees will get this new benefit at the expense of an existing one. We are no different than the City of Portland which just in Willamette week mayor mentioned that there is no magic bucket of cash available to pay for projects. Our companies are struggling and we have no magic bucket to pay for it we will just trade money around to take care of this ordinance. I do not see any net real benefit to the employee. If this ordinance is a good idea that's worthy of the hardship that it will place on employers it needs a proper process that involves all interested parties. This is more than a general public health issue but rather goes to what type of community we want to live in. I'd hope that the new members on this council would eliminate back room deals and would provide a more transparent process in the city. I have hope that the city council would focus on reversing our 15 year decline in our cities economic vitality. Portland as oregon's largest city should be the economic engine leading the states prosperity. For the last 15 years Oregon has fallen from 25th in national median income to 34th, 34th. Portland has been leading, just in the wrong direction. There is a great deal of opportunity to make this a better ordinance. I hope this council allows a comprehensive discussion to be had over the next few months or a credible ordinance can be crafted. I am volunteering to assist in a fair open process that allows portland to look at the lessons learned from the other communities that have it so we can create a portland version that works for everyone.

Fish: Dan can I just follow up and ask you one question? So we're going to get different input on the question of whether portland should move forward with an ordinance or whether we should differ to the state doing something or some combination. If the state of Oregon took this up in a way that you felt was transparent, do you think it is a better outcome to have a statewide standard or is there a citywide standard with what you've described as proper process that you could support?

Yates: well I would prefer a statewide because I actually have about 50 employees in cascade locks which are not subject to this. And your forcing me to choose on protecting the portland employees better than the cascade locks employees or treating them both the same. And reducing

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one benefit to pay for this benefit. And quite frankly, I'm going to ask my cascade locks employees what do they want to give up to get this or do they want to stay where they are. But your creating a two-tiered system for a lot of companies that do business outside of portland.

Fish: Thank you.

Hales: Thank you.

John Plew: My name is John Plew. I'm a partner and president of Concept Entertainment Group. A local restaurant and hospitality company here in portland. We employ around 300 employees and have operated in portland for 30 years. We also are private investors in real estate. And we love Portland particularly the urban core. We're greatly concerned as well as dan next to me here that the process needs to really be weighed out in an equitable way not as just a blanket system. Depending on your industries. We do have sick benefits for certain personnel. And for other personnel we have the voluntary shift trading. Our industry is a little different than manufacturing that might be open 5 days a week or a law firm or something like that. I don't know that its fair to put the policy in place from one industry that is a blanket for all industries. And we really do believe in the sustainability of our employees, and we think it's important and the responsibility from a health care, as well as a lot of the transferring of, food handling, and making sure that our guests are healthy, happy customers. There is a large financial impact that I don't know that anybody is really -- has spoke to, so I can only speak to my own. I did a little math with 300 employees. These are employees that again, I will use the bare bottom of the minimum wage, even though I have employees that make the minimum wage up to \$20 an hour. So, at 300-employee company here in Portland, we estimate that to be about 321 hours divided by 30 hours. The impact for our company is \$95,000. Before we replace the employee who is not at the job. When we do not have a waiter, we have to put somebody else on so now instead of paying a waiter \$8.95, we are paying them double that because we had to pay the person not there and the person that is there. As well as the administrative duties to, to all of the work, to mandate and to track it. So, in our company, just the, the employees that are gone, the impact to us would be somewhere in the neighborhood of 95,000. So you would double it because you have to replace -- you cannot add more work to the people there. We bring in other people to take their space. In our process, to your point, mr. Fish, when we're doing site selections for other restaurants, which we have one now in Washington county, and we have one in arizona. It's something that we definitely think of in where we're going, and if we are in Portland and the prices keep going up, and it gets tougher and tougher to do business, we certainly are encouraged to look outside of the Portland market even though we have a love and a passion to be here. Thank you very much.

Hales: Thank you.

Bernie Bottomly: I'm Bernie bottomly with the Portland business alliance. The alliance represents more than 1200 members, who provide more than 325,000 jobs in the region. 80% our members are small businesses. In the interest of time I want to just relay three of very many concerns that we have heard from small businesses about this proposal. First the lack of meaningful public involvement in the process of developing it. Second, lack of equitable treatment of employers by the city, and third, the decision to move forward on a city-only basis. First the alliance is very disappointed with the lack of public involvement in developing this proposal. The city of Portland is known justifiably for its transparent and inclusive public process. We just spent over four years on a process for west hayden island with hundreds of meetings and thousands of stakeholders. In contrast this process largely excluded impacted stakeholders such as the alliance and it's small employers, and put on the council agenda this ordinance before there was a meaningful opportunity for public review of the details in it. We appreciate the mayor stepping in and creating a task force to look at the impacts. We do not think that one month is sufficient time

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to address the concerns in the proposal. Particularly for small businesses who are trying to make payroll and keep the doors open and don't have the time or the resources to analyze the impacts of this proposal on such short notice. Second, adding this new burden to small firms when the city has not fulfilled its commitment to help those firms by reforming the business license tax, adds insult to injury. Six years ago, this council adopted a policy that promised a change in the business income tax. And it hasn't happened yet. So, if the city feels like addressing this issue is so critical, why doesn't the city not have some skin in the game itself? Instead of transferring the cost of implementing this policy to small businesses around the city.

Fish: You are talking about increasing the business owner's compensation reduction?

Bottomly: Exactly.

Fish: You are saying we haven't done it, your saying we haven't gotten to the level that we have in fact incrementally increased that.

Bottomly: You have indeed. But six years ago we said we get to \$125,000, and we haven't gotten there. Third, the alliance believes the city should wait to enact the requirement until after the Oregon legislature has had an opportunity to consider the proposal. Enacting a city-only ordinance creates bureaucratic and record-keeping costs that burden firms inside the city, create even more burdens on firms with locations inside and outside the city, and will give an economic advantage to employers outside the city who do not have to incur these costs. Since the proposed effective date is 2014, waiting to see if the Oregon legislature acts will have no appreciable impact on the implementation date, and will give the community a fair opportunity to have input on the proposal.

Thank you for your consideration. We look forward to working with you to ensure that small employers can continue to operate in Portland and provide incomes to families and citizens of the city. Your policy decisions are directly related at our economic success or failure and whether Portland can retain and grow quality jobs. Thank you.

Jan Walker: good afternoon, I am jan walker, and I am a small business owner. And my business, we provide accounting services specifically to the restaurant industry. And I am here today because many of my clients just in conversations that I have with them, they have expressed certain concerns, and that's why I came today. As a small business owner myself, I see my employees as very valued to my business, and one of my roles as a small business owner is to draft policies and to work with my employees to create policies that really work for us. And I see my clients doing the same things in their restaurants. I see them doing that. There is a feeling that this should stay with the company. That companies can create policies that work for them. I see that they have -- we have heard today these trade, shift trades, and they provide flexible work schedules, and they provide paid sick time. And they have follow-up and a lot of training on workplace health issues and practices in the workplace, and these are the kinds things that small business owners can create that really work for them. Clients have shared with me that this is very rushed, that they feel like a small business owner, that maybe they are not being heard. I sat down with a client this week, and he was talking about his budget. And this subject came up, and he mentioned he was feeling like he was going to have to reduce his restaurant staff, and he has -- has a small restaurant. But reducing one or two people then begins to add a burden to the other staff, and sometimes, as a small business owner, you are looking at every dollar that leaves and comes in the door, and when you are trying to find places to move money around, sometimes you resort to something that is fairly extreme. So, I am hoping that this process can slow down. I am hoping that it can get equitable. I am hoping that small business owners can have an opportunity to get educated and learn how to create policies that stay on the level of the company. And that we hope that it becomes an equitable policy for everyone and perhaps on the state level, might be the way to go. So thank you.

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Hales: Thank you. Thanks very much. Karla. Next four.

Hales: A process question, how far down the list are we? How many do we have remaining to testify? You can tell us that in a few minutes. Take a while to calculate, please. Go ahead, mr. Roach. I think you were first.

Mike Roach: Mayor and honorable commissioners, I am mike roach, and I wish to thank commissioner Fritz and her staff for targeting this issue, challenging as it is at this time, and for putting in the time to try to make sense of it all. As co-owner of Paloma clothing for 38 years, I support the ordinance as a crucial first step, at improving public health in Portland's businesses, workplaces, and schools. I do so with the following suggestions. One, consider exempting all businesses for their first year of being in business. 38 years ago it was tough. Number two, consider, also, exempting those new businesses from any business license fees above the minimum fee in a companion piece of legislation. Three, please listen carefully to the recommendations of the task force and be prepared to exempt or delay implementation for classes of businesses for whom this would appear to be a impossible onerous. I realize such an exemption or delay is a very slippery slope, but please be open to the potential need for it. I would like to thank and compliment commissioner Fritz on her selection of commissioner Saltzman as her co-chair, or possibly mayor hales made that decision, and at any rate, commissioner Saltzman has a skill set and experience that I think could well find opportunities to see sweet spots in small changes to the ordinance that would result in easier compliance. We have had paid time, personal day policy at paloma clothing for eight years. That's in addition to paid vacation, and the personal time consists of two days. In those eight years, we have seen a notable decrease in what I call the tsunami cold syndrome, where two or three staff are sick at the same time and everyone eventually gets the same darn cold. Employees have gradually, over time, learned how to best utilize this paid time for both their benefit and the benefit of the business. I will close simply by saying, that any businesses, large or small that are smart enough, agile enough and lucky enough, to still be in business five years after the beginning the great recession, should be able to learn to live with earned sick pay. Thank you very much.

Fritz: Thank you, it was commissioner Saltzman's idea to do the task force. I agreed and then the mayor graciously give it his blessings.

Roach: Thank you to commissioner Saltzman. And I want to thank commissioner Saltzman for staying home sick on his sick day, and taking his sick day to not expose us to all his germs. Thank you.

Hales: Thanks.

Jim Houser: Mayor hales, Portland city commissioners, my name is jim houser, and my wife and I own and operate hawthorne auto clinic in southeast Portland. And I am also a co-chair of the main street alliance of Oregon, who you heard from Lee earlier. And so, let me tell you about the small businesses, the stake in this and sick time campaign. Hawthorne auto clinic is celebrating its 30th anniversary this month. So, I think that I have learned a few things about small business success. Our principle business asset next to our customers is our employees. I believe in experiences born me out that if you take care your employees, they will take care of you. We provide good benefits, including earned sick days, now called personal days and have for all of our 30 years. Not counting our three student intern who have recently been promoted to full-time, the average tenure of our other employees is over 20 years. That kind of employee loyalty is critical to the success of any small business. Most small business people understand this basic notice reality.

The biggest hurdle most small business owners face in being able to provide the decent wages and benefits is competition with the national chains like the wal-marts and the mcdonald's. They are notorious for driving down the cost of labor by suppressing wages and benefits. As much as they

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would like to, small business owners are often trapped by the power of the multi-nationals. So, because I realize that there is some anxiety among business owners who fear employees will abuse their sick time, I inventoried our employee's personal day usage over the past year, and one-half of our staff, five people, and we have a mix of older and younger, used all five days last year. There was a surgery. A new baby. A sickness in the family. And the other five used zero to one days for an average of 2.7 personal days overall for the whole year. The total cost amounted to less than 1% of payroll. It was between .8 and .9%. Reasonable employment standards, such as commissioner Fritz has proposed, level the business playing field by requiring all employers to play by the same rules, enabling small business owners to do what they know needs to be done by providing earned sick time for employees, and thus, for their enterprises, to thrive. Thank you.

Hales: Thank you.

Scott Tetz: Mayor Hales and the members of the council, thank you for the opportunity to express my support for the sick days. I am Scott Tetz. I work at an area hospital as an acute care float nurse, and I serve as a member of our health policy. I strongly support paid sick day's policy in Portland, allowing workers to support sick days to earn sick days on the job is vital to public health and Oregon's efforts to transform our health care system. As a nurse I understand the importance of Oregon's, excuse me, of Oregon's health system transformation efforts and how much is at risk if we are not successful in crafting a system that provides quality care for our patients, for more patients. As we develop a structure, that focuses on primary and preventative care we'll see the cost savings, making care more affordable for all. If workers do not have the time to access the primary and preventative care they need, their illnesses will likely worsen and become increasingly expensive and posing long-term health risks. Portland needs to implement policies like earned sick days to support national and statewide health care reform efforts, promote good public health and maintain a strong community. Healthy communities are created through the implementation of health conscious policies such as earned sick days. City-wide earned sick day policy will not on its own, stop the spread of illness within Portland, but it will cut down on the spread of communicable diseases by reducing exposure and prevent working families from making tough choices between their health and financial security. Thank you.

Hales: Thanks. Welcome.

Emily S. Ryan: Good afternoon. Mayor Hales, and city commissioners, first of all thank you for holding this public hearing and take public testimony today. And my name is Emily S. Ryan, and I am here today as the board co-chair for the Asian Pacific American Network of Oregon. In coalition with Family for Oregon, we support the ordinance introduced by Commissioner Amanda Fritz and her staff. Growing at a rate, growing at an exponential rate, Asian Pacific Islanders are the second fastest growing population in the state of Oregon. And taking residence in major metropolitan cities, like the city of Portland. We hold jobs primarily in the service industry, and these constantly have contact with the public. In Portland, 40% of all private sector and 80% of low income employees have no earned sick leave. We know from the report by the Coalition of Communities of Color, Communities of Color in Multnomah County an unsettling profile, communities of color disproportionately experience poverty. On a statewide level, 40% of Pacific Islanders are living in poverty. We also know that families living on a low income tend to hold more than one job to help meet living needs. The lack of ability to take time off work to become healthy again, poses a public health issue that can easily be remedied through this ordinance. Working sick can expose and spread sickness to others. Parents with a child unable to take earned sick days is at risk of losing their income or even their job. Leading to economic impact for their family and our city. We value the wellbeing of our families, and supports the practical benefits to employers that this ordinance allows. Thank you.

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Hales: Thank you very much. So Karla, what did you determine in terms of the remainder of the list?

Moore-Love: There is about 45 more.

Hales: Ok. Therefore, I think for the council's sake we are going to declare a five-minute stretch break and resume in five minutes.

At 4:03 p.m., Council recessed.

At 4:08 p.m., Council reconvened.

Hales: I will call the council back in order and ask Karla to call the next people when she is ready, and I think I might take this moment to, since we have this many folks to testify, we are getting great testimony, I am reluctant to do this but there are council members with evening schedules so I would like to ask people to compress their comments down to two minutes instead of three, and if you have heard good testimony, on the same points that you are making, please refer to it as one way to reduce the length of your testimony. But I want to hear everyone and allow folks that have evening commitments to make them. If really have 40 some people signed up, I am afraid we will need to, so try to hold yourself down to two minutes.

Fritz: You are welcome to send in your testimony and further comments. This is the beginning of the conversation.

Moore-Love: We'll have to go with Justin. He has some daycare issues, and then we'll take Lisa Watson, and Betty Kitchen and David H. Louie.

Hales: Ok. Welcome.

Justin Zelner: I am Justin Zelner, the president of Venture Portland, the father of two children, I live in East Portland. And I grew up with a father who was a roofer and lived just above the poverty line, and he's still a roofer, and I know very well this is near and dear discussion item for me because I watched him work sick many times six to seven days a week. Today, approximately 50 unique business districts, neighborhood-wise, here, comprise over 18,000 businesses and 250,000 employees that thrive in Portland. Since 1986, Venture Portland has supported the critical commercial corridors, in the short amount of time that we have had this proposal, it has been made, since it has been made publicly available, Venture Portland reached out to nearly all of our business districts, and their business members for feedback. Nearly 90% currently oppose the ordinance as currently drafted. And that provided feedback to us which we will forward and be part of the process. We have encouraged all to be involved, some of them are here, and have provided testimony today. I feel the statement I am about to make was supported by your formal rollout by your office, Commissioner Fritz, with Tom's comments during the presentation that on several things that he popped up, there was more work to do. Also, related to the cost of the administration of this, as a former H.R. Administrator, I would urge all of you to protect our city's budget. I think that we are grossly underestimating the cost imposed with wage and hour and believe the administration has been around a long time, small paragraphs have taken decades to write, and they still may not have the right intent. I understand some of the business leaders are supporting the goals of the legislation, we need to make sure that we are staying away from the unintended consequences, which were rolled out earlier, and I will not go into those. We ask for two things. One is to slow down. We need the process to ensure that all of our volunteer-run organizations and all the business community have an opportunity to have a voice. Just to give a bit of perspective, we talked about a plastic bag for nearly five years here, the time line proposed by city council was too aggressive, and we will not avoid unintended consequences, and additionally, as Commissioner Fritz also has stated, this belongs, at the state level, and I agree. If approved by the city of Portland,

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the only ordinance, we will create enormous administrative and legal complications that need to be significantly discussed, and this does not help the people like my dad and other communities. And it has the potential harmful impacts of inter and intrastate commerce. And we need to consider those things. With and without -- with and only with the impacts and the discussion with the private sector and the business community can we only get to a place where we are going to be, where we can mutually agree. We think that you should slow down. This should be a state issue, and I want to thank you, commissioner Fritz, for allowing venture Portland to be part of the conversation.

Hales: Thank you.

Debbie Kitchen: I am debbie kitchen, co-owner of interworks general contractors, which specializes in residential and commercial remodeling. Thank you for the opportunity today to speak on this issue. I have many concerns about the mandatory paid sick leave proposal and would also urge that you slow down the process and allow more businesses to be involved in discussing this and learning what it means for their business. As a business owner, I do think it's very important to provide paid sick leave. We do for our full-time employees. We have paid time off. And we provide six days in the first year, nine in the second year, and 12 days in the third year. So, we are committed to providing this for our full-time employees, as well as 100% we pay 100% of their health care premiums for their health insurance. I think, one of my concerns about this policy, is I feel it's a disproportionate cost on part-time employees. We currently have three part-time employees. But that's kind of unusual for our business. Before the recession, we very seldom hire part-time employees, because there is an administrative overhead, for each employee that you deal with, and it wasn't as, as workable for our business. However, with this fragile recovery, part-time is a bridge to full-time employment for employees and for more prosperity. So, I really urge you to consider the timing of this, as we are still in a recovery phase, and the administrative burdens and the cost on part-time employment, are a little overweighted compared to what the proposal requires for full-time employees. Finally, I would say that there are lots of different kinds of businesses. We need flexibility for this, you know. If you look at the restaurant industry, there are a lot of part-time employees there because guess what, customers insist on having their meals during mealtime. That creates a lot of fluctuation in the demand for when you need employees in the restaurant. It's just part of what their business is. But, many businesses face different costs, different competitive environments, and different cost structures within their business. So, I think that we really need to have some flexibility and, and also, the time to consider these issues. Thank you for the opportunity to speak.

Hales: Thank you.

Lisa Watson: I will read as fast as I can. Good afternoon, mayor hales and commissioners. Thank you for the time today. I am lisa watson. My husband and I own a small business called cupcake jones. We already provide -- we're among the 60% who provide our employees with unconditional paid off tied to the number of hours they work. We also pay for approximately 80% of their health insurance premiums and prescription drug coverage. So, clearly we recognize the importance of healthy employees. But let me emphasize we chose it when we could afford it. It should not be required by the city or any government entity. I believe the proposal to require businesses to provide paid sick leave puts an undue burden on an already struggling portion of brave risk-takers who are creating jobs for the city and the residents. Today I speak on behalf of my friends and colleagues who reached out to me to say that they simply can't afford this. They have told me that they would have to decrease hours, eliminate their charitable giving programs, decrease or eliminate other employee benefits like health insurance, and if they have done all of those things, some would have to shut down. These friends and colleagues are not here today

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because they are working in their businesses. The time and expense for keeping up with the city, state and federal requirements on small businesses is enough. This mandate would create much more work that takes time away from me working to grow my business. Like many business owners, I am the h.r. department. Let me put some real numbers behind this. I think that the one-hour for 30 hours work ratio is a high one. An employee would need to work 23 hours a week, and I would be required it pay that employee for 40 hours of time off per year. To be fiscally responsible I would need to be prepared at all times to pay for 440 hours on my payroll each year with no productivity. We also provide paid time off, but its computed equitably based on the number of hours worked. The one to 30% ration just does not work in our industries, with employees like students who want and need to work part-time. Also in order to grow we reinvest 100% of the net profits back into the business. That net profit reinvestment would have been cut in half under the requirement. Is that the message that council wants to send to small businesses? A mandate that can result in a 50% decrease in the net profit of a small business? Small business owners cannot afford the time and money this will cost them. I would prefer to see our local government do what the federal government has done, which is reward business owners who do the right thing like the federal tax credits that I received for the insurance I buy for my staff. I encourage council to create a small business incentive or certification for good employment policies. And mayor hales, you were quoted in the willamette week saying we have to demolish the fiction that there is money stored in a box in the city hall. And if we push hard enough, well find the box and pay for your favorite program. I wish that were the case but that box does not exist. Well, commissioners, and mayor hales, the same rule applies to our businesses. Let's demolish that fiction that businesses can go and find that box and pay for more mandates, we are empty. Consider carefully how you move forward. Thank you for your time.

Hales: Thank you.

[inaudible]

Hales: Press the button there on the base. There you go.

David H. Louie: Thank you for this opportunity, mayor hales and commissioners. I want to second everything that these people have said.

Hales: State your name.

Louie: I am david louie from huber's restaurant. And I just wanted to say that I remember when my parents were working at our restaurant, and it was very difficult. They worked six days a week, ten, 12 hours a day, and they had all the stuff, if they had the stuff that the city is requiring and the state is requiring, they would have never made it. And I am thinking that, this is going to cost jobs in Portland. You know. What good is it going to do if, if our -- these people that are saying oh, we want paid sick leave, but they lose their job. That's not going to help anybody. So, i'm just hoping that you will think about that when you are taking your vote. That a lot of people are going to lose their jobs because business owners can't make it. That's just all that I had to say.

Hales: Thank you very much.

Novick: As to the restaurant industry specifically, my apologies, isn't there an argument to have paid sick leave there because you don't want people who are sick preparing or serving food to people, and isn't there also an argument that there is less of a danger that used paid sick leave in the restaurant industry because a lot of your employees are tipped employees? And they live largely on their tips? So they are not going to stay home if they are not really sick?

Louie: You were asking, we were asking that, that -- and we do encourage people to stay home. We don't want them to come to work sick because of all the reasons brought up here. As this lady here does, we provide vacation pay, and you know, they can use that time off to recover from their illnesses, and they do that. And we have a little fund that we have that, you know, employees

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contribute to, for people that are, that are, have long-term problems that, -- it's not a lot, but it's a bit of an assistance, so, you know, I am hoping that we can contribute more to that fund. But, you know, but, I mean, we're not going to be impacted but i'm thinking about a lot of people that -- we used to be like my parents that used to work so hard, and I just see more and more business going out. There was a morningstar cafe closed down. And who would have thought that romano's macaroni grill would have closed, but they closed, and mccormick and schmick's had to be sold because they were losing money. People think that we're rich because oh, well, we have a successful business. Well, i'm not rich. I drive a 1999 subaru. And, and --

Fish: When you said you would not be impacted, is that because you converted your vacation policy to a paid, a paid time off policy and it provides the minimum benefit, it would not cost you any additional money?

Louie: That's what i'm thinking, we would not be impact because we provide the vacation, you know. 40 hours, or actually, sometimes, we have -- it is not 40 hours, some of the people are part-timers. So, they get, you know, an average of what they worked for the last year. So, maybe it is not 40 hours. It's 30 hours, but then, according to your ordinance, I think that I would have to pay them 40 hours.

Watson: This issue that commissioner novick brought up, people coming into work sick, just this moment on facebook, somebody said i'm never going to cupcake jones because they make their employees sick, which we have never done. Two of my employees are here. We don't do that. I don't think that you have to in order to operate a successful business. All our employees when they are sick they stay home. I cover for them. Their fellow employees cover from them. We never allow people to work sick.

Hales: Thank you all. Thanks very much. We appreciate it.

Dr. Joseph Santos-Lyon: I am Dr. Joseph Santos-Lyon from the asian pacific american network of Oregon, thanks for the doctor sign. So first, I want to say thank you to the commissioners and mayor for bringing this forward, and thank you to commissioner Fritz for making this a priority. And also, thank you to the mayor and commissioner for really speaking out about this in the apono voter guide that went out to 50,000 Portlanders. It was translated into vietnamese and korean and hindu and english and chinese and so we feel like we've been able to educate many more of our community members about this issue. We really wanted to share one, one letter from one of our small business owners. We had the privilege of working with the family forward Oregon to bring this issue out to the community over the past year, this comes from christine chin ryan, the president of a small technology firm here and a consulting firm. She says as a business owner, I have offered sick leave for almost 20 years because I want to give my employees the best working conditions to do their job well. Their performance is crucial to our success, and as an employer I want to retain my best employees. In our asian american cultures, we place a big priority-caring for families. As a community, I believe that we want to support the health and wellbeing of all people, workers and customers and our families. I support earned sick leave. It's common sense to give my staff the security of being able to recover from illness or take care of a sick loved one without fear of them losing their job. Christine chin ryan, president, synergy consulting. This is one example of a small business owner who would be affected, already has the policy, and in our conversations she spoke about how she wants to ensure a level playing field for all businesses. Folks who do business, and benefit from all the assets that Portland has to offer for the business environment, also have to play by the same rules, and as a business owner who is from Portland, who supports Portlanders, she really does see this as a way to ensure that someone else does not undercut her in not offering this basic benefit, so with that I want to say thank you very much for the rigorous process and the forums you hosted. I encourage those who have not had a chance to

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participate and turn out to the different city forums that you've been hosting, commissioner Fritz, to do in the next month. So thank you very much.

Brian Snyder: I am brian snyder, a small business owner in Portland, Oregon, and I am one of three owners of the pine state biscuits. We started our restaurant seven years ago, with three employees, and now we're at 30 employees, two locations with the third location still at the farmers market where we started. As a small business owner, I support the policy for paid sick leave. We don't currently have one, because I think as many small business owners, we get, you know, tasked with so many things to do with our business, it's hard to prioritize these things. So that's why I support a policy for it. We just successfully rolled out health care to our employees, including part-time. We have a third of the employees who are full-time. We plan to add 12 to 15 more jobs in Portland this year opening another location. And they are going to be living wage jobs with health care benefits. So, the policy doesn't scare us from expanding in Portland. Doesn't scare us from expanding outside of Portland. And we plan as a responsible business owner to, to carry the policy with us. I think that commissioner novick, you said it best, when retention, when it comes down to that, it's a big thing for employers, and that's one of the most costly aspects of running a business. And I think that we see this as leveling the playing field for restaurant employees to make those jobs less transient. Thank you.

Hales: Thank you.

Eva Rippeteau: Mayor hales and commissioner, thank you very much for your time today. I am eva rippeteau, and before I do my formal testimony, I want to let it be known to the woman who wondered about what the incentive would be for her workers, their reaction was tips, she wasn't being hissed. I apologize that she may have felt that way. I think that she is gone, so I just, you know, I am eva, and I am, I am here to represent Oregon afscme council 75. Oregon afscme is supportive of the proposed earned sick day ordinance because it is the right thing to do for public health and basic worker protections. While we would prefer all workers have access to paid time off we believe the compromise for employers with five or fewer employees is good. It allows for that basic protection, and the right of workers to care for themselves or loved ones when sick. This is a crucial step in preventing the spread of disease. For the health of our community and, and -- sorry, for the health of our community, Oregon afscme urges passage of the earned sick days ordinance, thank you, and if you have any questions.

Fish: Does Oregon afscme intend to make this a legislative priority in salem and do you have a sense of whether there is the momentum to get earned sick leave at the state level?

Rippeteau: Mayor hales and commissioner fish, thanks for the question. And we will be supporting it at the state level, of course, you know, prioritizing things for our membership, and we are supportive because it is a public health issue, and unfortunately, not all employees under, under a collective bargaining agreement have sick time so we do urge that basic floor and hope that we can get that here at the city as well as the state.

Fish: Thank you.

Tara Murphy: Mayor hales, I am tara murphy, the senior member coordinator working with america, we are an organization that fights for good jobs, a just economy and working families around country. We have 3 million members nationally and 175,000 here in Oregon. 96,000 are right here in Portland. In may of 2012, we began talking to folks about getting sick, what happened if they could not work and what does it this look like for the average Portland working family? What we found was consistently troubling, unless your employer voluntarily gives paid sick time you are out of luck. The members of the council received more than 6,000 letters in support from Portland workers in november. I met with some of those who wrote letters. Anna a young mom works part-time while putting herself through college and her husband who works full-time at a

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restaurant. Neither have paid sick time. She told me I have to wake up and decide, am I sick enough to stay home? If I don't go that means less money, and that means not being able to pay bills. She told me her husband won't be sent home sick unless he's vomiting, and the agonizing decision of what bills to pay so their lights would stay on. All five-year-olds want their mom or dad to stay home when they are sick, and any parent here can identify with that. Shawn a single mom told me how she had to make a decision between leaving her two sick boys at home by themselves or risk losing her job. She said it's terrible when you have to count every penny earned when you get sick, what do you do? What choices do you have? She told me she phoned them whenever she could sneak away to see if they were okay and told me how many calls she made, and her expression turned to sadness when she said I didn't want to leave them alone but it was the only thing that I could afford to do. She was forced to choose between her job and family. A decision that no one should have to make. I hope you read through the 6,000 letters and know that this is too common. I am here today to speak for the thousands upon Portlanders who couldn't make it here today in the middle of a work day and who may be coughing their way through this nasty flu season as we speak. On behalf of the 96,000 working American members here in Portland, I urge the mayor and the city council to pass the earned sick days' ordinance. Thank you for your time.

Hales: Thank you. Next four, please.

Hales: Welcome. Jane, I think you are on first.

Fish: We also have your letter. All you have to do is summarize.

Jane Leo: I am Jane Leo representing the Portland metropolitan association of realtors at 825 northeast Multnomah, Portland. I appreciate your acknowledgment of my letter submitted to you earlier today. I do want to explain a bit about our association. We have 5500 members. They are individuals. They are each a business owner. And they own their own business. So, they come to this with a lot of concern, and I must say that most of them at this point in time, being in the real estate industry, are operating on fragile narrow to zero margins. And there is no more money. I come to this out of concern for them that when it comes to the administrative cost of them having to track the number of hours worked for an employee, some of since many of them are very much - the small business, employing fewer than five employees. There is the tracking of the time. And I am also concerned about language in the ordinance that refers to working businesses in Portland, and those it should and that language in there that says businesses that send employees to work in Portland. Those are two different things. And a member located in Tualatin, who happens to have an employee sent into Portland, heard language of this ordinance, they would be covered under having to document the time spent in Portland as to whether they are going to trigger the paid sick leave or the unpaid sick leave. And I also have a question regarding the fiscal impact statement. I believe it is woefully optimistically minuscule. I don't see how it can be done at that point, if, indeed, the city of Portland is going to have to notify every business within the state of Oregon that if they send an employee into Portland, to do anything, pick up the package, get stuck in traffic, that they are going to have to log those hours and document it, the sick leave being provided to the city of Portland. You have my other comments submitted in the letter, and I appreciate the ability to provide the additional remarks. Thank you.

Hales: A quick question, could you tell us your position with respect to the sick time, as to whether your members are employees or independent contractors or something else?

Leo: All of the above.

Hales: Some of each?

Leo: The are --

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Fish: I am not trying to get you to do an admission because we litigated this question. But, what is your understanding of their of the status of an individual broker under the definition's clause? Would they qualify as an employee or do you believe that they are an independent contractor or does that not matter?

Leo: I am going to politely --

Fish: Is that a question you would like us to look at?

Leo: I am going to politely defer that question in that that is before an administrative rule judge at this time. And I would prefer not to comment while that is under consideration. But, specifically, to your question, when it comes to the members of the Portland realtor's association, they are compensated 1099s. They are compensated w-2s. They are sole practitioners. They are llcs. They are every model you could potentially think of that's legally allowed under law.

Fish: So I will, we'll do our own, and I want to look at that independently, but, the other thing that I want to ask you is what is the average size of the number of employees of a brokerage business here in the metro area. How many employees?

Leo: I don't immediately have that answer but i'm happy to get it.

Fish: Is it just -- is it likely to be less than six? On average?

Leo: However, that raises the question for me, and if I look at the seattle model, which counts number of employees, who are all under that company's name, when I look at an individual, brokerage located in the city of Portland, it may have the same name, as that brokerage located in tualatin. Because they are all under a relationship with the national entity. So, how is that to be counted, and until that is clarified, I don't know if I can accurately answer your question.

Fish: Thank you for raising the question. And we're going to have time to, to hopefully bring some clarity.

Leo: Wonderful. Thank you.

Hales: That's a good point. There are lots of ways that works is configured and had different independent contractor-like arrangements. So, your members are in a particular niche in that complexity. So thank you.

Leo: Thank you.

Brian Alfano: Good afternoon, I am brian alfano, the vice president of venture Portland, proud father of one, and soon to have a second in two months. And I am also a third generation Portlander. So, this is, -- glad to have the chance to, to talk here. Justin zelner earlier spoke, and I think that our key, our key thing here is to slow down. Within this process, and make sure that really truly all the small business voices in the city are being heard, this has gone pretty quickly. And a number of our members have just caught wind of it, and started to digest what's going on. And there has been a number of questions. From a number of different businesses throughout the city. And specific concerns have come out of, of labor contracts, yoga dance or similar studios, and restaurants, and employment levels and businesses that have locations or employees outside of the city. We want to make sure that if we look at those things and have a deep conversation. And as we have heard from a lot of people the national economy is down, and we just implemented fats oils and grease, and a number of other things coming up in 2014. And timing is a big deal. And when we talk about this for small businesses. And finally, I would like to thank commissioner Fritz for her willingness to meet with small businesses, and business districts throughout the city. And we look forward to having a robust conversation around this.

Fritz: That's monday, right? This coming monday at noon and people should contact venture Portland if you are a member and you would like to be invited to that event?

Alfano: Absolutely.

Hales: Thank you.

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Bob Huckaby: Mayor which commissioner, I am bob huckaby and I own first, inc. Here in Portland. We are a moving and storage firm. And our employees get the package that you are asking for but our concern was this, is being a city business, we pay a lot more fees outside of the city to do business in Portland. I put it all on the summary but our city business license, just as a small example, cost us \$13,600 last year. Our competitors who are from clackamas or Washington county, theirs is \$100 for a city business license. And \$5 per employee. That's a tough competition right there. Adding this onto us this is an expense that's outrageous, and being a small business owner, I had no clue this was going on with the city. I came back from vacation, and here's an editorial in the Oregonian, and with what was being proposed, and I was in shock. It will cost us \$57,000 to implement this in our business. We have 47 employees. Each employee has one to three weeks off vacation, according to their length of time at work. And they all have paid medical. Dental. We give them everything that we can but this is reaching more because we have to hire part-time employees during the seasonal times, and that's another expense, and it's also time-keeping for us. Our biggest problem is we go into the city, Multnomah county, or Portland public schools, and we do a bid on your services, and we have to compete with these companies in these other counties, and we're down already. We cannot go in and give their rates at what you are asking us to pay extra above and beyond that. We own a building in the city. We pay property taxes, we pay school taxes and we pay the storm and water management, which I am sure you heard a lot of stuff about that. We pay a higher fuel tax because we're Multnomah county. All these expenses add up and make us less expensive to government business. And we want you to reconsider it because if you are going to do it, at least exclude these other companies from bidding city contracts. We're paying your fees, give us the break first.

Hales: Thank you. Questions? Thanks very much to the three of you.

Kyle Allen: I am kyle allen, and thank you, mayor and council for hearing us out. I encompass many of the viewpoints said on my side of the aisle here. As a field manager working america I speak face-to-face with our community on a daily basis, and as a server for ten years I worked in a business that's been around for 20 years, it's a chain now. During that time we've been paid minimum wage, they have not gone up, we have no benefits or 401-k. And I would like to say that, that shift trading is not a substitute for proper health reform. And I also got my degree in education. I have seen sick kids be shuttled to school because their parents couldn't afford the time off. And you know, I work hard here, you guys all work hard here, and I love the city, but, that being said there is a problem. And it's an absolute injustice that financially struggling Portlanders are left with no other option than to go to work with an illness or injury, and risking their health the wellbeing of their co-workers, customers and themselves out of fear of having their hours cut or losing their jobs. And, in our community working america, had nearly 11,000 conversations, and collected thousands of letters, we found nothing hearted of heart-breaking. Everyone gets sick, and every family will encounter this issue in one form or another, and we cannot have luck as a public policy. I will never forget a conversation that I had with a woman in low income housing right off of alberta, and she confessed to a heart-breaking story of her friend, an elderly man in a nursing home. A man who fought for years in vain to make sure the staff had sick time and was not exposing seniors to a life threatening illness. Fought for years, and he failed. That man eventually passed away and those workers never got sick time. And it's not just the worker who will benefit, as a public policy but the public as a whole. And the opposing panel has put their focus on financial -- costs, but according to the cdc in 2010, they did a study of 31 years of data and found 3,000 to 50,000 people in the united states alone will pass away due to the flu, are we complacent to do nothing? I think that, that we should assure our workforce has the tools necessary to stop spreading illness, let's assure that they can both work and care for their children and assure that

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seniors do not have to worry about the care packages that their caregivers have or benefits, and let's take a step forward to pass earned sick days and do it now.

Hales: Thank you very much.

Ariel Kempf: thank you, I am ariel, and i've been in and out of the food service industry for 17 years. My whole working life. I worked in a few restaurants here in my time in Portland, and one of which was seven months I spent sat a popular brunch spot. And I was working there when I injured my foot and I was not at work but I did injure my foot pretty significantly. And I was unable to work. Really for a week I could not walk. And so I went to the doctor and was told that it could take four to six weeks to heal. And there was no way that I could continue to work. Mostly because of the response I got once I got to work and communicated what was going on with my boss and my co-workers. I was asked to come in and to prove that I was injured. And as well as providing the doctor's note. I did all that I could to cover those shifts, but there was some that were not covered, and so, again, I echo that, the shift-swapping is not a solution. Sometimes people are unwilling to accommodate. After calling my boss several times and I was met with little interest from him and my co-workers, I was, with no solution, I decided not to work there any longer. Fortunately, my situation was such that I could make that decision. But, there are many, many others who don't have that flexibility. And so, too many are forced to continue working in environments where their injuries and illnesses are minimized or ignored. And you know, and in an industry with no health benefits or insurance, \$100 doctor's note, no money coming in, things pile up and pile up. So, I think that it's really important that this happen. And that this get pass and, and I am in full support, and thank you for your time today.

Hales: Thank you.

Novick: Ariel, I had seen your written testimony you had a co-worker that had to work with a cold over and over again, and people had to come to work while they were contagious?

Ariel: Yes, absolutely. And handling food, that's a terrible thing to ask people to do. Because you are not only risking the employee's health and your co-workers but also the general public. Considering that in some of the places I was working, 250 people coming in a day, that spreads quickly.

Novick: Thank you.

Hales: Thank you. We welcome miss cruz-walsh back to the building.

Serena Cruz-Walsh: Thank you mayor hales, commissioners. And I want to acknowledge commissioner Fish's office, they showed me some tremendous hospitality when I thought that I was not going to be let into the hearing until I could get into the room. So thank you. I am serena cruz-walsh and I am here to testify in support of the paid sick leave policy before you. Thank you very much, commissioner, for bringing that forward. I am a mother of a five-year-old at sabin elementary, and the owner of very small business. Albina construction, with my husband, tom walsh, and my business partner, dennis harris. We have four employees. And as I learned about paid sick leave a few years ago, the movement for paid sick leave on a local level a few years ago from andrea paluso, I have to tell you, I was nervous. I will give my direct and honest response as a very small person in the construction industry. We had no doubt that we would pay 100% of our employees' health care benefits, but when she started to talk to me about this measure, and would it apply to businesses our size? And she said of course. And I was stunned. I thought, wow, I don't have any h.r., and I admit I am accounting, h.r., the whole thing and how does this happen. And we talked a lot about it. And I learned a lot. And I have to say that it is now a no brainer. We implemented our paid time-off policy a year ago. Our employees earn a day a month, and they have seven paid days of holiday time on top of that, as well as our health care. And I was worried about costs. We are in an industry that is challenge right now to say the least. You all know,

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construction. And how competitive it is in the construction industry. And I know that my many, many of my competitors do not offer health care, much less paid time off. And so, it was a bit nerve-racking, when you add things up, you add up what it cost, it cost a lot to be an employer wages, taxes, and worker's comp, and health care, and you add all of those things up, to offer this benefit, which is our benefit is more broad than the policy that would be required, and is about 2% of our cost. And that really pales in comparison to the benefits that we get as employers. Yes, our employees, they value that we offer that, so there is a loyalty there, and that makes world of difference not having to retrain folks. It means that we get less sick as a company because they are not coming to work sick and making everybody else sick. And it means frankly that there are broader impacts out in the community. When my daughter, someone in my daughter's room gets sick, if their parent cannot stay home, then I am going to stay home with my daughter and I might get sick and if I don't stay home I might get the rest of the office sick. The public health ramifications are broad and deep. And so, this is the right policy, and Portlanders do, lots of things right but this is the smartest policy. It is not an economic policy. When heard from the Portland business alliance that the economic future of Portland depends on your choice, and I agree. This is important to our economic future. You have the potential to make it so that this one extra now, this, this, that's held by so many different entities, people individually, by not being paid, and businesses by making that choice when others don't, and that will all be leveled out, and that increases productivity for the city, -- it enhances everything about Portland that makes Portland great, and that is in our economic interest and in our future.

Fish: If I could because we have two new colleagues, and it's going, there's going to be a shifting of bureaus. I would be remiss in the mayors and steve's presence if I did not acknowledge that you and your husband and your company were the builders of party commons and sabota court in east Portland, and they were built with public subsidy.

Cruz-Walsh: Yes.

Fish: And I believe in each, you doubled the city's guidelines for mwesb participation. On one of them you got to 40%. And they are an example.

Cruz-Walsh: I will trust your numbers there.

Fish: They are examples of affordable and sustainable home ownership opportunities in a part our community that's often been left behind. And I want to say the city is proud to partner with you and tom and your work.

Cruz-Walsh: Thank you very much, commissioner. We take great pride in being able to work in partnership with the city and nonprofits and making housing more affordable and more sustainable, so it is our pleasure and our privilege. Thank you.

Hales: Push the button in front of you.

Tony Fuentes: Is it on now? Thank you. I am tony fuentes. The president of the voice business alliance. Voice is a 200-member local business alliance representing businesses and professionals. Voice is very much in support of this proposal. And also, I am a small business owner. And I own a boutique, and I as a small business owner am also very much in support of in proposal. I thank you very much for your leadership on this. I think it's important that the city leads on these issues, and I think that there is very much a human story here that you have heard a bit of. And ironically, I think that probably most of the workers who would like to be here and testify actually had to go back to work or go and pick up kids or whatnot. But, even though there is people on different sides of the issue, I hope and I pray that there is nobody who feels that the working poor should also be the working while sick poor. And nobody wants to be served by a food handler who is there because they have no other choice than to be at work ill. As a business, who has provided this particular benefit to all of the employees, for many years, part-time and full-time, salaried and

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hourly, I can tell you that it is an extremely cost effective policy. I echo what mary king said, as well as jim hauser, what serena just said, and I look at our utilization of this, over the last 9 years of being in business and the total impact on our personnel cost has been about 1%. So again, I think, that although there is concern about various skies falling, like a lot of things, the fear factor doesn't necessarily play out in terms of the actual reality or the experience of people like ourselves who have had this in place. And there's been talk about, you know, this should this should an state or federal policy. I am probably one of the few people who, actually, has been to d.c., and has talked to our congressional committees, and representatives in person about having a federal ordinance. I am probably one of the few people that's talked to our state representatives about this. And so, it's important that we also acknowledge that, kicking it up a notch, kicking it up to another authority is not the same thing as addressing the issue, and if you look back on health and labor standards that we have adopted, it's very, very rare that they will come in and solve the problem. It's rare that the state comes and solves the problem. Too much, the leadership has to be at the local level. And even when, the, the need is tragic, and in your face. I would point to the triangle shirt factory fire in new york city, in the early 20th century, that did not immediately result in safety standards at the federal level or result in the safety standards at the state level. And the impetus came from the local level. And so, I applaud your leadership on this. Now, I also want to echo what jim hauser said with regard to the need for a fair and equitable standard for all businesses. As a retailer, I provide this benefit. And the benefit is very positive in terms of health care of my workers as well as their interaction with the public. However, I need to compete against larger entities that are existed outside of the state. Fred meyer, and wal-mart, that's coming in here who do not provide the same benefit. And so, ironically, I am going to be subsidizing their workers, and because of the lack of health care that they are providing, and I will be dealing with higher health care costs because their workers are ending up in the emergency room. And I am going to have to compete against the people where I cannot compete on price, but I also ironically will be providing a subsidy for their businesses. This is the need for a fair and equitable standard for all businesses in this community, and this is why I support it as a business owner and why voice supports it as a business alliance, and we are here to help you implement this as quickly and as effectively as possible. Thank you.

Hales: Thank you. Thanks very much.

*******:** Thank you.

Tom Keenan: Where is this button? I am tom keenan president of Portland bottling. I am here because I oppose this legislation, this, as it is written. We provide all the things that it says you want to do but we provide them differently. And we provide more than is here. But, the problem is, there is a lot of reasons, the process. I expect more from the city council, from our city council. Because business was not included to make this a workable solution. Number two, part-time employees. There is a workable solution but it is not the same box as full-time employees. Third, one hour for 30 working hours does not work. Six weeks, 240 hours, does not work. Abuse under those situations will be rampant. I believe in this council, and I believe in the cause. We support it from that angle. But, don't let us down because the cause is good. It's the solution as written that is not. And as a couple of sick notes, I hope that the council is aware that sick days will be added to workman comp days. So, whenever you pay for a sick day, it adds to the days of work that you have to pay workman's compensation on. So that is an expense that I don't think that anybody has brought up or thought about, but that is a truism. And number two, occurred to me today, if san francisco averages three days, why are we doing eight? If that's all people are doing, why are we going for eight, and I have a problem, my last point is in regard to the accrual. If you cannot use more than 40, why are we accruing more than that. I don't understand that, and maybe someone

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can explain that later on, and I will be available for work sessions or whatever, and thank you for your time.

Fritz: I will be in touch.

Hales: Welcome.

Avery Leinova: I am avery leinova. Mayor hales and members of the city council, thank you for the opportunity to share my views today. I have worked at my current job as a dispatcher for a cab company for 13 years and before that I drove cab for seven years, mostly with one company. But still after all these years, I only get paid sick leave after i've been out sick for three days. I cannot afford not to get paid for three days, so if I get sick I take medications and I go to work and mask my symptoms. It's hard to get better this way but I have no choice because I cannot afford to lose a day of wages. As you know, this is a terrible year for colds and flu. And when I caught the chest cold that was going around, I had to work. And it is difficult to answer phones when I can barely talk, with coughing fits that last up to five minutes. Not to mention, all the germs that I was spreading to my colleagues. Had I had sick time from the first day of my illness, I could have stayed home and gotten over the worst of it before returning to work. And it's not just me. Where I work, lots of people come to work sick because they cannot afford to stay home. There are single parents and families for whom missing a day's wages means going without food. This isn't right. Everybody needs to take paid sick leave when they are sick on the first day that they are sick. A few days ago I created a petition online with change.org as a way of asking others to join me in letting the city council know that we want and need a paid sick day's law in Portland. In just a couple of days, the petition has collected over 1,000 signatures. The working people of Portland want and need paid sick days. I will be delivering the petition to city hall soon and I hope that you will act on behalf of us by voting to pass this ordinance. Thank you.

Fritz: I want to thank you for creating the petition that sends the responses to you, many of the petitions we receive, some from change.org send us individual emails which makes it difficult for me to find the other email so I appreciate that and glad to see change.org has that option that you get the responses and you can send them to us as a summary. That's very helpful. Thank you very much.

Leinova: You are welcome.

Sharon Bernstein: I am sharon bernstein, mayor hales and members of the city council, thank you for the opportunity to be here today. I work for family forward Oregon, one of the community organizations that has been talking to people in Portland about paid sick days for the past couple of years. And I personally talked with workers in a variety of industries from retail to restaurants to grocery stores, and to offices to hospitals to construction to hair salons to nursing homes to schools and more. During this time, I heard about parents who had to leave their young children in the hospital because they had to go to work, and would get fired if they did not show up. And I heard about kids going to school sick and spending the day there sleeping and throwing up because their parents couldn't come and get them without risking losing their jobs. I heard about a mother of a seriously ill infant who's fired for taking too much time off. I heard about workers calling in sick and promptly being fired. One woman told me about her experience working for a large retailer where workers are not only paid for sick time but can also be fired if they have too many absences so they come to work sick all the time. And this woman got sick but couldn't afford to stay home so she kept going to work. And she got sicker until she ultimately ended up in the hospital with pneumonia and a staph infection and nearly died. This woman would love to testify today but is scared to do so because she could get fired and needs her paycheck. If you need to verify her story I can give you her contact information at a later point. But please remember the seriousness of this. This woman is not alone. There are many others like her who would love to be here today but are

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not because they are scared. Either they have been directly threatened already because of their engagement with this issue, or they fear that they will be threatened and will lose their jobs. They have good reason to be fearful. National research has confirmed these workers know to be true, a 2010 survey revealed that 16% of workers were fired for taking day off work because they were sick, and or needed to care for a sick family member. With no right to paid sick days, these workers have no recourse when fired. There is a myth out there that low wage and/or hourly workers are irresponsible, not to be trust or deserving of or somehow not needing protections like paid sick days. I am here today to tell you that this myth is just that. A myth. Low-wage workers are committed to their jobs and their families just like anyone else. But without access to basic things like paid sick days, it is much harder to manage. When they are sick they have to work sick, and when their kids are sick they have to send them to school sick and they go to work worried about their kids. I believe that all workers deserve the basic labor protection of paid sick days, and paid sick days will improve worker and public health by giving people the ability to stay home and recover when they are sick, and it will improve economic security among people in our city living paycheck to paycheck and cannot afford to get, not get paid for one day, it will improve job security among the workers in danger of being fired if they take sick time. I urge you to exact quickly and pass this law in Portland. Thank you.

Linda Parmer: I am Linda parmer, ufcw 555, work for fred meyer, and this has been very well covered today. I will keep it brief. I have seen fellow employees recently come to work with fevers, the flu, and of course, several others were out with it as a result. Many of these employees are part-time so the sick pay is, you have to wait three days, scheduled days, and see a doctor, and it's really not an option. That's the wolf at the door for the employees. You lose money one day, is 20% of your work's pay. You don't rest, you don't get sufficiently well, you get secondary infections, especially with this severe flu that we've been having. And that's the termites in the woodwork because the public issue is a societal issue, bacterial resistance is becoming more of a problem, and if you are giving people antibiotics, which should be used sparingly, to reduce this problem with mrsa, you are increasing the possibility of many more resistant strains, and people with pneumonia and other things that do not respond. So, it's not just us poor, low-paid retail people but a societal risk, when you are propping people up and pushing antibiotics on them and shoving them back to work when they have gotten sicker than they needed to from not being able to stay home and support their immune system. Thank you very much for your time.

Hales: Thank you.

Jeff Anderson: I am jeff anderson, secretary treasurer of the united food and commercial workers local 555. This is an important issue to our members of our union. We have a lot of folks that use -- we have a lot of people that have issues, and in terms of whether there should be a sick day policy, but I would submit to you that it is very, very important. You know, just heard from one of our members giving a candid view, and it's one that I think is courageous because we have a lot of people going to work sick today, in this industry. And we need to nip it in the bud. And it really needs to be a public purpose policy that says, health care, affordable access to health care, is very important. And needless to say that I would like you to listen to one of my other members, kim johnson, who has, I think, a very compelling story, and I think that, that, that, i'm going to step aside, if you would, to let her tell you her story because I think that it's, it's something that has to be in the record that we're going to do something about this problem. And --

Kimberly Johnson: I am kimberly johnson, I work for fred meyer. I handle food. Recently, a week ago I had one of my children sick. I called in sick, took her to the doctor, and she ended up with double ear infections. The next day my son was complaining of his ear hurting, and coughing and being sick, and I couldn't afford to take another day off of work. I had to send him to daycare.

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I had to go to work, work my full shift, and then take him after I was done working to immediate care. And in which he ended up with an ear infection, and also, some fluid on his lungs. So, he's also on antibiotics, and also has to take an inhaler for that. I do have to go and take him to the doctor again sometime this week, which I can't afford to do. And to possibly get chest x-rays to see if it's pneumonia. I am hoping that that's not the case. I am hoping that the antibiotics worked because I cannot afford it. Another thing that I noticed, which I thought was interesting, the day I took off to send, go to my actual provider for my daughter, there was two people in the waiting room. The next day when I took my son to immediate care after work, there was about 40 people there, with their sick kids, and they are all coughing. And that is a public health issue right there. If people cannot afford to go to their primary care provider to get well, they are going to go to the emergency room. They are going to go to the immediate care. It's going to be on the taxpayers. And there is a potential for it to just keep going and going and going. I also, you know, putting them in daycare, I risked other kids and their families and, and their parents. So, it's a huge issue. I'm in full support of this.

Fritz: Thank you for taking the time to come in. You raise a really good point, because some of the earlier comments we heard about the affordable health care act. If people can actually go to their primary care physician it's not going to be more cost effective, so that's your own experience telling us the numbers you saw in each place, thank you very much, that's very helpful.

Johnson: Thank you.

Brian Barnett: Good afternoon, mayor and council members, and citizens. I am brian, I work with the freedom socialist party in Portland. The freedom socialist party is a socialist feminist political party and advocates for the rights of workers and those suffering the most under capitalism. All the workers need is universal health care, this resolution is an important step forward. As a temp worker, well over retirement age I grapple with no sick pay, and I also work in a situation where I am crammed in a van with, with ten or 12 other people, and crew of 20 to 30, and one sick person can spread to them and to their families, and plus, the other 50 workers. It's like a, a domino effect. So, that's what we've been talking about. If I don't work, for whatever reason, illness, family injury, emergency or doctor appointments, I lose out, and -- my already low and tenuous income takes a hit. It's hard enough for me without kids to lose a day's wages in order to recover from a cold or make a health appointment scheduled months in advance. And when no work is available, and i'm sick, I also do not qualify for unemployment compensation for a whole week. So in one day I lose a whole week. And many workers face the same situation as me, and this is significant to us all. So, I urge the council to move forward with councilor Fritz's resolution to make this improvement for the most vulnerable workers in our city, especially single parents.

Hales: Thank you very much.

Kayse Jama: Good evening mayor, and commissioners, and I am kayse jama, and I am the executive director center for intercultural organizing. The center is a grassroots organization. We work to build multi-racial movements for refugee, invites our members, come from different countries, including the united states. Last year we provided from full-time to part-time to one-day job to about 43 oregonians in our organization. We had provide free food, 100% premium coverage for our health care. And also, we provide unlimited sick days. It is tough. They qualified for having sick days from the day one when they are alive in our office. Because we believe that we value our community members, if they come the first day and second day they get sick, they don't lose wages, they still earn their pay. Because we value. So, we're very unique. I want to share because of that, we have one of the most dedicated, active, engaged staff members. Nobody abuse our system, employees call each other, and contact each other, and work together to figure out how the work is being dealt with and they support each other in that process. But, they

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also understand that the community they work for cares for them. During the summer we convene a small immigrant refugee group of members to address this issue to see how they are feeling about this issue. And almost 100% of the people who attended the forum, agreed that they have to choose between putting food on table, care for a sick child or going to work themselves sick. They all tell them this is important issue for them. And they say a lot of times they have no choice, and they know that other community members who are facing the same scenario. So, in that sense we are really connected to this issue. We care about this issue. And we are working together with our coalition, and we are looking for work to make sure that, that they will, all Oregonians have -- all Portlanders have this opportunity to get their sick days, and please do not delay for one day more. It's a justice issue, an equity issue, and we are looking for work. Thank you very much.

Fritz: I would appreciate getting the data on your employees as to what the maximum number of sick days they took, what the average with 43 employees. That's an unusual policy and I appreciate you telling us about it.

Nicole Brown: I am nicole, and I also work for the center for intercultural organizing. I'm an organizer there, but before the last six months that I had the pleasure to work at cio, I worked for ten years in the restaurant industry, and I am an excellent waitress, and to answer your question, commissioner novick, I am that person that worked sick on many occasions. I have served thousands of people while sick, there is kind of an unspoken restaurant culture that you are not even supposed to take sick days. I have talked to my friends who are waiters and waitresses, and it's unspoken, the staff is stretched thin and I want to address switching shifts. Many times when you wake up sick and your shift is in an hour or two hours, you don't have the opportunity to call your co-workers and other times you are asking your friend to take a day, one of their only days off to cover for you, so, you know, I just think that that's an unacceptable answer. And, and an example of waking up sick, which happens so often, one day I woke up, and I was supposed to work a double 12-hour shift. Lunch and dinner and woke up at 9:00, my shift starts at 11:00, and I called my employer, and I could barely speak. And the answer to me was, while I was on my way to the doctor I said that I think that I have strep throat. I am going to go to the doctor, and it was ok, well, if you don't have strep throat, we'll see you at 11:00. I worked half of my shift. And about 5:00, I was ok, I don't think that I can make it through the other half of this dinner speaking, serving food and etc., and so, that's my experience as an employee, as a restaurant worker for many years in Portland. And through my, my work that the honor I have had to work with hundreds of immigrant refugee families from all over the world here in Portland, I also just want to echo, we talked about mothers and fathers, and I just have seen so many families that, you know, they are lucky to have one person on a minimum wage job, and we're not talking about one or two kids, we're talking about sometimes five or six kids, particularly refugee families. They are brought here and that's their only option. So I want to really echo though voice, though are thousands of people so often forgotten. I urge you and I want to, to introduce our member, who is so gracious to come and share her experience, and this experience for her sister so I will let you take it away.

Kamso Shura: I am kamso shura, thank you for the opportunity. I am, I am a part-time employee, and full-time mother, and I am here to share what happened to my sister. Recently, through her work, and she was sick, and went to work, and they did not give her break or lunch one time. She was dehydrated, so she called her employer so she could go home. They did not allow her to because they don't have anybody, and she end up in the hospital. She then passed out at the job, and likely one of the customers, who happened to be a nurse there, and they called an ambulance for her and took her to the hospital, and she was there for six hours, and we don't know where she was the whole time, nobody contacted us. And I was with her, actually, trying to call her on the phone, and she didn't answer the whole time. And this is what happened to her, and I hope this

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thing will be addressed, and if she would know that she would get paid in the beginning, she would not go to work. And she also lost her wage. She also almost lost her life, which end up with another bill. And thank you for the opportunity, and I hope this thing will be resolved, and this is, this is happening to a lot of people. It just happened to be not speaking out, and people are losing their jobs over this. And, and with the family and everything. Thank you.

Hales: Thank you. Thanks very much for being here.

Peter Tofalvi: Mayor hales and city commissioner, I am peter tofalvi I am co-owner of abacus energy solutions. I serve on the home performers guild of Oregon. We have 10 full-time employees. We do the right thing for them. We provide the starting wage of \$16.97 for entry level field personnel and pay 100% of the employee's health care premium and 50% of the family member's premium. We provide short-term and long-term disability insurance, four paid holidays, and not 40 but 80 hours of paid time off year. We call this the high road approach to business.

What we get in return is a lower employee turnover and a strong support from community groups. Unions, churches, synagogues and environmental groups promote our services to their members. They do that because we care. We are building the kind of economy Portland needs, jobs that sustainably support the family and provide dignified living. Unfortunately, this is currently a niche rather than the standard. We bid against competitors that give minimum wage and give no benefits.

They can easily underbid our prices, to guarantee an equal playing field to those that do the right thing, it is most appropriate that the city mandate paid sick leave. Please consider the following. Those that receive minimum wage and no health care benefits need more paid time off than a well paid employee, as their living circumstances are less stable. And they often cannot afford to maintain a car, and it takes them longer to take care of their medical and legal issues. They cannot afford to hire childcare while their children are sick. And in case of an illness, the recovery takes longer. I know it's one of the goals to keep the rules simple, however, to live up to the spirit of this ordinance, this proposal, the region benefit levels need to be factored in. Companies that provide lower wage and benefit levels are the bare minimum should be mandated to provide more pto or earned sick leave than those who provide better compensation packages. Thank you.

Steve Hughes: I am steve hughes, the state director of the Oregon working family's party. We are a grass roots independent political party focused on our economic issues. Before I get to my remarks I would like to acknowledge the hard work of our chair of the working families party, jeff anderson from the united food and commercial workers who have been a real leader and having spoken to many of his members, many of whom are in the room, and sitting here with me today. This is an issue that really cuts to the core for food service workers in particular. I just want to speak briefly to the one piece of the process that maybe has been overlooked so far, which is the, the significant level of outreach that has gone on to the every day Portlanders as part of this campaign. We've been involved with for a year. And we were part of a coordinated effort that, that has knocked on just shy of 40,000 doors here in the city of Portland. And talking to every day Portlanders about this policy. We have generated thousands of phone calls and some of you have gotten those calls. And but, the point is there's been a lot of outreach, and the people we're talking to see this policy as simply common sense a vast majority, so, I just want to address some of the things that have come up in terms of process. Having been involved in this campaign for a while, having seen some of the other efforts around the country, the san francisco measure was considered too sweeping. The seattle one, too complicated. And in both cases the sky has not fallen on either city, and the arguments being made against this to, to slow it down, are arguments that, that go to the state level. I can guarantee that if we were to start by going to the state level, the same people opposing this here would be opposing it there. The fact is winning this in Portland and setting an example and taking a leadership role helps us to pass this statewide. Helps the many workers who

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need this right now. And I understand they are going to continue the process. I just ask you as you continue with this process, to not forget the voices of working people who you have heard many today, but to include them in this ongoing process, and to act most expeditiously to get this done. Thank you very much.

Teresa McGrath: good afternoon, mayor hailes and commissioners. I am teresa mcgrath. I worked in retail and customer service most of my life. And I believe that all worker should be able to earn sick days from the time they start working for a company. We are all exposed to the flu each year. And sometimes even the flu shot doesn't protect us. People have to come to work sick because they cannot afford to stay home and recover, and they are exposing their fellow employees, and their customers, if they work for the public. Consider this, people who serve and prepare our food care for our children and the elderly are a large percentage of workers in Oregon and they have no paid sick days from their job and the list goes on. I work for a large retailer in the Portland area. In November of 2012 I became ill with the flu but had to go to work because I needed to be paid. On the second day of working while I was dizzy and nauseated, I made a cash handling error and caused me to be terminated from my job. I've been, had I been able to take the few days to recover and rest from my illness without loss of income, I would still be employed. By allowing employees to earn paid sick time, and employers will increase productivity, save money in the long run, and employees are less likely to spread their illness to co-workers and customers. It's clear that everyone benefits when workers are made for their sick time.

Tim Finn: I would like to thank you the city council and mayor for giving me the chance to express my thoughts today, I am tim finn, I am here today with the united food and commercial worker's union, local 555. And I work in the deli department at the fred meyer division street store. I will make these comments quick. I came to Portland 16 years ago to attend culinary school and have worked in the food service at various locations around the Portland area since. In culinary school before you ever look at an recipe, crack an egg or slice an onion, the first thing you must learn is food safety and sanitation. And preparing food for the public comes with great responsibility, and every food service worker I have ever known, and I have known very many, takes the responsibility of protecting their customers' health seriously. Our jobs and reputations on the line every time we make you a meal, our state and local governments have put in place an effective system to make sure that the workers are trained and proficient in safely handling food. Restaurants are inspected to ensure their compliance with food safety laws, the system works pretty well, and thankfully instances of serious food borne illness are rare as a result of these regulations. But the system can be improved, and while you're right to assume the person preparing the food, washed their hands after using the restroom, took the temperature of the entree to make sure it was properly cooked and made sure that oven cleaner and other chemicals used in the kitchen never came in contact with the food, if that worker is sick, they are still putting you at risk. Why would someone that takes their job seriously and knows the importance of food safety do this? Because they have to. Food service workers like myself don't make much money. Almost all of us live paycheck to paycheck, and most restaurants and food service facilities don't provide paid sick days to their employees. Others that do place unnecessary burdens on employees to collect those benefits. When an employee misses a day of work they got a 20% pay cut, a second day, a 40% cut, if you miss the third day it will be 60% smaller than normal and in some places you might find yourself out of a job. For those of us that struggle to simply keep the bills paid and have food in the cupboard, these pay cuts force us to work when we are sick. And I know, I have done it many times. And every food service worker I have known has done it, it happens every day and everywhere from fine dining restaurants to nursing homes to fast food places to commercial food production facilities. When workers can't afford to take the day off to get better, they will come to

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work sick. I have seen many kitchens where colds or other sicknesses are passed from worker to worker. If you have not gotten it yet, you know you will. Working like this puts the worker in danger but the public also in danger. What could be a minor case of a cold or flu to a 25-year-old guy, could be much more serious to an elderly customer, a child or someone with a weakened immune system. These risks could be vastly reduced by simply putting in place common sense policies that will allow workers to stay home when they are sick, so that they can get better faster and remain productive and effective employees. I am here today to support paid sick days for all employees. With rising health care costs, placing increasing burdens on business and government, reducing the spread of illness not only makes good sense, but it's good for the bottom line. No worker in Portland should have to choose between working sick or paying their rent. Employers should realize that having healthy workers is good for business. Healthy employees are more productive, and consumers in Portland will appreciate you are treating your employees fairly and working to protect their health. I would like to see system in place where any employee can receive sick pay from the first day off. I am 54 years old, and I don't need to go to a doctor to tell me that I have a cold. If I need more than a day or two to get better, certainly some documentation seems reasonable, but making workers wait a day or two, requiring them to provide a doctor's note for a simple cold adds an undo burden and expense to someone with little or no money to spare. Providing sick pay to workers should be considered a basic right here in the wealthiest country in the world. And Portland should join the rest of the cities that require paid sick days. With income and equity increasing vulnerable employees need this protection. What it comes down to is respect. Do we respect our workers? Customers? Is it important to do what we can to protect our community? I think these things are important and supporting sick pay for all employees is an effective tool we can use to achieve these goals. Today on behalf of my union, fellow employees and food service workers here in Portland, I ask the city to support commissioner fritz's proposal and put in place a system where all workers receive this basic protection of paid sick days. Thank you for your time.

Hales & Fritz: Thank you.

Hales: Welcome. You can go ahead and get started while they're taking care of paperwork.

Katherine Yale: Good afternoon. My name is katherine yale, and I work as a janitor at the Portland international airport. I'm also union shop steward for anywhere between 20 to 60 janitors within one day. I speak today in regards to the general public health and safety and it should be considered beyond crucial and urgent that workers require sick days. Most janitors under seiu local 49 make roughly \$12.60 an hour before taxes. Many are getting considerably less and people who make these wages are becoming more and more so a part of the demographic of people who are living in -- living low-income or poverty stricken lives. Many of us have to come in to work because even when we are sick, we can't afford to miss a single day of pay. Just like anyone else, we have family obligations, we have to pay our bills and we're contributing members of society. And when it comes to working graveyard like I am right now, life longevity and of humans' immune system is already severely compromised. In tough economic times workers are often too scared to call in sick even. We are under pressure to be good workers, and in a place with as many customers as Portland airport there's never such a thing as too many janitors. In fact it's very rare that there are enough janitors to cover one shift. And in addition to high demand of physical labor, sick days, we suffer even more. A few examples are one day a coworker had the flu, nausea and aches and still decided to come in to work. Before clocking in he had a meal, after clocking in instead of filling up the mop bucket on his janitor cart with water he ended up filling it up with the food he had eaten before clocking in. Another example is one coworker of mine had a very severe cold that could almost be considered flulike and the minute he comes back from his weekend,

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automatically 50 janitors and management are exposed to this virus. They all get it, and on top of this, the public is very openly exposed. And just this week I had spoken with a coworker as I was leaving work, he looked particularly groggy and I asked how things were going. He further elaborated on liver damage, kidney damage, and symptoms of internal bleeding, and he made it clear that the end of him might not be that far down the road. But he still musters up the strength to come in to work and do his job because he can't afford not to. On top of this that we have the people with other chronic conditions such as cancer, hepatitis c, we have one person who has a pacemaker, and the list goes on and on. And 80% of the work force that I am working with including myself is a work force comprised of people with disabilities. I cannot -- I am in favor of this proposal. I hope that city council and voters alike come to a decision that benefits everyone. We need to keep our janitors, our travelers, our citizens and the general public overall healthy and safe, and sick days are one of the best ways to go about it. Thank you.

Hales: Thank you.

Fritz: Thank you especially for coming in when you're working graveyard. That's really hard.

Felisa Hagins: For the record, my name is felicia, the political director for seiu local 49. I'm here on behalf of both seiu locals. You have my written testimony in front of you so i'm not going to go through that in depth. But there's a couple things i'd like to mention. The first thing is that your security officers who are -- guard your building every day and the building next door are listening on the intercom because they currently don't have sick days. And often come to work ill. Linda spuler, who had to leave and go to work next door at the Portland building also submitted written testimony for her, she has an incredible story. One of the things she said before she left to go to work next door was, i'm so proud of myself. Though getting breast cancer twice, I only missed three days of work for my surgery, and one day because my chemo treatments. Even though I came to work every day after every single chemo treatment I had. And I thought, what a horrible thing to be proud of. And so I think i've heard a lot of arguments today about why we should wait and why there should be a long process. I hope that you all keep in mind the reasons why you shouldn't wait. Workers in this country have been waiting for years for a proposal like this. I think that many stories our union has, not only janitors in this building, but the 2,000 janitors throughout the city who have come to work very ill, and so the final thing I'd to say is we'd like to see the proposal strengthened. We have an outline for that in our public testimony here. We believe that one of the issues with using paid -- other pto time in our experience and enforcing our janitorial contract is that this affects immigrant workers who have had difficulty using their pto time generally. But also they plan vacations very long in advance. If your plan is to travel to, we can use the example, we have a group of burmese workers who clean at Portland state university, there are 10 of them. It takes two weeks to get -- to have a reasonable four days with their family in burma. So if you're using your pto for vacation time, you have run out of it for sick time. Also, when you have low-wage workers they plan those very far in advance because you have to save a lot of money to make that happen. So we'd like to see changes to the proposal but we're happy this discussion is moving forward and i'm happy to take questions.

Hales: Thank you.

Fritz: If you could possibly send me some examples of some of your contracts, as to how many paid time off days particular employees get, those kinds of things, that would be helpful.

Hagins: Absolutely. We can put together a chart.

Midge Purcell: Good evening, my name is -- mayor and commissioners, midge purcell, i'm the director of advocacy and public policy for the urban league of Portland. An organization that serves and advocates for the african-american community and others in Portland here for the last 68 years. And i'm here to support the proposed earned sick day ordinance. In the interest of time i'll

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try to keep my remarks short. A high proportion of african-american workers do not receive paid sick days, 44% of women, and nearly 46% of african-american men do not earn paid sick days. In Multnomah county, nearly 30% of african-american families live in poverty, and many of them are working poor. 20% of black women and 28% of black men are under employed. And many of them work several jobs. For these families living paycheck-to-paycheck, losing any income due to illness is no small matter. Even few days of lost pay means they're going to have to decide whether to pay rent, buy groceries or pay utility bills. There's also a challenge of job retention, and too many african-americans in this city feel vulnerable and insecure at work. The urban league believes that earned sick days can provide additional job security. The risk of job loss due to illness or the need for routine medical care is a very real threat to our communities and i'll just give you an example. The urban league receives calls for -- from many of our community members who feel they've been discriminated against or victimized at work, and at one particular case comes to mind where a woman felt she wasn't welcome in her workplace but she was determined to stay on that job. She did everything above and beyond the call of duty to appease her supervisor. But when she became so ill that she had to seek emergency care and was out two days when she was -- when she returned she was written up and within two weeks she was dismissed from her position. No one should be fired, suspended, written up, or penalized by an employer for taking time off work to care for a sick child or family member, Or to cope with an illness. We do believe that this ordinance is an equity issue. It will reduce the disparity in access to earn sick days, and also increase job stability for a very vulnerable population. So we urge you to support and pass the ordinance. Thank you for listening to my testimony.

Hales: Thank you. Thanks very much. Questions?

Fish: Thanks for sticking around.

Carla KC Hanson: Good evening. My name is kc hanson, i'm -- mayor hales and commissioner, thank you for the opportunity. I'm chair of the Multnomah county democrats, the advantage of going last and almost last is the opportunity to listen attentively and hear what other people have said, and then truncate my remarks. So i'll try to do both in the time allotted. I think it bears -- you'll have my written testimony, i've included a couple blanks. We have san francisco to look at. And san francisco has been reviewed and studied, and having affected their sick leave ordinance in 2007, they've had an opportunity to review its success. The institute for women's policy research report listed has found employees are not abusing the ordinance in the least. Workers typically report only using three sick days in the year prior to the study. Have you heard that. But it also goes on to say that 25% of those employees have used zero sick days. Report coauthor said the low utilization rate suggests employees consider paid leave as a form of insurance, something they will use when they are really sick. In another study the institute found that following the 2009 h1n1 flu pandemic, national research suggested more than one-quarter of private sector employees who contracted the virus did so because of being exposed to others while sick. Facing the choice of either coming to work ill or the potential wage and/or job loss, many workers were left with the poor best alternative of coming in and infecting their coworkers, and that link i've also included. You've heard our business owners quite reasonably concerned about their bottom line. They have talked about the global economic crisis. But I submit to you that the lowest wage earners are the ones that have suffered most in our economic crisis. American pay inequity is among the highest in all global and first world nations. This is a small way we can address this. It sets a hallmark, it sets a precedent. This should be a no-brainer to have sick leave for our workers. It should be the normal. And Portland has the potential to set this precedent along with san francisco, Washington, dc, and the other jurisdictions. Thank you for your time.

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Novick: Ms. Hanson, I think you overlooked another important Aspect of the san francisco experience, which is that the san francisco giants are the reigning world series champions, the San Francisco 49ers are in the super bowl, and --

Hanson: Let's talk kaepernick.

Novick: There's good luck that goes along with adopting this policy.

Hanson: I'm from reno too.

Ben Marston: Thank you for letting us speak today and thank you for putting forth this really important proposal. My name is ben marston, I have served food and beverage at the Portland center for performing arts for 10 years now, i'm very proud to be -- I consider myself sort of an ambassador of Portland to the world. And because we serve people from all over. It's not just Portland people, but people from all over. Which makes this officially an issue of global significance. I work for aramark, and they have a policy sick people should not come to work. But without the paid sick leave, this policy is just paying lip service to the issue. Am I just fading in and out?

Hales: You're fine.

Marston: They're just paying lip service to this issue. Big corporations spend a lot of time cultivating the impression that they care about the values of our community. Because frankly at the end of the day they do business here at our consent. And especially aramark because they're contracted by the city to do business here, therefore they're accountable to the city. This is a chance for these businesses and corporations that talk about sustainability this, and green that, and to put their money where their mouth is and take action on an issue that is really significant for our community. I feel like for anyone who lives here who has family here, or loved ones here, I cannot see why you would oppose this. Even if you are a business person here. Perhaps your children, while they're going to college to get those great jobs as doctors and lawyers, are working at a restaurant right next to me in the meantime, so this is something I feel like is kind of like sting said, I hope the russians have children too. I hope the business interests of this community have children too. It's interesting to me that a lot of the pushback has been about cost. And the fact of the matter is, the cost is out there. And currently we are the ones that are paying that cost. And any business interest to say that this is an unacceptable cost for them, by implication that means they think it's an unacceptable cost for our community. They think that we should pay for that and not them. And I don't think that's right. I don't think that's fair. I think it demonstrates a contempt for our community. And I'd also like to respond quickly to the gentleman from the Oregon restaurant and lodging association. Who spoke to what workers prefer as far as shift switching and things like that. I would really like to ask him how much time he's actually spent on the shop floor speaking to actual workers. As I do every day. I've heard -- i've witnessed, i've experienced myself countless stories of people coming to work sick. It happens every year. A bug goes around, four or five people end up catching it because people come to work sick. This happens all the time. The workers i've talked to, i'm not sure who the gentleman from the restaurant association has been talking to, but the workers i've talked to on a daily basis strongly support this proposal. And I hope that you will stand by them and not allow this business interests to take all the teeth out of this proposal as they so often do at the federal level. And again, I thank you for your time.

Hales: Thank you. Thanks very much. Further questions? If not, I think unless there's anyone else signed up I think we have completed today's testimony. Take a few minutes for council comments, and talk about the next steps, which are of course that we will be having another time certain hearing four weeks from now. After commissioner Fritz and commissioner Saltzman and the appointees they name work together on this issue, there's an old saying in carpentry to measure twice and cut once. And that's very much the intent of this process, is for this council to get it right

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when we consider and adopt important public policy. Something the public has a right to expect not only that we have an open and inclusive public process like we've had today, I really appreciate the excellent testimony we've heard from both supporters and people who concerned or opposed to this proposal. So this is the hallmark of how we should do this, and I think the extension of that ethic into the focused process, that commissioner Fritz and commissioner Saltzman are going to lead on behalf of the council is I think a very appropriate step. So other comments before we close today?

Fish: Perhaps if we could get some guidance from you and from commissioner Fritz about how best for us to frame follow-up questions. One of the things that struck me about this hearing is whether people were for it or against it. We had a lot of interesting suggestions about how to potentially strengthen it, which i'd like to know more about, and there were also questions that came up that I thought were good questions. And they may very well have easy answers or may require a little more work. And normally what we do at a hearing like this is bring three or four staff people up and give them the assignment. Poor tom is overwhelmed in his current job and we don't want to add to it, but what's your -- what is your pleasure in terms of how we would frame questions for follow-up, and how we would -- to whom they would go and what Process you'd like to follow?

Fritz: We're certainly—actually, we have a lot more time than we had last year. So i'm very happy to receive emails, as is tom, with specific suggestions. We are keeping a running list. We also are appreciating folks who'd like to volunteer to be on the task force. We have some folks in mind and we want to make sure it's a balanced group. But if council or folks in the community would like to volunteer to be on the task force, we will be starting work on tuesday, so there isn't all that much time. But we will be posting a list of the issues that we're going to be asking the task force to discuss and continuing to take suggestions over the three weeks -- over the two weeks for the initial two meetings and then coming to a set of suggestions. We're not -- the task force to be clear is not going to be voting, it doesn't have to get to consensus, it's framing issues and giving the council options.

Fish: That sounds great. And one issue that I have furthermore if I could, mayor, is there are some questions that came up that are probably more in the nature of like legal questions. Where, for example, i've had again people on both sides of this raise a question about how it dovetails with Oregon family leave act, federal family leave act, whether it's aligned or not. I don't know the answer to that. But it seems to me that that's uniquely a question we could pose to council and say, could we get a little primer on this. And likewise, there are some questions that came up about the experience in other jurisdictions. One thing that struck me, steve, when you mentioned san francisco, is in addition to the sucess of their sports franchises, I took my daughter there recently for a three or four-day trip because she wanted to go to a concert. San francisco has a very substantial sales tax that you pay when you shop and go to a restaurant. They also have an additional charge which I believe goes to cover health care for workers. It is extremely expensive, there's no such thing as an affordable hotel room. And most middle class people can't even think about living there. It's also the number one tourist destination in the america. It's hard to get flights there, it's hard to get hotel rooms there, it's hard to get restaurant reservations because everyone wants to go there and spend money in a place that is completely out of sight. Yet they have find way to make these things work. I think it's very instructive. With all the things that they have put in place including a city sales tax, the economy is still booming. And it is a success story, what's happening in san francisco. I want to make sure I understand the lessons learned from san Francisco and seattle. So there's legal questions, some definitional questions and some sort of

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history stuff. So we'll put those in emails and if commissioner Fritz, if they're purely legal questions should we also copy the city attorney's office?

Fritz: Yes, catherine riffe has been working with us, so you can ask her directly. We're communicating very well, and we'll make sure those questions get put on the table for the public too. We did have some good suggestions at the forum that we held last week from business owners who have had their attorneys looking at it. So clearly we all want to put forward something that's going to work. So private business owners and employees are also and advocacy groups are also welcome to give us suggestions on language changes.

Hales: I want to make sure we are capturing what you've heard in the forums and also here. It seems to me we've got questions of interpretation, that is, if you're driving a truck through Portland are you subject to the ordinance or not? Those -- that's an example. We've got proposals for amendments, whether it's exceptions or otherwise, or enhancements or otherwise. And then we have the sort of scenarios questions of how have the other ordinances worked. I know you've done some of this work already. And again, let's test the draft against scenarios that we've heard here. So again, the goal is to both flesh out the suggestions that have been made for changing the ordinance, understand what the language does or doesn't do, and then test it against reality in all the different ways that people -- as many of the different ways people work as we can manage. I think if we're working off all three of those levels, we're going to both be respectful of everything we've heard and increase the quality control.

Fritz: Yes. And I think there's two other pieces, we heard requests for particular businesses or types of businesses to be exempted, so we're going to need to look at that. And the other request we heard were for things that are not part of this ordinance, but there are things the city might be able to consider, the incentive programs, business license tax, other things which are not -- they are raised as part of this issue, but they're things that we with all of our free time while you are looking after all the bureaus, Mayor, can look at as legislative issues.

Hales: Good point.

Fish: It is your intention to report back to your colleagues about a week before the next first hearing so we would have time to digest what your recommendations are, review what some of the other suggestions were, and decide whether individually we want to bring amendments?

Fritz: Yes.

Hales: Commissioner novick?

Novick: One more thing. Commissioner Fritz, do you happen to have, and if you don't I can ask my staff, a list of the 145 countries that have paid sick leave? I notice look at wikipedia that included sort of left leaning countries you'd expect like finland, but also, for example, singapore, which would have my most capitalist friends hold up as a shining example of capitalism. I'd be curious to see what the other 144 are.

Fritz: I think it's maybe more instructive to look at which are not on that list. And which industrialized countries in particular. Liberia hadn't provided paid sick leave, and I looked that up and they recently adopted one. Two of the countries I think currently don't are new guinea and swaziland. Pretty much most other industrialized countries provide some measure of paid sick leave.

Hales: Commissioner Saltzman, i'm not sure if you're still with us or you have gone back to bed like you should have done, but I don't know if have you comments or requests at this point.

Moore: I think he's watching but he had to disconnect.

Hales: We're not going to force him to speak.

Fish: It's been a long afternoon. Could you also remind us again of what your current time line is?

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Fritz: We will have three weeks for the task force process. What i'm looking for today from council is some head nods that, yes, this or something like this is something you are interested in pursuing and bringing back to council. Because what I don't want the task force to do is to have lots of hearings, lots of testimony like we just had today, yes do it, don't do it. One of the things that I heard today is that we have universal agreement that we'd like the state to pass something. So given that, we also heard clearly from our state legislators who came to talk to us at the beginning that they would like us to pass something before they get too heavily into the session. So my goal is to have a vote on this the first or second week of march. Making sure that we do take the time to look at the details, give the opportunity for council to provide amendment the after reading the report from the task force. So our first task force meeting is next tuesday, there will be one the following week and I think the tuesday of the third week we would be filing the ordinance to put it back on the calendar that thursday, bringing it back, I think it's the wednesday, it's not quite four weeks, it's three weeks and six days because of a planned absence. But then we wouldn't be voting -- that would be a hearing so everybody would be able to comment on the proposed amendments if any, and then we would be voting the following week essentially march 6th.

Fish: If you're polling us, I appreciate the time you have spent with me and our office bringing us along. I am fully supportive of the concept before us. And I believe based on what i've heard tonight there's some ways we could potentially strengthen it. I'd like to work with my colleagues toward that end. I am also prepared in early march to cast a vote and the framework you've suggested which is we would adopt something, and then delay implementation to get the legislature the opportunity to act, I think is good policy. And primarily because I think we have something within our reach here that is even more impressive than joining the ranks of seattle and san francisco which after all they are rival cities, and we would not be ahead of them. I think we could do something that actually they can't claim, which is we can be the second state in the nation to have a uniform standard that applies to all workers, workers regardless of where they live, and I think that many of the concerns that we've heard tonight, this afternoon about potential inconsistencies, and record keeping problems, are actually cured if we had a uniform standard statewide. So I think if we have it within our reach through our actions to prompt and encouraging the legislature to address this statewide, I think that would be even a more substantial legacy. So I appreciate the approach, and i'm very comfortable with it.

Novick: Likewise.

Hales: Same here. I've heard very compelling public health, human and economic arguments here in this hearing today for why we should proceed. I've also heard a compelling argument both in our conversation and with our legislative delegation as well as here that it's appropriate for the city of Portland to act and act in a way that encourages legislative action, but at the state level, but doesn't depend on it or delay for it. So i'm very comfortable with the process that we have in front of us in which we'll make sure that the issues that have been brought forward help to improve the draft, and that we bring that draft back here in four weeks for another public hearing and then vote on it and second reading, I plan and presume the week after that. So that schedule is very comfortable to me and I think respond to both public concern that we get on with it, and gives us enough time to once again measure twice and cut once.

Fritz: Thank you. And I know from talking with commissioner Saltzman that he's also agreeable with that time line, and feeling ready to move forward with something in march after the task force process. The task force process sincerely is going to look in detail at all of the suggestions we've received, just some of the ones I heard today added to the list, the issue of perishable goods delivery, the federal marine employment law issue --

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Fritz: I was going to ask commissioner novick, since he's formerly of the justice Department if we could get a comprehensive memo on the jones act, which I know you're -- [laughter] I know you're one of the foremost authorities on that important piece of legislation.

Novick: I appreciate that. We'll get right on it.

Fritz: Jones was my maiden name. I'm interested to find out what's in that act. We heard we should consider exempting businesses for a year, consider exempting for some classes, look again at that profit margin, whether that should be part of the equation. The issue of employees who work partially in Portland, is something we had already had on the list for attention. Considering more paid time off for minimum wage workers with no benefits, which is a counter at looking at highly paid workers with benefits and whether this is necessary there. Looking at paid time off especially with seiu contracts and more other issues than I can list. We did have the open forum last week, i'm going to one with venture Portland, i'll be meeting with the small business advisory council and I believe i've been invited to the Portland business alliance to talk with them. So there's a lot of work that will be done over the next three and four weeks. I am so grateful to everybody who is still here, six hours -- four hours later, and to andrea paluso and the team who have done such a great job, jeff anderson and uscw Workers this, is about unions, this is about people who are not in unions. It's about employers and employees. And it makes me proud to live in a city where we care about these values and where we've devoted this amount of time plus a year's time beforehand to delving into these value issues and figuring out how can we make things better at the state level, at the national level. And that this city council, as was the council in december, because let me be clear, mayor adams and commissioner leonard were ready to bring this forward in december. We delayed it because of the retail holiday season, we didn't want to impact small businesses. And it's important to note that, yes, many businesses are struggling right now. Many employees are struggling right now too. So it works both ways. We need to be very considerate of people who are working hard to make ends meet. We need to craft this ordinance in a way that takes care of people who are trying to do the right thing. Both employers and employees. We're never going to take care of all of the bad actors in either sector but what we're going to do is put forward something I can be proud of as a city council member. This council is committed to making a difference in the lives of people who live in Portland. In this action that we're going to be taking in march, we can move the whole nation forward and get to join the rest of the industrialized world. So thank you very much. And thank you mayor for your support. I know you have a lot of other top priorities as do others on the council. Making time on the agenda in january in the first month of your term is hugely significant and i'm very grateful.

Hales: Thanks for a great public hearing. Thank you all for staying. We are adjourned until next wednesday. [applause]

[This item is continued to 2:00 PM Time Certain, Wednesday, February 27th. Later rescheduled to 3:00 PM, Thursday, March 7th.

At 6:05 p.m. Council adjourned.