

march 20, meeting (78)  
notes & testimony

4/015

MARCH 20

Meeting

notes  
&

testimony  
for  
files



4. Bill Radakovich

(See attached sheet marked 4 \*)

He estimated that a county wide election would cost \$75,000.

5. Dr. Hugh Tilson

Stated that he was representing the head of each of the counties Departments -

Dept. of Human Services

Dept of Adm. ..

Dept of Env. ..

Dept of Just. ..

County Management

They like the present system would like for each member of the County Commission to be elected at large for 4 yr. terms.

There is a need for a strong "generalist" as Chairman and 4 yr terms needed for stability.

Each Commissioner should be placed in the position where he would be responsible for the consequences of his acts.

(over)



6. Richard Torrey

urged adequate pay for county employees reached through collective bargaining or binding arbitration.

He maintains that present commissioners are adverse to collective bargaining.

7. Marvin Wilson

with public works under Dept of Env. Services.

He believes at all tax money collected from Mult Co. citizens should be spent in Mult. Co.

He also believes that both Civil Service and Collective bargaining are necessary for the protection of co. emp.

8. Roger Christensen

His principal point is that he is critical of civil service exams applied to management.

Too many management personnel are "political" appointees.



9. Steven Hess

Concurs with Mr. Gambee's comments

He believes positions should be nonpartisan and that each Commissioner should be assigned a department

10. Doris Dines

She believes that each commissioner should be assigned a dept.

11. Mary M. Di Loreto

She is a 73 yr old retiree who has been temporarily relieved of work in tax office. She reminisced with dog in arms but had no specific recommendations.

12. Ruth D. Coey

She urged a stronger Civil Service system

Ten years of service as a retirement qualification

Sheriff should be elected.

(over)



13. David Chambers  
(Secy of Local 1940)

He voiced an objection to the Co Commissioners handling retirement funds. He believes the unions should have the final say as to whom would administer retirement funds.

He would like to see a retirement board made up of

- 3 County Comm.
- 3 Employees
- 1 outside civilian

14. George McArthur (Local 88)  
(Corrections Div)

Believes there should be another vote on the Home Rule charter. He asserted that before H.R. each Commissioner's office cost \$125,000 annually and now the costs run \$500,000.

He says that the Chairman has 260 people who report only to him.

He feels that each Comm. should be assigned a Dept.

He supports a strong Civil Service and wants management personnel to come under it.



15. Berna Plummer

wants a copy of the Charter Review Commission report to go to many public groups.

She would like to see seven commissioners elected - five from districts and two at large.

She believes the Chairman should be elected for a four year term ~~and~~ that positions be non partisan and that vacancies be filled by special election.

She wants a full time commission.

16. Steve Henry (Dept of Env. Service)

Thinks the Charter Review Commission should make specific recommendations - he doesn't like the shopping list approach.

1. He supports 4 year terms.
2. Full time comm.
3. Does not believe Comm should supervise C. services
4. Increase staff support for legislative series
5. All Comm. elected at large.
6. Fill vacancies by special election.
7. more task forces for special problems.



(14)

PRINTED IN THE OREGONIAN  
THURSDAY, MARCH 16, 1978

To the Editor  
The Oregonian  
1320 S. W.. Broadway  
Portland, Oregon 97201

I object to the facetious manner your reporter, Rod Patterson, treats the apathy of Multnomah County citizens, in the hearings of the Charter Review Committee.

Perhaps a brief history of Citizens trying to work within government, to bring about what they felt were needed reforms, and how the County has thwarted their legal efforts, would enlighten Mr. Patterson and explain this apathy.

#### Movement to Recall Donald Clark -

Leaders of the petition found themselves being investigated and their privacy invaded by the mis-use of the Criss computer machine, a machine under the control of County Employees.

#### Mt. Hood Freeway Project.

Successful petition drive to refer this project to the voters, was stopped by Multnomah County Comm., the Portland City Council and the Governor of Oregon.

#### Parkrose Work-Release Center.

Not once but twice has it been necessary for Citizens in this area to gather signatures to prove their beliefs, that they don't want Work Release Centers. Twice the County Commissioners approved the centers and then referred it to the State. For the third time it is being pushed, this time through the "Community Corrections" movement.

#### The County Charter Amendments.

This successful drive was placed on the ballot in a general election, where over 200,000 people voted and it was approved by these voters. The Multnomah County Commissioners led a petition drive to repeal this amendment, and then chose a special election where only 60,000 citizens voted. It cost less than six cents a vote to have the Amendments approved. The repeal cost its' supporters two dollars a vote. The Question? Was the repeal won or bought?



Two other petitions were submitted to the voters at the general election. One, to repeal the Commissioners huge pension increase, was approved by the voters. The other, to force the County Commissioners to support the needy at Edgefield Manor, was unsuccessful.

Unpaid volunteer citizens collected signatures for the County Charter Amendments, the pension repeal and Edgefield Manor. The majority of signatures for the <sup>(CHARTER)</sup> repeal were collected by salaried County Employees- (shortly after the vote these same employees were given "meritorious" wage increases).

Why shouldn't there be disinterest and apathy by the voters? It seems the old adage "You can't fight City Hall" is true.

Further, when Mr. Patterson poked fun at interested citizens walking through rain to attend the hearings, why didn't he show how interested the Commissioners were? Clark, Gordon, Corbett and Buchanan, spent that week in Palm Springs, Calif.

The Oregonian should place a black bordered box on its' editorial page and inside print "Citizens Participation".

The continuation of articles such as those by Mr. Patterson will successfully kill and bury citizens interest in government participation.

Perhaps that, after all, is what your publishers want!

George McArthur  
18409 S.E. Tibbetts Ct.  
Gresham, Oregon 97030

I wish to express my gratitude for the opportunity ~~to~~<sup>to</sup> address the ~~Commission~~<sup>the</sup> and do so on behalf of myself and the employees of Multnomah County. More particularly, a small group of older employees hired prior to January 1, 1966.

Our chief concern is that the ~~Commission~~<sup>the</sup> will retain or include a "Personnel" chapter similar<sup>or stronger</sup> to that in the existing Charter. Specifically, we refer to those sections which guarantee rights and benefits that were applicable to employees under state law as it applied immediately before the existing Charter took effect.

The "Retirement" section, or at least the ~~entire~~<sup>entire</sup>ty of its intent is necessary in any Charter. In addition, there should be a provision to insure that all employees are treated alike and cannot be discriminated against in labor contract negotiations.

This protection is needed now for employees---- but, the chances are that what is written into this Charter will be much more important to them 10 or 15 years from now.

History is showing that new administrations have regard only for protections and promises that are written. Chances are the Home Rule Charter will be that document.



country employees should be subject to the whim of the board regarding bargaining for fair compensation for their labors.

Therefore I ask you to seriously consider a charter revision or amendment to require the board to engage in collective bargaining with ~~the~~ its employees.

to encounter the  
resistance to meaningful  
bargaining that has  
been the norm during  
the administration of  
Don Clark, through  
his agent Don Ellis.

The election process  
does not insure that  
county administrations  
will always be of the  
same high caliber of  
expertise ~~as~~ or that  
the board will always  
be cognizant of the  
value and worth of  
dedicated and competent  
civil service employees.  
It is not fair that



be carried on  
uninterrupted by serious  
dissemination or at the  
worst, a strike by the  
country employees.

There is a moral  
obligation by the board  
to fairly and adequately  
compensate civil service  
employees for their work.  
I think you will agree  
that a rapid turnover  
of personnel in country  
employ~~ment~~ and the  
constant undue influx  
of new personnel works  
to the advantage of  
no-one. This could  
happen if ~~the unions~~ <sup>the unions</sup> continue

supply mediators at federal expense.

The state of Oregon requires ~~the~~ ~~the~~ bargaining with state employees but appears to exempt home rule counties and the state supreme court has made ~~an~~ no firm decision on this binding home rule counties to enforced bargaining.

Surely you must agree that there is a moral obligation on the part of the board to insure that the county services to the taxpayers



collective bargaining TORREY

The present home rule charter places no compulsion on the board of county commissioners to engage in collective bargaining with the civil service employees. A change is needed in the charter to require the board to mediate and/or arbitrate. There is ample precedence for this requirement. The federal govt. has decided it is important enough to engage in collective bargaining to settle labor disputes to

- (1) the department of judicial administration,
- (2) the department of public safety, or
- (3) the department of finance.

## Chapter VII PERSONNEL

7.10 CLASSIFIED SERVICE. The classified service of the county shall consist of all positions in the government of the county except those of

- (1) elective officers,
- (2) their personal assistants and secretaries,
- (3) department heads, and
- (4) employees excluded by county ordinance and by the civil service commission hereinafter mentioned.

### 7.20 CIVIL SERVICE COMMISSION.

- (1) There shall be a civil service commission consisting of three members appointed by the board of county commissioners.
- (2) The term of office of each member of the commission shall be six years. Every two years the term of one member of the commission shall expire.
- (3) Each member of the commission shall be

- (a) a citizen of the United States and
- (b) a qualified elector of the county.

- (4) No member of the commission shall receive compensation for his services as such.
- (5) The commission shall
  - (a) make recommendations to the board regarding the personnel policy of the county and
  - (b) hear appeals from persons in the classified service regarding decisions of their superiors as to their status in the service of the county.
- (6) An appellate decision by the commission may not be appealed further if unanimous. If not unanimous, it may be further appealed to the board of county commissioners and the courts.

7.30 CIVIL SERVICE SYSTEM. The board of county commissioners shall, by ordinance and on the basis of recommendations by the civil service commission, prescribe the details of a civil service system for persons in the classified service of the county. The system shall afford them as much protection as the civil service laws of the state afford them immediately before this charter takes effect.



#### 7.40 RIGHTS AND DUTIES OF PERSONNEL.

- (1) The status of persons in the classified service shall, within the limitations of this charter,
  - (a) be based on merit and fitness and
  - (b) be governed by the civil service ordinance and rules promulgated thereunder.
- (2) No employee shall be refused employment or be discriminated against in any manner because of race, religion, color, or national origin.
- (3) Persons in the classified service shall be subject to the restrictions in the laws of the state concerning political activities of persons in county civil service.
- (4) Persons in the classified service who are promoted into the unclassified service shall retain their civil service status in the grade from which so promoted.
- (5) Persons in the classified service at the time this charter takes effect shall continue to have the fringe benefits that they have immediately before this charter takes effect.

7.50 RETIREMENT. The board of county commissioners shall provide a retirement system for all persons in the county service who desire retirement benefits in return for their services

to the county. The system shall afford them rights at least the equivalent of the rights that they have under the retirement system applicable to them under state law as it applies immediately before this charter takes effect.

#### Chapter VIII FINANCE

##### 8.10 AUDITOR

- (1) The office of county auditor is hereby established.
- (2) At the general November election in 1966 and at the general November election every four years thereafter an auditor shall be elected.
- (3) The auditor shall
  - (a) maintain a continuous audit of the financial affairs of the county,
  - (b) maintain a continuous internal audit of each administrative office and department of the county,
  - (c) report to the board of county commissioners all irregularities that he finds in the financial affairs of the county, and
  - (d) affix responsibility for the irregularities.
- (4) The board shall retain each report of the auditor as

MULTNOMAH COUNTY CHARTER REVIEW COMMITTEE HEARING  
FOR COUNTY EMPLOYEES

7:30 p.m., Monday March 20

Multnomah County I.E.D. 220 S.E. 102nd.

*For Secretary*

*Copy 4 additions*

*Julie - send a  
copy to each member  
with minutes*

Testimony by BERNA PLUMMER  
County Affirmative Action Officer  
1978 - five year county employee  
426 S.W. Stark St., J.K. Gill Bldg. 7th Floor  
telephone 248-3321

✓ *As of Nov. 1977 - full-time employees 2,290*  
*1,256 - male; 1,034 females*  
*163 minutes*

Before giving you my recommendations for possible revisions to our County Home Rule Charter, I would like to preface my remarks with these considerations for your committee:

1. When you submit your report to the Board, give copies of the final report to all local citizens groups.

Giving local citizens groups a copy of your report will assure broad coverage of the report to the public.

The involvement of local citizens groups would help voters in understanding your recommendations and getting them motivated to vote on the measure(s) in November.

2. Although your public hearings have been well publicized and your committee has tried to give various interest groups and persons the opportunity to testify,---you cannot assume that the average county citizen knows:  
--what the present County Home Rule Charter is and says  
--what the present rules are for electing commissioners  
--the organization of county government  
--if charter changes will cost taxpayers

My recommendation to your committee is that you give the public the answers to those statements.

My recommendations to possible revisions to the County Home Rule Charter are:

1. Propose electing seven (7) commissioners to four-year terms. Five (5) commissioners would be elected by districts. i.e. East County; Northeast County; Northwest County; Southeast County; Southwest County  
Two (2) commissioners elected at-large.
2. Elect the chairman at-large to a four-year term.  
Give the executive a vote on the commission. *(if comm. are made administrators)*
3. Fill vacancies on the commission by election from candidates of any party.

✓ *Support local 88*  
*recommendations*

#####

✓ *Call Personnel Director & local Director for information when considering revision of Personnel provisions*



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March 20, 1978

(4)

\*

Members of the Charter Review Committee:

For the record, my name is Bill Radakovich, and I am the Director of Records and Elections for Multnomah County, Oregon. I would like to comment on just two matters which are of significant importance and which are currently facing the Committee; and they are -

1) Single Member Districts

2) Filling of Vacancies by Special Election.

If the Charter Review Committee decides to place before the voters single member districts, the Multnomah County Elections office would like to work with the individual or individuals who will be responsible for the formation of these districts. Unnecessary problems can be avoided, such as split precincts, district lines that do not coincide with Legislative boundaries, etc., thus resulting in increased election costs and confusion to the voter.

This also holds true for special elections to fill vacancies on the Board. Although the problems are not the same as for districting, procedures must be written to conform with State Election Laws. Our involvement and that of the Secretary of State's office could stem<sup>OFF</sup> a great many legal problems.

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(2)

\*

KATHLEEN JENSEN

I wish to speak to you as President Local 88 & also as private citizen <sup>who works</sup> daily under the Home Rule Charter. ~~We~~ <sup>Employees of m.c.</sup> are in the best position to know the strength & weakness of the Charter. ~~& hope you~~ we recognize your dedication to this monumental task with which you have been charged & want you to know we appreciate this opportunity to share our concerns w/ you & hope that as a result a more workable Charter will be written.

The union's major concerns are:

1. Collective Bargaining

- a) Accept the State Law or
- b) a local ordinance paralleling State Law & ending in compulsory binding arbitration

2. Civil Service

- a) assures qualified employee for job
- b) Fair emp & advancement
- c) Selection of Commission - by Labor, by Co & they choose the 3<sup>rd</sup>.

3. Retirement

- a) For all employees
- b) 10 yr. vesting, 30 yr. retirement any age
- c) Present system - some not covered at all due to age.

some must pay 15 yrs. even though past 65 to get retirement.



rules need to be same for emp. & Co. Comm.  
less involvement by Co. Commissioners

4. Qualified Administrative Employees

a) Present appointed by Chairman, no assurance  
of qualification

\$36,000 per yr. is hi-pay for apprentice.

b.) Bad relations w/ employees.

c.) Rights thru same system as line employees

5. All County Service Performed by County employees

a) Prohibit contracting out - that's County  
service provided by people who  
have no accountability for those services.

b) Will help to eliminate the advisory relationship  
that exists ~~with~~ between management level of County  
& employees.



## As a private citizen

1. Commissioners to ~~not~~ live in and run for a specific district - make full financial disclosure.
2. Commissioner to direct one of the major depts of the County which will assure com works full-time for CO. Cut down on budget probas.
3. Commission Rates be non-partisan - vacancies on the Bd. be filled by election from the list.
4. Chairman to run - County-wide as non-partisan
5. A limit of ~~10~~<sup>8</sup> yrs. be set for membership on the Commission. New faces & new ideas promote growth.
6. Chairman or Commissioners should resign before running for another elective position.
7. All Bond & Tax Measures to be referred to electorate.

Kathleen E. Jensen

Home 252-8269

Work 248-3460

wants to hear ~~for~~ about  
sub comm  
hearings



Julie -

This is a summary of the notes taken at the March 20th meeting of the Charter Review Comm.

All of the witnesses are county employees Jack Faust has the witness list which has ~~at names~~ signatures of all appearing.

The Districting subcommittee met Thur even at IED Mar

The Wild Card subcommittee met Mon eve at IED Mar 27th (Room reserved & notice given)  
The Dist. Comm will meet Fri Mar 31st at 4:00 pm IED. (Room reserved & notice given to news papers).

1. Eugene Samber Some special notices will need to be given - see notes

City of Portland residents only vaguely aware of County government.

East Co. residents will be vitally affected by Charter Comm. recommendation

Critical of present system which permits Comm both legislative and adm. functions - create one-man rule with other commissioners being merely advisory.

Objects to effect Home Rule has an Civil Service particularly as it relates to management personnel (over)



Prefers election of comm. by district.  
Wants to reestablish a viable Civil  
Service system.

Says morale of county workers is low.

2. Kathleen Jensen

President, Mult. Co. Emp. Local 88  
(1200 members in bargaining unit)

Union's major concerns

See \* 2 for her notes.

3. Lee Cromwell

1. Supports single member districts
2. Chairman elected at large
3. Comm. - no legis authority but right to veto
4. Four year terms
5. If any member desires to run for another office - should resign
6. Fill all vacancies by special election
7. Sheriff should be an elected official
8. Objects to present retirement system

State that morale is at a low ebb.