

**Minutes of the Board of Commissioners  
Multnomah Building, Board Room 100  
501 SE Hawthorne Blvd., Portland, Oregon  
Thursday, December 14, 2017**

**REGULAR MEETING**

Chair Deborah Kafoury called the meeting to order at 9:37 a.m. with Vice-Chair Jessica Vega Pederson and Commissioners Loretta Smith, and Lori Stegmann present. Commissioner Sharon Meieran arrived at 9:39 a.m.

Also attending were Jenny M. Madkour, County Attorney, and Marina Baker, Assistant Board Clerk.

Chair Kafoury: GOOD MORNING, WELCOME TO MULTNOMAH COUNTY, THURSDAY DECEMBER 14, AND THIS IS OUR REGULARLY SCHEDULED BOARD MEETING.

**CONSENT AGENDA**

- C.1 Favorable Recommendation of Liquor License Application for Shirley's Tippy Canoe, 28242 E. Historic Columbia River Hwy., Troutdale, OR 97060
- C.2 Budget Modification HD 28-18 Authorizing Two Position Reclassifications within the Health Department
- C.3 Budget Modification LIB 04-18 Reclassify a Library Clerk to Access Services Assistant
- C.4 Budget Modification DCJ-11-18 Reclassifies a Vacant 1.00 FTE Program Specialist to a Program Supervisor in the Director's Office
- C.5 Approval of Auto Wrecker Certificate Renewal for Frank Miller of Miller Truck Salvage LLC, 15015 NW Mill Road, Portland, OR 97213
- C.6 Recommend Approval of Auto Wrecker Certificate Renewal for Loop Hi-Way Towing, 28609 SE Orient Drive, Gresham, OR 97080
- C.7 Recommend Approval of Auto Wrecker Certificate Renewal for Michael Doane of PNW Metal Recycling, Inc (previously Orient Auto Parts and Recycling located at 28425 SE Orient Drive, Gresham
- C.8 Favorable Recommendation of Liquor License Application for Corbett Country Market, 36801 E. Historic Columbia River Highway

Chair Kafoury: MAY I HAVE A MOTION ON THE CONSENT CALENDAR? COMMISSIONER VEGA PEDERSON MOVES, COMMISSIONER STEGMANN

APPROVES THE COMMENT CALENDAR, ALL THOSE IN FAVOR VOTE AYE. [UNANIMOUS AYES] THE CONSENT CALENDAR IS APPROVED.

**PUBLIC COMMENT**

Opportunity for Public Comment on non-agenda matters. Testimony limited to three minutes per person. This is a time for the Board to hear public testimony, not for Board deliberation. Fill out a speaker form available at the back of the board room and give it to the Board Clerk. Unless otherwise recognized by the presiding officer, testimony is taken in the order the forms are submitted.

Chair Kafoury: DO WE HAVE A PUBLIC COMMENT?

Board Clerk: YES, MADAM CHAIR WE HAVE FOUR PEOPLE SIGNED UP. PLEASE COME FORWARD WHEN I CALL YOUR NAME. [READS NAMES]

Mr. Lightning: GOOD MORNING. MY NAME IS LIGHTNING. I REPRESENT LIGHTNING SUPER WATCHDOG X. AGAIN ON THE RETIREMENT OF MICHAEL SCHULTZ FROM THE OVERLOOKING THE CORRECTIONS DIVISION, CHIEF DEPUTY SCHULTZ, ENJOY YOUR RETIREMENT, DON'T LEAVE THE COUNTRY. I WILL BE SEEING YOU INTO COURT IN THE FUTURE. AGAIN THAT SCATHING REPORT AT MULTNOMAH COUNTY JAILS IS YOUR LEGACY. ENJOY IT. IT'S YOUR LEGACY. ISSUE NUMBER TWO JORGE BROWN, THE \$30 MILLION LAWSUIT FROM BULL'S EYE. USING THEM AS A SCAPEGOAT, \$30 MILLION. THAT'S GOING TO BE VERY INTERESTING AT THE END OF THE DAY. AGAIN, TO MICHAEL SCHULTZ, ANOTHER LEGACY THAT YOU ARE GOING TO HAVE IS SOMEBODY BY THE NAME OF LIGHTNING WILL BE FILING A LAWSUIT ON YOU PERSONALLY AND RIVER PATROL.

THE AMOUNT THAT I WILL BE ASKING WILL BE \$251 MILLION. WHAT WE'RE GOING TO DISCUSS IS ANOTHER LEGACY THAT YOU ARE GOING TO HAVE. THAT'S GOING TO BE HOW YOU DEALT WITH THE PEOPLE ON THE MARINA ALONG NORTHEAST MARINE DRIVE. AND AS YOU KNOW, MICHAEL SCHULTZ, YOU, GATES, YOUR WHOLE LITTLE GROUP DID A TERRIBLE JOB, AND AGAIN, YOU WILL BE SUED BY THE OWNER, PREVIOUS OWNER, LIGHTNING, PREVIOUS HARVARD MASTER, LIGHTNING, WHEN YOU DECIDED TO COME IN, LABEL ME A NATIONAL SECURITY THREAT, DRUG KINGPIN, MAFIA RELATED, ANYTHING YOU COULD DO TO DRIVE ME OFF THE PROPERTY FOR PROTECTING THE MOST VULNERABLE PEOPLE IN THIS CITY. PEOPLE LOW LEVEL, PEOPLE WITH ADDICTIONS. MENTAL ILLNESS. VARIOUS GROUPS OF PEOPLE THAT YOU DID NOT WANT ALONG THE RIVER. AGAIN, I WILL BE SUING YOU FOR \$251 MILLION. I WILL SOMEBODY GOING AFTER YOU PERSONALLY.

I WILL BE GOING AFTER MULTNOMAH COUNTY. I WILL BE GOING AFTER THE CITY OF PORTLAND. I WILL BE BRINGING ALL OF THEM INTO COURT UNDER SUBPOENA TO HEAR THEIR SIDE OF THE STORY, AND GUESS WHAT, SPEAK THE TRUTH, MICHAEL SCHULTZ, SPEAK THE TRUTH. WE KNOW YOUR HISTORY

FROM THE JAIL. WE KNOW WHO YOU ARE. JUST SPEAK THE TRUTH AND UNDERSTAND, POLICE CHIEF O'DAY TRIED TO LIE. LOOK WHAT HAPPENED TO HIM. SPEAK THE TRUTH! THE TRUTH WILL SET YOU FREE! ENJOY YOUR RETIREMENT, MICHAEL SCHULTZ! HOW DO YOU LIKE THEM APPLES. HASTA LA VISTA, BABY!

Chair Kafoury: WHO IS NEXT? GOOD MORNING.

Mr. Lightning: GOOD MORNING. THIS WILL BE MADE ALL PUBLIC FOR THE PUBLIC TO ENJOY AND HAVE FULL TRANSPARENCY.

Chair Kafoury: GOOD MORNING.

Mr. Walsh: GOOD MORNING. MY NAME IS JOE WALSH, I REPRESENT INDIVIDUALS FOR JUSTICE. A FRIEND OF MINE THE OTHER DAY POSTED ON FACEBOOK. HIS NAME IS REVEREND STEVE, AND HE WORKS WITH THE HOMELESS. 32 SWEEPS FROM THE TIME THAT WE DECIDED THAT WE'RE GOING TO OPEN THE DOOR, 32 SWEEPS BY THE CITY IN CAMPS DURING THE WORST POSSIBLE TIME. NOW WHEN A SWEEP HAPPENS, AND I TOLD YOU THIS BEFORE, THEY CONFISCATE EVERYTHING. SO WHEN YOU PUT OUT A CALL FOR BLANKETS AND TENTS AND SOCKS AND UNDERWEAR AND SOAP AND TOOTHPASTE, IT HAS ALREADY BEEN STOLEN BY YOUR COPS AND YOUR SHERIFFS. SO IT IS A VICIOUS CYCLE. WE DONATE TO STUFF AND YOU STEAL IT. YOU! YOU ARE PART OF THIS. WE KEEP ASKING YOU TO STOP THESE DAMN SWEEPS, AND YOU WON'T DO IT. BUT YOU PUT OUT A CALL BECAUSE IT MAKES YOU LOOK GOOD. OH, PLEASE, DONATE SOME TENTS AND BLANKETS AND FOOD AND STUFF AND VOLUNTEER AT THE WARMING SHELTERS WHILE WE STEAL MEDICATIONS. IDENTIFICATIONS.

PEOPLE GO TO EAT, AND THEY COME BACK AND THEIR STUFF IS GONE! EVERYTHING THAT THEY OWN IS GONE, AND YOU FIVE LADIES STOLE IT. YOU. NOT THE SHERIFF. NOT THE COPS. NOT THE CLEANUP PEOPLE. YOU! AND ME. AND THAT'S WHAT DRIVES ME UP THE WALL. EVERY NIGHT I GO TO BED AND I PULL UP THE BLANKETS AND I AM WARM. AND MY DOG JUMPS ON THE BED AND GOES TO SLEEP WITH ME, AND SHE IS WARM. AND YOU STEAL STUFF FROM THE VULNERABLE PEOPLE! WHEN ARE YOU GOING TO STOP IT. STOP BEING POLITICIANS AND STOP LYING TO US. STOP BEING BULLSHIT ON US AND DO SOMETHING. TELL THOSE PEOPLE TO STOP THE SWEEPS. WE WILL BE HERE EVERY WEEK THAT I CAN TO REMIND YOU OF IT. THANK YOU.

Chair Kafoury: THANK YOU.

Mr. Johnson: GOOD MORNING COMMISSIONERS. WE WOULD LIKE TO TAKE A MOMENT TO HAVE A LITTLE DIFFERENT NOTE. THANK YOU AND THANK ALL OF THE TAXPAYERS FOR COOPERATING WITH LEGACY HEALTH SYSTEM, OHP, CARDINAL HEALTH. CARDINAL HEALTH PROVIDES THE RED STICKY SOCKS.

THIS DELUXE ENSEMBLE IS PROVIDED COURTESY OF THE GOOD SAM HOSPITAL AND TAXPAYER FINANCING BECAUSE YOU OVERPAY MR. GEORGE [INAUDIBLE], THE COORDINATOR FOR [INAUDIBLE]. THE WAY THAT WE TREAT HOMELESS PEOPLE IN MULTNOMAH COUNTY -- OH, I HAVE GOT IT RIGHT HERE, AND WHAT WE SAY TO THEM IS HEY, HOMELESS PERSON, YOU UNDERPRODUCTIVE PIECE OF CRAP WITH ISSUES WE MAY OR MAY NOT HAVE COMPASSION ABOUT. IF EVERY WEEK UP DO NOT SHOW UP INSIDE THE TRANSITION PROJECTS OR JOIN BUILDINGS AND GET THIS NUMBER RECYCLED, WE WILL THROW YOU OFF THE LIST AND LET YOU DIE OF EXPOSURE OR ADDICTION OR WHATEVER YOUR ISSUES ARE. SO THE PEOPLE MOSTLY GO AND THEY COMPLY WITH THIS LIST.

I FORGOT TO RESEARCH GEORGE -- WE JUST KNOW IT'S ABOVE 100,000. IT IS PAID BY THE FACT THAT YOU ALL DON'T GET PAID AS MUCH AS YOU PAY YOUR CONTRACTORS, BUT WHEN THESE HOMELESS PEOPLE, HUNDREDS ARE ON A LIST THAT HAS TO BE PROCESSED, RESET OVER THE WEEKEND, SO THEY DUTIFULLY OBEY THEIR STRUCTURES, THEY COME INTO THE SERVICE POINT AND ARE TOLD WELL, WE COLLECTED OUR PAYCHECKS, BUT WE DID NOT RESET THE LIST. COME BACK TOMORROW. SO SOME PEOPLE CALL, FIND THAT DISTRESSING, AND THEY END UP DIALING 9-1-1, AND AT LEAST THEY GET HOOKED UP IN THE EMERGENCY ROOM WITH THE PROJECT RESPOND COORDINATOR. THE NEXT DAY THEY GO BACK TO THE SAME PLACE BECAUSE THEY WERE TOLD TO COME BACK TOMORROW AND WE'LL PROCESS THE LIST. THEY HEAR THE WORKERS, THE LOWEST LEVEL PAID WORKERS WHO GET SCREWED BY THEIR BOSS WHO DID NOT DO THE NECESSARY FUNCTION BECAUSE THEY ARE TALKING TO ONE ANOTHER AND SAYING, IS THE LIST RESET? THEY DID NOT RESET THE LIST. DID THEY?

THAT'S CORRECT. THEY DID NOT TWO DAYS IN A ROW. CAN YOU IMAGINE THAT TRIGGERED ANOTHER 9-1-1 CALL. ANOTHER TWO POLICE CARS DISPATCHED WITH OFFICERS? I DON'T KNOW IF THE AMBULANCE GOT THERE. WHILE THAT WAS GOING ON I LEFT THE PREMISES. FORTUNATELY THE LIST DID GET RESET ON THE THIRD DAY BUT EVERYONE COLLECTED THEIR PAY REGARDLESS, AND WE DON'T KNOW ABOUT ANY OTHER PEOPLE BECAUSE WE DON'T USE THE LIST FOR ANYTHING. WE DON'T USE IT FOR CASE MANAGEMENT. WE DON'T TRACK THE PEOPLE WHO DROP OFF OR ANYTHING LIKE THAT. WE JUST CHURN PEOPLE THROUGH TO MAKE SURE THAT THE BEDS ARE FULL AND PRETEND THAT WE ARE HAVING HELPFUL IMPACTS WITH OUR SPENDING. SO WHEN PEOPLE ENCOUNTER, THIS THERE IS A PIECE OF PAPER ABOUT ROI, WHICH IS ROI ON PEOPLE IS A QUESTIONABLE CONCEPT.

Chair Kafoury: CHARLES, YOU CAN ALSO GO CHAT WITH MY STAFF PERSON LIZ SMITH CURRY. SHE WOULD LIKE TO UNDERSTAND WHAT YOU ARE REFERRING TO. SHE'S RIGHT OVER HERE, WAVING HER HAND SO YOU KNOW WHICH ONE SHE IS. THANK YOU.

## **REGULAR AGENDA**

**R.1 Resolution and Public Hearing Authorizing Transfer of Tax Foreclosed Property to the City of Portland Bureau of Transportation. Presenter: Marissa Madrigal, COO & DCM Director.**

Chair Kafoury: COMMISSIONER MEIERAN?

Commissioner Meieran: I WOULD LIKE TO MAKE A MOTION TO POSTPONE INDEFINITELY.

Chair Kafoury: DO I HAVE A SECOND? COMMISSIONER MEIERAN MOVES, COMMISSIONER STEGMANN SECONDS APPROVAL TO POSTPONE INDEFINITELY. MARISSA WOULD YOU LIKE TO GIVE US A REASON FOR THE POSTPONEMENT?

Ms. Madrigal: YES. OUR PRESENTER IS ILL TODAY AND OUR BACKUP PRESENTER IS ILL TODAY SO WE WANTED TO MAKE SURE THAT WE HAD SOMEBODY HERE WHO COULD ANSWER YOUR QUESTIONS.

Chair Kafoury: GREAT, THANK YOU. IT IS THAT TIME OF YEAR.

Ms. Madrigal: IT IS.

Chair Kafoury: THANK YOU. ALL THOSE IN FAVOR OF POSTPONING INDEFINITELY ITEM R.1 VOTE AYE. [UNANIMOUS AYES] OPPOSED? THE MOTION IS APPROVED.

**R.2 Human Resources System Audit Report. Presenters: Dr. Steve March, Multnomah County Auditor; Jennifer McGuirk, CIA, Senior Management Auditor; and, Craig Hunt, Principal Management Auditor**

Chair Kafoury: GOOD MORNING.

Dr. March: GOOD MORNING CHAIR AND COMMISSIONERS. THANK YOU FOR THE TIME TO PRESENT OUR HUMAN RESOURCE SYSTEM AUDIT. PRESENTING IS JENNIFER MCGUIRK AND CRAIG HUNT WHO PERFORMED THE WORK AND WITH US IS MARISSA MADRIGAL, THE COO AND DIRECTOR OF THE DEPARTMENT OF COUNTY MANAGEMENT.

Mr. Hunt: CRAIG HUNT, MULTNOMAH COUNTY AUDITOR'S OFFICE, FOR THE RECORD. THE CHART ON THE FIRST SLIDE COMPARES TRADITIONAL TO STRATEGIC H.R. THE COUNTY CURRENTLY IS OPERATING UNDER A MORE TRADITIONAL H.R. SYSTEM, LARGELY FOCUSED ON TRANSACTIONAL BUSINESS SUCH AS RECRUITMENT AND SELECTION, PERFORMANCE APPRAISALS, ESTABLISHING POLICIES AND PROCEDURES, MAINTAINING EMPLOYEE RELATIONS, AND COMPENSATION MANAGEMENT. ALL OF THESE

TRADITIONAL FUNCTIONS ARE IMPORTANT. H.R. NEEDS TO DO THEM WELL. THE H.R. SYSTEM COULD PROVIDE MORE VALUE TO THE COUNTY IF IT DID BECOME STRATEGIC. STRATEGIC H.R. HELPS ORGANIZATIONS ACHIEVE THEIR MISSION, VISION, STRATEGY AND GOALS BY ALIGNING H.R. PRACTICES WITH THE COUNTY'S STRATEGIC OBJECTIVE. SHOWN IN THE CHART, STRATEGIC H.R. IS PROACTIVE INSTEAD OF REACTIVE, IS A CHANGE INITIATOR AND HAS A LONG-TERM FOCUS.

Mr. Hunt: THERE CERTAINLY ARE CHALLENGES TO ACHIEVING THE STRATEGIC H.R. FOR EXAMPLE THE COUNTY CANNOT PRACTICE STRATEGIC H.R. WITHOUT GOOD, ACCESSIBLE DATA AND METRICS WHICH WE OBSERVE. THERE WAS A SHORTAGE WHEN WE WENT OUT AND TALKED WITH THEM. THE H.R. PEOPLE WE TALKED WITH FELT SAP WAS A BARRIER TO GETTING GOOD DATA WHEN IT WAS NEEDED AND WE HOPE THAT THE WORK DAY WILL HELP HERE. STRATEGIC H.R. IS NOT A PRIORITY IN ALL DEPARTMENTS. COUNTY DEPARTMENTS MUST VIEW THIS AS A PARTNER OR AN INTERNAL CONSULTANT. WITH THAT COMES THE NEED TO MAKE SURE THAT ALL THE DEPARTMENT H.R. MANAGERS ARE EQUIPPED WITH THE SKILLS THEY NEED TO BE A PARTNER WITH AN INTERNAL CONSULTANT.

MOVING TO THE COMPLAINT AND INVESTIGATIONS PROCESS, CURRENTLY THERE IS AN INTERIM PROCEDURE WITH COO BUT AT THE TIME OF THE AUDIT THE DEPARTMENTS HANDLED COMPLAINTS. THE TYPES OF COMPLAINTS VARY FROM DISCRIMINATION HARASSMENT, RETALIATION AND OTHER VIOLATIONS OF THE COUNTY RULES, WORKPLACE SAFETY, AND TIME-KEEPING ISSUES. BASED ON OUR CONVERSATION SAYS WITH THE DEPARTMENT H.R. MANAGERS DEPARTMENT DEAL WITH THE COMPLAINTS QUICKLY AND INFORMALLY. MOST DEPARTMENTS DID NOT TRACK COMPLAINTS WELL, SO WE COULD NOT ESTIMATE HOW MANY THERE ARE. SOMETIMES COMPLAINTS BECOME INVESTIGATIONS THAT ARE MORE FORMAL. COMBINED THERE ARE OVER 100 INVESTIGATIONS PER YEAR CONDUCTED BY COUNTY DEPARTMENTS EXCLUDING THE SHERIFF'S OFFICE. THE COUNTY RISKS DAMAGING ITS CORRECT AND EXPOSES ITSELF TO LAWSUITS, INVESTIGATIONS INCONSISTENTLY. A PROPERLY CONDUCTED FORMAL INVESTIGATION IS EVIDENCE-BASED, MUST MEET HIGH STANDARDS, AND IS GENERALLY EXPENSIVE AND DISRUPTIVE. IF POSSIBLE THE COUNTY SHOULD RESOLVE THE COMPLAINTS AT THE LOWEST LEVEL BEFORE THEY BECOME INVESTIGATIONS, ALTERNATIVE DISPUTE RESOLUTIONS SUCH AS MEDIATION CAN HELP HERE.

Ms. McGuirk: GOOD MORNING, FOR THE RECORD I AM JENNIFER MCGUIRK FROM THE AUDITOR'S OFFICE. TWO OF THE AREAS WE LOOKED AT WERE HOW CONSISTENTLY THE DEPARTMENTAL H.R.S WERE PROVIDING SERVICES AS WELL AS HOW CONSISTENTLY THEY WERE MANAGING THE REQUEST FOR ACCOMMODATIONS UNDER THE AMERICANS WITH DISABILITIES ACT. AS WE LOOKED AT THESE ONE OF THE THEMES THAT EMERGED THAT WE WANT TO

FOCUS ON TODAY WAS THE COUNTY'S NEED TO DO A BETTER JOB TRAINING ITS SUPERVISORS AND MANAGERS ON HOW TO MANAGE. TRAINING ON HOW TO BE A GOOD MANAGER TENDS TO COVER THINGS LIKE HOW TO COACH, HOW TO MANAGE PERFORMANCE ON A DAILY BASIS, AND HOW TO CREATE WORK ENVIRONMENTS THAT ARE SAFE AND ADHERE TO THE SPIRIT OF THE CIVIL RIGHTS LAWS. THE COUNTY OF TRAINING, TALENT AND DEVELOPMENT UNIT PROVIDES TRAINING A VARIETY OF THE AREAS ALREADY BUT WHAT WE FOUND IS THAT THEY ARE NOT REQUIRED ACROSS THE COUNTY. FOR EXAMPLE, LESS THAN HALF OF THE DEPARTMENTS REQUIRE MANAGERS TO TAKE A CLASS ON HOW TO CREATE HARASSMENT-FREE WORKPLACES.

Ms. McGuirk: WE THINK THAT THE BOARD COULD DIRECT CONSISTENT TRAINING FOR ALL SUPERVISORS AND MANAGERS AS A WAY TO ENSURE THAT THOSE IN MANAGEMENT UNDERSTAND HOW THE COUNTY EXPECTS THEM TO MANAGE. THIS TRAINING WOULD ALSO BE A SIGNAL TO EMPLOYEES ON WHAT THEY CAN EXPECT IN THE WORKPLACE AND WHAT IS NOT ACCEPTABLE. ONE THING WE LOOKED AT WAS THE COUNTY'S VISION AND HOW TO ALIGN IT WITH H.R. WORK. PART OF THE VISION IS TO PROMOTE HEALTHY, SAFE, AND A PROSPEROUS COMMUNITY FOR ALL. AND AS YOU HEARD AT A BOARD MEETING IN SEPTEMBER NOT ALL EMPLOYEES HAVE FELT SAFE IN THEIR WORKPLACES. SO WE THINK THIS IS AN OPPORTUNITY FOR THE BOARD TO CLARIFY THE EXPECTATIONS FOR MANAGEMENT, AND HOW IT EXPECTS THE MANAGEMENT TO FURTHER THE COUNTY'S MISSION THROUGH ITS MANAGEMENT STYLE. INSURING MANAGERS KNOW WHAT TO EXPECT IS A WAY TO HOLD PEOPLE ACCOUNTABLE, RECOGNIZING PEOPLE WHO ARE LEADING IN WAYS THAT ALIGN WITH THE COUNTY'S MISSION AND VISION AS WELL AS HOLDING PEOPLE ACCOUNTABLE FOR PATTERNS OF POOR BEHAVIOR. IN OUR WRITTEN REPORT WE HAVE A NUMBER OF RECOMMENDATIONS FOR IMPROVING THE H.R. SYSTEM BUT WE WANT TO FOCUS ON RECOMMENDATIONS WE THOUGHT YOU COULD TAKE ACTION ON SOONER RATHER THAN LATER AND START IMPLEMENTING NOW.

ONE OF THESE IS THAT CENTRAL H.R. SHOULD DEVELOP AND IMPLEMENT COUNTY-WIDE PROGRAMS BASED ON BEST PRACTICES FOR ONBOARDING PERFORMANCE MANAGEMENT AND TRAINING, INCLUDING COMPLIANCE TRAINING AND SUPERVISOR TRAINING. WHEN I WAS TALKING BUT THE NEEDS TO BETTER TRAIN SUPERVISORS AND MANAGERS ON HOW TO BE GOOD MANAGERS, I MENTIONED THAT ONE OF THE THINGS WAS THE ADA COMBINATION OF THE PROCESS. WE HAVE A FEW RECOMMENDATIONS, MORE SPECIFICALLY FOCUSED ON THAT PROCESS WHICH ARE THAT H.R. SHOULD WORK WITH THE COUNTY ATTORNEY'S OFFICE TO IMPLEMENT A SYSTEM FOR TRACKING ACCOMMODATIONS AND THEIR STATUS, CENTRAL H.R. SHOULD WORK WITH THE ADAPT EMPLOYEE RESOURCE GROUP TO ENSURE THE ADA RELATED MATERIALS ARE ACCESSIBLE TO PEOPLE WITH DISABILITIES AND CENTRAL H.R. SHOULD ENSURE THAT EDUCATION ON THE ADA AND THE

REASONABLE ACCOMMODATIONS PROCESS IS PART OF THE COMPLIANCE TRAINING FOR EMPLOYEES.

Ms. McGuirk: THIS LAST ITEM ABOUT COMPLIANCE TRAINING REACHES BACK TO THE PREVIOUS SLIDE WHERE WE RECOMMENDED ALIGNING COMPLIANCE TRAINING AND SUPERVISORY TRAINING WITH BEST PRACTICES. WE ALSO RECOMMEND ACTION ON COMPLAINTS AND INVESTIGATIONS BEARING IN MIND THERE IS AN INTERIM PROCESS. TO HELP ENSURE THE INSURANCE OF IMPARTIALITY, INCREASE CONSISTENCY AND REDUCE RISK, FORMAL INVESTIGATIONS TO BE CONDUCTED CENTRALLY. INFORMAL COMPLAINT RESOLUTIONS WHICH MAY INCLUDE MEDIATION SHOULD BE DRIVEN BY CENTRAL PROCEDURES BUT REMAIN AT THE DEPARTMENT LEVEL, TO IMPROVE INFORMATION ABOUT WORKPLACE COMPLAINTS THE DEPARTMENTS SHOULD TRACK ALL COMPLAINTS AT A CENTRAL LEVEL. H.R. SHOULD REQUIRE CERTIFICATION FOR THOSE HANDLING FORMAL INVESTIGATIONS AND MEDIATION CASES. SO THAT CONCLUDES OUR PRESENTATION. WE ARE HAPPY TO TAKE QUESTIONS.

Chair Kafoury: DO WE HAVE QUESTIONS OR COMMENTS FROM THE BOARD? GO AHEAD.

Commissioner Meieran: FIRST OF ALL THANK YOU VERY MUCH FOR THAT REPORT. I THINK IT'S VERY TIMELY, AND IT'S INCREDIBLY IMPORTANT IN TERMS OF OUR FUNCTIONING AT THE COUNTY. I FIND A NUMBER OF THINGS THAT YOU REPORTED ACTUALLY QUITE CONCERNING, AND THERE ARE THINGS THAT I, BEING NEW TO THE BOARD, SORT OF. IT HAS BEEN A YEAR ALMOST, BUT THAT I SORT OF PERSONALLY ASSUMED, JUST HAD BEEN DONE, AND I MUST ADMIT THAT I AM A LITTLE SURPRISED AND LIKE I SAID CONCERNED THAT THEY HAVE NOT BEEN DONE. I WILL BE LOOKING AT YOUR POLICY RECOMMENDATIONS VERY CLOSELY ALONG WITH YOUR PRIORITIES TO SEE WHAT WE MIGHT CONSIDER IMPLEMENTING AND THE CHANGES WE CAN MAKE TO MAKE THE SYSTEM ACCOUNTABLE AND CONSISTENT AND THE BEST THAT WE CAN BE. SO THANK YOU.

Commissioner Smith: THANK YOU MADAM CHAIR. THANK YOU FOR THE REPORT. HOW DOES THE AUDIT DEAL WITH OR RELATE TO SOME OF THE CONCERNS EXPRESSED EARLIER THIS YEAR ABOUT MULTNOMAH COUNTY'S HUMAN RESOURCES SYSTEM THAT IS THE CONCERNS ABOUT INSTITUTIONAL RACISM, EQUITY, AND UNEQUAL TREATMENT OF EMPLOYEES OF COLOR, AS IT RELATED TO DISCIPLINE AND ADVANCEMENT?

Dr. March: THANK YOU FOR THE QUESTION, COMMISSIONER. FOR THE RECORD, WHICH I FORGOT EARLIER, STEVE MARCH, MULTNOMAH COUNTY AUDITOR. WE DID NOT LOOK AT INDIVIDUAL CASES. WE LOOKED AT THE SYSTEM, AND POLICIES AND PROCEDURES TO SEE IF THEY WERE CONSISTENT THROUGHOUT THE COUNTY. THERE WERE SOME DEPARTMENTS

WHERE THOSE POLICIES AND PROCEDURES WERE IN PLACE AND SEEMED TO BE FUNCTIONING WELL, AND IN OTHER AREAS THEY WEREN'T. THERE IS ALWAYS A CAUTION ABOUT INDIVIDUAL CASES IN THAT WE'RE NOT AN APPELLATE JURISDICTION, AND IT'S HARD TO MAKE A DECISION OR A -- AFTER THE FACT-FINDING ON A CASE WITHOUT REALLY DELVING INTO THE SYSTEM. SO WE DID NOT LOOK AT THINGS LIKE THERE SYSTEMIC RACISM? WE LOOKED AT THINGS OF WHETHER OR NOT THE POLICIES AND PROCEDURES WERE CONSISTENTLY BEING CARRIED OUT THROUGHOUT THE COUNTY.

Commissioner Smith: I THINK THAT IF YOU TAKE A -- GO AHEAD.

Ms. McGuirk: I WAS GOING TO ADD THAT IF THE COUNTY ALIGNED SOME OF ITS TRAINING PRACTICES MAKING SURE THAT THERE IS EQUITABLE ACCESS TO TRAINING AND TRACKING THAT, THAT WOULD BE SOMETHING THAT WOULD HELP KIND OF SYSTEM-WIDE.

Commissioner Smith: TO KNOW WHAT THAT TRAINING IS AND WHAT THAT LOOKS LIKE.

Ms. McGuirk: RIGHT, AND MAKING SURE DIFFERENT GROUPS OF PEOPLE ARE GETTING ACCESS TO A VARIETY OF TRAININGS, TRACKING THAT, TRACKING THE ACCOMMODATIONS PROCESS AND OTHER PROCESSES FOR ANY INTERNAL BIAS, THOSE ARE THINGS THAT THE COUNTY COULD START DOING THAT WOULD BE BETTER PRACTICES.

Commissioner Smith: AND I THINK IN TERMS OF IDENTIFYING THE PATTERNS AND PRACTICE OF WHAT WE DO IN ANY AUDIT THAT YOU DO YOU ALWAYS TAKE A SAMPLE OF WHATEVER YOU ARE AUDITING, NOT THAT YOU ARE GOING TO LOOK AT THE ENTIRE SYSTEM BUT YOU TAKE A SAMPLE, AND THAT SAMPLE WOULD CROSS ALL, YOU KNOW, ETHNICITIES AND DIFFERENT DEPARTMENTS TO SEE IF THE SAME TYPES OF PATTERNS AND PRACTICES ARE BEING USED. I THINK THAT WE MISS AN OPPORTUNITY BECAUSE WE HAD TALKED ABOUT THIS BEFORE, AND I THINK THAT YOU TOLD ME THAT YOU WERE GOING TO TAKE A STAB AT THIS A BIT. TO SEE THAT IT WASN'T, THAT'S, YOU KNOW, UNFORTUNATE.

Vice-Chair Vega Pederson: THANK YOU FOR DOING THIS AUDIT. I THINK THE TIMELINESS IS VERY IMPORTANT, AND YOUR REPORT, IN ADDITION TO THE WORK HAPPENING WITH THE H.R. CONSULTANT NEXT YEAR WILL BE A REALLY CLEAR, GIVE CLEAR GUIDELINES FOR THE DIRECTION WE NEED TO TAKE. MY QUESTIONS HAVE TO RELATE TO HOW SOME OF THE RECOMMENDATIONS HERE, ESPECIALLY MOVING TO THE STRATEGIC H.R. SYSTEM, HOW THE SYSTEM WOULD HELP WITH THAT AND THIS MIGHT BE OUT OF THE SCOPE OF WHAT YOU KNOW BUT FOR ME I AM CURIOUS ABOUT HOW WE CAN USE THIS TOOL TO ACTUALLY HELP WITH THE TRANSITION TO THIS AND REALLY BE A

POWERFUL WAY THAT WE CAN IMPLEMENT SOME OF THESE RECOMMENDATIONS.

Ms. Madrigal: I CAN ADDRESS SOME OF THOSE, MARISSA MADRIGAL, CHIEF OPERATING OFFICER AND DEPARTMENT DIRECTOR FROM THE DEPARTMENT OF COUNTY MANAGEMENT. SO WE ARE VERY EXCITED CENTRALLY ABOUT WORK DAY AND ITS CAPABILITIES. RIGHT NOW OUR H.R. RESOURCES ARE DOING A LOT OF TRANSACTIONAL WORK, ENTERING DATA, FILLING OUT FORMS, MAKING SURE THAT THINGS ARE FLOWING THROUGH THE SYSTEM CORRECTLY. WE BELIEVE THAT WORK DAY IS GOING TO AUTOMATE MANY OF THOSE TRANSACTIONS AND FREE UP OUR RESOURCES TO BE MORE STRATEGIC. WORK DAY ALSO GETTING TO SOME OF THE CONCERNS AROUND CONSISTENT TRAINING AND FOR MANAGERS, THAT THEY HAVE THE ABILITY TO TRACK AND ASSIGN MANDATORY TRAININGS TO EMPLOYEES. WE DON'T HAVE AN EASY WAY TO DO THAT NOW, AND CULTURALLY, THE COUNTY HAS NOT BEEN WILLING TO -- MAYBE NOT WILLING BUT SUPER INTERESTED IN HAVING MANDATORY TRAININGS ACROSS THE COUNTY.

WE HAVE STARTED TO CHANGE THAT. ACTUALLY THE CONTRACT'S AUDIT THAT YOU DID RECOMMENDED THAT WE HAVE A MANDATORY TRAINING FOR CONTRACT ADMINISTRATORS, AND WE HAVE DONE THAT, AND THAT IS ONE OF THE FIRST COUNTY-WIDE MANDATORY TRAININGS THAT WE REQUIRED FOR MANAGERS. WE ARE MOVING IN THAT DIRECTION. I WOULD JUST SAY GENERALLY WE ARE VERY APPRECIATIVE OF THE AUDITOR'S WORK. IT'S VERY VALIDATING IN THAT IT HIGHLIGHTS MANY OF THE SAME CONCERNS THAT WE HAVE CENTRALLY.

THE COMPLAINT PROCESS AND THE INTERIM COMPLAINT PROCESS HAS SERVED AS SORT OF A MINI-SAMPLE OF HOW DEPARTMENTS ARE WORKING SIMILARLY AND DIFFERENTLY ACROSS THE COUNTY, AND I THINK THAT BETWEEN THE INFORMATION THAT THE AUDITOR HAS PROVIDED HERE, THE INFORMATION THAT WE'RE GATHERING CENTRALLY THROUGH THE OVERSIGHT OF THE COMPLAINT PROCESS NOW WILL ALL FOLD INTO THE H.R. CONSULTANT PROCESS, AND PROVIDE SOME VERY RICH DATA FOR THEM TO GIVE US BETTER RECOMMENDATIONS ON THE STRUCTURE, WHAT TRAININGS SHOULD BE MANDATORY, HOW WE CAN LEVERAGE OUR TECHNOLOGY.

Vice-Chair Vega Pederson: AND THEN ANOTHER YOU KNOW, I THINK THE PHRASE LIKE MANDATORY TRAINING DOESN'T GET ANYBODY EXCITED. IN ORDER TO GIVE THE RESOURCES NEEDED IN ORDER TO REALLY BE DOING THE BEST JOB POSSIBLE, I THINK THAT GIVING INFORMATION TO MAKE SURE PEOPLE TAKE IT IS PART OF LIKE A GOOD ORGANIZATIONAL DEVELOPMENT IN PLANNING. I THINK THAT, WE CANNOT NEGLECT, ALSO, WITH THE H.R. DEPARTMENT BECAUSE WE ARE MAKING A TRANSITION FROM A TRADITIONAL H.R. MODEL TO A STRATEGIC H.R. MODEL THAT WILL BE A HUGE CHANGE AS

WELL SO I THINK THAT'S THE FIRST PLACE TO START. SO ANYWAY, THANK YOU VERY MUCH FOR THIS REPORT.

Commissioner Stegmann: THANK YOU, CHAIR, THANK YOU FOR THE AUDIT. I HAVE A FEW QUESTIONS ABOUT WHAT WAS YOUR PROCESS TO DO THE AUDIT? DID YOU LOOK AT EVERY DEPARTMENT? DID YOU DO INTERVIEWS? DID YOU DO DATA? CAN YOU GIVE ME A 30,000-FOOT VIEW OF LIKE WHAT WAS THE PROCESS OF THIS AUDIT?

Ms. McGuirk: FOR EVERY AUDIT WE FIRST HAVE THE SURVEY PHASE IS OUR INITIAL PHASE TO GET THE LAY OF THE LANDS, SO THAT INVOLVED INTERVIEWING EVERYONE WHO REPRESENTED DIFFERENT H.R. UNIONS WITHIN THE COUNTY AS WELL AS IN CENTRAL H.R. AS CRAIG MENTIONED THERE IS NOT A GREAT WEALTH OF DATA THAT THE COUNTY HAS HAD ON H.R. METRICS, SO IT MADE IT REALLY DIFFICULT FOR US TO ANALYZE DATA BECAUSE THERE WAS NOT A LOT OUT THERE. HOPEFULLY THAT WILL CHANGE WITH THE NEW SYSTEM. THERE HASN'T BEEN A LOT OF TRACKING OF THINGS OUTSIDE OF SAPS SUCH AS THE ACCOMMODATIONS. THERE'S BEEN NO TRACKING OF COMPLAINTS, SO THAT'S MADE IT DIFFICULT FOR US TO DO THE DATA PIECE.

SO INTERVIEWS, LOOKING AT BEST PRACTICES WITHIN A VARIETY OF H.R. LITERATURE, AND DOING A LOT OF, WHAT ELSE DO WE DO? WORK WITH OTHER PEOPLE, THROUGHOUT THE COUNTY AND INCLUDING WE LEARNED THAT THE DEPARTMENT OF COUNTY MANAGEMENT, EVALUATION AND RESEARCH UNIT WAS WORKING WITH ADAPT ON A PROJECT TO LOOK AT THE EXPERIENCES OF EMPLOYEES WITH DISABILITIES, AND SO WE WORKED WITH THEM A BIT TO MAKE SURE THE WORK COULD SUPPORT WHAT THEY WERE DOING, AND WE WOULD NOT BE DUPLICATING EACH OTHER'S WORK AND TAKING OTHER PEOPLE'S TIME. DOES THAT ANSWER YOUR QUESTION?

Commissioner Stegmann: THAT'S HELPFUL. WAS THERE ANY LOOK AT LIKE CENTRALIZED VERSUS DECENTRALIZED H.R.?

Ms. McGuirk: YES, AND WHAT WE FOUND IS THAT FOR ORGANIZATIONS THAT HAVE BUSINESS LIKE THE COUNTY AND THE NUMBER OF FTE THAT WE HAVE, MODELS ARE FAIRLY SIMILAR TO WHAT WE HAVE. THERE MIGHT BE MORE WHAT THEY CALL CENTERS OF EXCELLENCE, WHICH ARE REALLY FOCUSED ON A PARTICULAR SUBJECT AREA LIKE BENEFITS, TRAINING THAT ARE CENTRALIZED AND MIGHT BE SERVICE CENTERS WHERE PEOPLE CAN DO THE AUTOMATED FUNCTIONS OR GET 24-HOUR ACCESS TO THE H.R. SERVICES, BUT IT'S TYPICAL TO HAVE THE DEPARTMENTS HAVE AN H.R. MANAGER WITHIN THEM AS WELL.

Dr. March: IF I MAY ADD TO THAT, THAT H.R. MANAGER AT THE DEPARTMENT LEVEL HAS TO BE INTEGRATED INTO MANAGEMENT SO THAT THEY CAN

PROVIDE THE EXCELLENCE AND THE CONSISTENCY THROUGHOUT THE COUNTY. SO THE GOAL, OF COURSE, IS TO HAVE A GOOD PLACE OF EMPLOYMENT AND GOOD EMPLOYEES. THAT TAKES CONSISTENCY, AND THERE IS NOT ONE MODEL THAT WORKS, YOU KNOW. THE CENTRALIZED CAN WORK, DECENTRALIZED CAN WORK, BUT IT'S GETTING THAT KIND OF CONSISTENCY AND EVERYBODY ON THE SAME PAGE, AND SORT OF THE TONE AT THE TOP, THE LEADERSHIP OF WHAT YOU WANT OF YOUR H.R. SYSTEM FOR THE COUNTY AND FOR THE EMPLOYEES AND FOR THE PUBLIC.

Commissioner Stegmann: IT SOUNDS LIKE THERE MAY BE A HYBRID MODEL, DEPENDENT ON THE DEPARTMENT OR, YOU KNOW, WHAT THE SERVICES ARE. I AM FINE WITH THAT. AND AS FAR AS LIKE THE MANDATORY TRAINING, I DO FIND IT UNUSUAL IN MOST PROFESSIONS YOU HAVE CONTINUING EDUCATION. I HAVE CONTINUING EDUCATION AS AN INSURANCE PROFESSIONAL. ACCOUNTANTS. THIS IS WHAT YOU DO TO KEEP UP ON WHAT'S GOING ON IN YOUR PARTICULAR INDUSTRY, AND IF WE ARE NOT HOLDING OUR MANAGERS TO WHATEVER -- THE BEST PRACTICES ARE AND EDUCATING THEM, I THINK THAT THAT'S AN AREA THAT WE NEED TO WORK ON. SO I AM EXCITED TO SEE THE WORK DAY PROGRAM IF THAT'S GOING TO ASSIGN MODULES OR TRAINING, AND THERE WILL BE AN ACCOUNTABILITY SO THAT WE KNOW, DID THAT MANAGER TAKE A PARTICULAR CLASS? THAT WILL BE REALLY IMPORTANT FOR US TO KNOW. SO I DO THINK THAT THIS IS REALLY -- AND I AM ALWAYS ABOUT LIKE PROCESS AND HOW DO WE TRACK, SO I AM REALLY LOOKING FORWARD, AND THIS IS TIMELY, SO THANK YOU FOR THE WORK AND I AM HOPING THAT IT WILL INFORM THE STRATEGIC WORK PLAN THAT WE HAVE GOING FORWARD.

Chair Kafoury: ANY OTHER QUESTIONS OR COMMENCE FROM THE BOARD?

Commissioner Smith: YES, MADAM CHAIR. I HAVE A COMMENT. JUST TO MAKE CLEAR, THE AUDIT THAT WAS DONE, STEVE, WAS DONE WITHOUT THE DIRECTION OF THE H.R. DEPARTMENT OR ANY OF THE THINGS SEPARATE. YOU DID THAT WITHOUT ANY DIRECTION?

Dr. March: LIKE ALL OF OUR AUDITS WE TAKE AN INDEPENDENT LOOK AT THE PROGRAMS WE'RE AUDITING. SOMETIMES WE TAKE SUGGESTIONS FOR TOPICS THAT MIGHT BE OF INTEREST TO THE BOARD, AND I CONSIDER THOSE IN OUR AUDIT SCHEDULE. HOWEVER WHEN WE DO START AN AUDIT, THE AUDIT WORK IS PERFORMED BY THE STAFF WHO WE START OUT WITH THE SURVEY PHASE AND LOOK AT THE ENTIRE ORGANIZATION WHETHER IT BE A DEPARTMENT OR COUNTY-WIDE AND SAY OK, WHERE DO WE SEE IN THIS LEVEL THAT THERE COULD BE POTENTIAL FOR IMPROVEMENT, AND HOW CAN WE MAKE THINGS BETTER? SO THE DISCUSSION AROUND THE AUDIT, THERE WAS NO BIAS. NOBODY ASKED US TO LOOK AT ANYTHING SPECIFIC NOR DID THEY TELL US NOT TO LOOK AT ANYTHING.

Commissioner Smith: RIGHT, AND THAT'S GOOD BECAUSE I WANT TO MAKE SURE. I GOT A CALL AND SOMEONE SAW THIS ON THE AGENDAS AND WANTED TO KNOW IF THERE WAS SOME THINGS THAT I HAD TO DO WITH IT AND I WAS LIKE NO, I HAD NOTHING TO DO WITH THIS. THIS IS TOTALLY DONE IN THE AUDITOR'S DEPARTMENT. WE DON'T DO THAT SO I WANTED TO MAKE CLEAR AND PUT ON THE RECORD THAT I DIDN'T HAVE ANYTHING TO DO WITH THIS.

Dr. March: I WILL BE HAPPY TO TESTIFY TO THAT.

Chair Kafoury: WHILE AS IS AUDITING PRACTICE, YOU DO NOT GET YOUR DIRECTION OR, WE DON'T TRY TO INFLUENCE, WE AS ELECTED OFFICIALS, INFLUENCE THE OUTCOME OF THESE. I THINK IT IS VERY WELL TIMED AND I AM REALLY APPRECIATIVE OF THIS INFORMATION. I THINK IT COULD NOT HAVE BEEN BETTER TIMED TO COINCIDE WITH NOT ONLY THE WORK DAY ISSUES THAT WE ARE WORKING ON BUT THE AUDIT, SORRY THE H.R. PROFESSIONAL THAT WE ARE GOING TO HIRE TO HELP US. EVEN IN JUST THE SHORT TIME THAT WE HAVE HAD THIS NEW SYSTEM SET UP, WE HAVE NOTICED, I KNOW I WENT THROUGH YOUR CHECKING POINTS AND JUST EVERY ONE OF THEM RESONATED WITH ME THAT THE TRAINING PIECE ROSE TO TOP.

ALSO HAVING MORE CONSISTENCY THROUGHOUT THE DEPARTMENTS, HAVING THE PROACTIVE APPROACH AS OPPOSED TO A REACTIVE, AND THE LACK OF TRACKING OF THE COMPLAINTS AND THEN THE OUTCOMES AND HOW THESE ISSUES ARE RESOLVED. SO I AM REALLY GRATEFUL TO -- USUALLY I AM GRATEFUL TO YOU, AUDITOR MARCH AND YOUR STAFF FOR THE GREAT WORK YOU DO, BUT THIS ONE IN PARTICULAR JUST RESONATED WITH WHERE WE ARE TRYING TO GO AS A COUNTY AND THE WORK THAT NEEDS TO BE DONE MOVING FORWARD. AND I ALSO REALLY AM APPRECIATIVE THAT YOU -- I CAN TELL THAT YOU ALL PUT A LOT OF WORK AND A LOT OF EFFORT INTO IT AND DID NOT JUST COME UP WITH SOME CLICHE LIKE OH, YOU JUST NEED TO MOVE FROM DECENTRALIZED TO CENTRALIZED AND YOU WILL SOLVE THE PROBLEMS KNOWING THAT THAT'S THE AGE OLD ARGUMENT, WHICH IS BETTER, EXACTLY, SO HAVING A MORE NUANCE THAT THE SYSTEM THAT WE HAVE CAN WORK, IT'S JUST NEEDS THESE TWEAKS, AND NEEDS THESE AREAS OF IMPROVEMENT. I WANT TO THANK YOU VERY MUCH FOR THE GOOD WORK THAT YOU HAVE DONE.

**R.3 Budget Modification HD-27-18 Requests approval to appropriate \$549,374 in revenue from Health Department Environmental Health inspection fee increases. Presenter: Jeff Martin, Environmental Health Supervisor.**

Chair Kafoury: COMMISSIONER VEGA PEDERSON MOVES. I HEARD BOTH SIMULTANEOUSLY OVER HERE. MEIERAN AND SMITH SECOND. GOOD MORNING.

Mr. Martin: GOOD MORNING CHAIR AND COMMISSIONERS. I AM JEFF MARTIN, THE ENVIRONMENTAL HEALTH SUPERVISOR FOR THE MULTNOMAH COUNTY HEALTH DEPARTMENT. THIS BUDGET MODIFICATION IS A CLEANUP ITEM FOR THE ENVIRONMENTAL HEALTH SERVICES SCHEDULE THAT WAS APPROVED BACK ON OCTOBER 26 FOR \$549,374. THIS IS THE OFFICIAL ACTION PUTTING THESE FEES INTO OUR FY-2018 BUDGETS.

Chair Kafoury: DO WE HAVE QUESTIONS OR COMMENTS?

Commissioner Smith: I HAVE A CLARIFICATION AND QUESTION, SO WE APPROVED THE FEE INCREASE ON OCTOBER 26 WITH AN EFFECTIVE DATE ON JANUARY 1, 2018. SO YOU EXPECT TO HAVE 549,000 IN INCREASE BETWEEN JANUARY 1 AND JUNE 30. IS THAT WHAT THIS 549,000 REPRESENTS?

Mr. Martin: THANK YOU. THAT WAS FOR JANUARY 1, 2018 THROUGH DECEMBER 31, 2018. THAT'S WHEN THE FEE SCHEDULE WILL BE EFFECTIVE.

Commissioner Smith: SO WE ARE ALLOWED TO GO ACROSS TO FISCAL YEARS?

Mr. Martin: YEAH. OUR LICENSING SCHEDULE IS SET BY THE STATE OF OREGON SO ALL LICENSES TERMINATE AT DECEMBER 31.

Commissioner Smith: BUT WE ARE STILL GOING TO HAVE TO IDENTIFY THIS MONEY IN THE FISCAL YEAR 2019 BUDGET AS WELL?

Mr. Martin: NO. BECAUSE OUR NEW FEE SCHEDULE WILL BE SET NOW ON THIS APPROVED -- THE FY-2019 FEE SCHEDULE WILL BE SET ON THE FEES WE ARE COLLECTING NOW.

Commissioner Smith: GOT IT. THANKS.

Chair Kafoury: ANY OTHER QUESTIONS? WE HAVE PUBLIC COMMENT?

Board Clerk: YES. ONE PUBLIC TESTIMONY. [READS NAME]

Mr. Johnson: GOOD MORNING COMMISSIONERS. OBVIOUSLY THIS IS A BUDGET MODIFICATION SO JUST TOUCHED ON CLEANING UP SOME ISSUES FROM THE PREVIOUS YEAR BUT I THINK THAT IN LIGHT OF THE PUBLIC TESTIMONY EARLIER ABOUT MR. WALSH'S COMMENT AND THE ONGOING CONCERNS OF NEIGHBORS FOR CLEAN AIR, EAST PORTLAND AIR COALITION, THE SCOPE OF A HALF MILLION DOLLARS AS YOU STRUGGLE TO GIVE US A HEALTHY, SAFE ENVIRONMENT THAT THE DEPARTMENT OF ENVIRONMENTAL QUALITY DOESN'T REALLY SEEM TO BE ABLE TO DELIVER, IF YOU WOULD INVITE THE COUNTY STAFF TO ILLUMINATE HOW THIS HALF MILLION DOLLAR EXPENDITURE OR BUDGET CHANGE KIND OF FITS INTO THE BIGGER SCOPE OF THE WORK, THAT WOULD BE AWESOME.

Chair Kafoury: THANK YOU. COULD YOU GIVE US MORE DETAIL TO THE FEES?

Mr. Martin: THEY ARE CHARGED TO THE OPERATORS SO THE RESTAURANT OPERATORS, HOTEL-MOTELS AND POOLS AND SPAS AND BED AND BREAKFASTS, MOBILE UNIONS, MOBILE UNITS ARE THE OPERATOR PAYING THESE FEES, AND THESE ARE FOR HEALTH INSPECTIONS FOR FOOD SAFETY, WATER CHEMISTRY, THOSE INSPECTIONS.

Chair Kafoury: EXCELLENT. THANK YOU.

Vice-Chair Vega Pederson: ARE THESE THE ANTICIPATED REVENUE OR SINCE THE INCREASE DOESN'T GO INTO EFFECT UNTIL JANUARY 1.

Mr. Martin: THESE ARE ANTICIPATED.

Vice-Chair Vega Pederson: OK, THANK YOU. ALL RIGHT.

Chair Kafoury: DO WE HAVE ANY OTHER PUBLIC COMMENT? ALL THOSE IN FAVOR VOTE AYE. [UNANIMOUS AYES] THE BUDGET MODIFICATION IS APPROVED. THANK YOU.

**R.4 Budget Modification DCHS 19-18 Adding a New Permanent Position in the Department of County Human Services Director's Office. Presenter: Mohammad Bader, Interim Deputy Director**

Chair Kafoury: COMMISSIONER VEGA PEDERSON MOVES, COMMISSIONER MEIERAN SECONDS APPROVAL OF R.4. GOOD MORNING.

Mr. Bader: GOOD MORNING CHAIR KAFOURY AND COMMISSIONER MEIERAN, COMMISSIONER SMITH, COMMISSIONER VEGA PEDERSON AND COMMISSIONER STEGMANN. I AM THE DIRECTOR FOR THE DEPARTMENT OF HUMAN SERVICES. I ASKED ROB, THE FINANCE MANAGER, TO JOIN ME HERE. THIS IS MY FIRST TIME COMING HERE TO YOU AS AN INTERIM DEPARTMENT DIRECTOR, SO I AM VERY PLEASED TO COME HERE AND ASK YOUR PERMISSION ON THE SUBJECT, SO THE DEPARTMENT OF COUNTY HUMAN SERVICES IS REQUESTING APPROVAL OF BUDGET MODIFICATION WHICH WILL ADD AN ASSISTANT POSITION TO THE DIRECTOR'S OFFICE BUDGET. THE PURPOSE OF THIS NEW POSITION IS TO SUPPORT THE DCHS STRATEGIC PLAN TO ENHANCE THE WORKFORCE EQUITY AND INCLUSION.

AS YOU RECALL DCHS DEDICATED A WORK, MORE OF LIKE A LIMITED DURATION POSITION WHICH IF YOU WILL RECALL CHERYL JACKSON HAD DONE A LOT OF WORK FOR US AS A DEPARTMENT IN RESEARCHING BEST PRACTICES, WHAT'S GOING ON IN THE DEPARTMENT, AND NATIONALLY AND ALSO SHE WENT TO KING COUNTY AND LOOKED AT WAYS WHERE WE CAN

HELP OUR SYSTEM BE MORE INCLUSIVE AND LOOKING AT DIVERSITY AND EQUITY. SOME OF THE FINDINGS SHE FOUND OUT IN HER RESEARCH AT THE TIME WAS EQUITY WORK IS FULL-TIME AND REQUIRES COMMITMENT FROM THE LEADERSHIP. TO BE EFFECTIVE, REAL RESOURCES AND THE POINT PERSON SHOULD BE ASSIGNED TO THE WORK. THREE, A CORE COMPETENT TO THE WORK IS THAT LEADERSHIP HAS TO BE FULLY VESTED, AND FOUR THE WORK REQUIRES BUDGETED RESOURCES, REAL METRICS, CLEAR TRACKING, AND CLEAR ACCOUNTABILITY STRUCTURE AND FOLLOW-THROUGH.

Mr. Bader: THAT WORK HAPPENED TO COINCIDE WITH THE WORKFORCE EQUITY THAT THE OFFICE OF DIVERSITY AND EQUITY BROUGHT AND WE HAVE HEARD THE TESTIMONIES FROM VARIOUS STAFF. SO THIS IS JUST HAPPENS TO BE A REALLY TIMELY. THE RECOMMENDATION OUT OF THAT WAS TO REALLY HAVE A PROJECT MANAGER, SOMEBODY WHO CAN REALLY LOOK AT ALL THE DIVERSITY AND EQUITY EFFORTS WITHIN THE DEPARTMENT, TO MOVE THEM AND TO ALSO LIAISON WITH THE OFFICE OF DIVERSITY AND EQUITY, ALSO LIAISON WITH VERSE ERG GROUPS AND H.R. AND ALSO TO LIAISON WITH OTHER EQUITY MANAGERS. I KNOW I TALKED WITH OTHER INDIVIDUALS WHO ARE AT THE LIBRARY.

I AM ON THE BEN DUNCAN'S WORKFORCE EQUITY GROUP, AND I CAN SEE THAT THIS NEW ADDED POSITION IS DOING A LOT OF SYNERGY AND A LOT OF WORK TO SUPPORT THE DEPARTMENT, NOT JUST THE DEPARTMENT'S WORK BUT ALSO THE COUNTY-WIDE EFFORT IN REDUCING THE DISPARITIES IN THE WORKPLACE. THE WAY THAT THE SYSTEM WAS WORKING HISTORICALLY AS YOU KNOW, EVERYBODY DOES SOMETHING, OTHER DUTIES AS ASSIGNED, AND WHAT I AM HOPING WITH THIS POSITION IS THAT THIS WILL BE A AS WE DEDICATED POSITION. WE'LL HAVE AN ACTION PLAN, WORKFORCE EQUITY PLAN THAT WILL ALIGN WITH YOUR VISION ALSO AS A COUNTY COMMISSIONER AND IN WORKING WITH ALSO MARISSA AND BEN DUNCAN. WE HAVE, AS LEADERSHIP, WE HEARD MARISSA COME AND TALK TO US BUT THE BELONGING PIECE AND THE TRUST. THAT IS SOMETHING WE HEARD A LOT FROM OUR STAFF BUT THE ACCOUNTABILITY, AND SO I AM HOPING THAT THIS POSITION WILL FIT UNDER THAT ACCOUNTABILITY UMBRELLA FOR THE DEPARTMENT. ACCOUNTABILITY, TRANSPARENCY.

SO THERE WILL BE HOPEFULLY A REDUCTION IN HOW WE RESPOND TO COMPLAINTS IN A BAD WAY. SORRY TO SAY THAT, BUT HOPEFULLY THIS POSITION WILL HELP US AND ALIGN US WITH THE VISION OF THE COUNTY TO BE A GREAT PLACE TO WORK. WE SAID DEPARTMENTALLY, EVEN THOUGH WE DON'T HAVE THIS POSITION WE SET SOME SORT OF FRAMEWORK TO ACTUALLY LOOK AT MANY PROCESSES THAT WE HAVE INCLUDING JUST TO GIVE YOU AN EXAMPLE, LOOKING AT THE RECRUITMENT STRATEGIES, WE ARE GOING TO BE DOING THAT AS A DEPARTMENT, AN ASSESSMENT, A SELF ASSESSMENT TO SEE HOW ARE WE DOING AND WHAT ARE OUR BIASES AND WHAT AREAS WE CAN FIX SO THIS IS NOT GOING TO BE A BUZZ WORD OR

SORT OF LIKE FOO-FOO, IT'S A VERY PRACTICAL APPROACH, LOOKING AT HOW WE HIRE THE STAFF AND HEARING FROM A LOT OF OUR STAFF THAT THEY WOULD LIKE TO HAVE A, OPPORTUNITIES TO WORK OUT OF THE CLASS, AND A LOT OF DIFFERENT THINGS THAT PEGGY AND THE AUDIENCE HERE IS VERY SUPPORTIVE OF THIS POSITION. SO WE HAVE DONE A LOT OF LISTENING SESSIONS WITH OUR STAFF.

Mr. Bader: THEY ARE VERY SUPPORTIVE OF THIS IDEA, AND I ALSO HAVE THE TWO CO-CHAIRS HERE. THEY ARE THE CO-CHAIRS OF THE DIVERSITY AND EQUITY AND SOCIAL JUSTICE COMMITTEE. THIS POSITION WILL WORK VERY CLOSELY WITH THAT COMMITTEE. WE WANT TO MAKE SURE THAT WE LISTEN TO OUR STAFF AND GET SOME GOOD POLICIES IN PLACE. FINALLY, THE OTHER PIECE THAT I WANTED TO TALK ABOUT, WE ARE LOOKING AT, FOR EXAMPLE, OUR H.R. POLICIES, ONE OF THE THINGS THAT WE ARE LOOKING AT IS HOW DO WE OFFER BILINGUAL PAY. LOOKING AT FROM SOUP TO NUTS AS PEGGY CALLED IT IN TERMS OF THE PRACTICES IN HIRING. HOW TO SELECT AN INTERVIEW PANEL. HOW DO WE PROMOTE PEOPLE IN OUR SYSTEM. HOW DO WE RESPOND TO COMPLAINTS, ETC. NOW THE FINAL THING THAT I KNOW ON YOUR MIND WOULD BE LIKE ARE WE ASKING FOR ADDITIONAL MONEY, AND THE ANSWER IS NO, WE ARE NOT ASKING FOR ANY ADDITIONAL MONEY. WE ARE GOING TO HANDLE THAT INTERNALLY WITHIN OUR OWN DEPARTMENT AND REALLOCATING THE FUNDS FOR THIS POSITION.

Commissioner Smith: I DON'T SEE A PAY SCALE.

>> THE PAY SCALE, IT'S A PAY RANGE BETWEEN 66 TO 93, SO PAY GRADE, 127. THIS HAS GONE THROUGH CLASS COMP SO I HAVE A LETTER HERE THAT I CAN PASS TO YOU. I THINK IT WAS PART OF THE PACKET SENT BUT I WILL BE HAPPY TO LEAVE THAT WITH YOU.

Commissioner Smith: IS IT ON GRANICUS? I DON'T KNOW IF WE HAD THAT, THE PAY SCALE.

Mr. Bader: THIS WAS THE CLASSIFICATION CAME AS A JOB CLASS 9710 PAY GRADE 127. IT WAS CLASSIFIED AS A MANAGEMENT ASSESSMENT.

Commissioner Smith: OK. GREAT.

Chair Kafoury: DID YOU HAVE ANOTHER QUESTION OR COMMENT?

Commissioner Smith: I DO. THANK YOU FOR IDENTIFYING A HUGE NEED AND SOME OF THE CHALLENGES THAT THERE ARE. I AM CURIOUS WHY ISN'T CHERRELLE JACKSON STILL DOING THIS BECAUSE EVERYTHING THAT I HAVE HEARD FROM THE COMMUNITY PARTNERS ABOUT HER WAS THAT SHE IS THIS PERSON THAT YOU ARE DESCRIBING IN THIS DESCRIPTION.

Mr. Bader: IT'S A LOWER PAY SCALE AND SHE DID NOT WANT TO -- UNFORTUNATELY, I KNOW THAT THEY HAVE WORKED TRYING TO --

Commissioner Smith: IT WAS BELOW HER PAY SCALE?

Mr. Bader: YES.

Commissioner Smith: SHE WAS DOING THIS JOB BEFORE, RIGHT?

Mr. Bader: I KNOW THAT SHE WENT THERE AND DID IT. IT WAS BEFORE MY TIME. SHE WORKED WITH LIESL AND I BELIEVE THAT THEY TRIED TO WORK ON SOMETHING AND IN TERMS OF THE JOB CLASS IT CAME LOWER.

Commissioner Smith: YOU CAN WORK OUT PAY SCALES BUT YOU CANNOT WORK OUT PEOPLE WHO ARE BUILT FOR THIS, AND I THINK THAT SHE WAS ACTUALLY BUILT FOR THIS POSITION AND KNOWS THE COMMUNITY AND HAS THE TRUST OF THE COMMUNITY AND THESE ARE THE KINDS OF THINGS THAT YOU KNOW, WE NEED TO LOOK AT WHEN WE ARE IDENTIFYING NEW POSITIONS FOR PERMANENCY, ESPECIALLY IF WE HAVE SOMEONE WHO IS PRETTY MUCH -- THEY BUILT THIS WHOLE THING, AND TO TRY TO FIND SOMEONE THAT WOULD UNDERSTAND THE COUNTY, BEEN HERE FOR A LONG TIME WHO UNDERSTANDS WHAT HAS BEEN GOING ON, TO LET THEM WALK OUT OF THE DOOR LIKE THAT, THAT'S INSTITUTIONAL MEMORY AND EXPERIENCES AND EDUCATION.

Mr. Bader: I DID, FOR THE RECORD, I DID OFFER HER, IF SHE WANTED, AND SHE SAID NO. SHE LOOKED AT IT AS A REDUCTION IN PAY AND SO.

Chair Kafoury: IF WE HAVE QUESTIONS ABOUT SPECIFIC INDIVIDUALS I THINK IT'S MORE APPROPRIATE TO HAVE -- I APPRECIATED YOUR RESPECT AND CONCERN FOR HER. I THINK THAT SHE IS FABULOUS.

Commissioner Smith: WELL, HE BROUGHT HER UP SO I AM JUST ASKING THE QUESTION.

Chair Kafoury: ANY OTHER QUESTIONS OR COMMENTS? COMMISSIONER STEGMANN?

Commissioner Stegmann: THANK YOU CHAIR. THANK YOU VERY MUCH FOR THE INFORMATION. I JUST WANTED TO HIGHLIGHT HOW MUCH I APPRECIATE YOUR OUTREACH. IT TALKS ABOUT, THAT YOU ARE GOING TO DO CULTURAL SELF ASSESSMENT USING THE TOOL DEVELOPMENTS IN COMBINATION WITH THE COMMUNITIES OF COLOR AND DR. ANNE STEVENS WITH PORTLAND STATE, BOTH THOSE PEOPLE AND ORGANIZATIONS ARE HIGHLY RESPECTED SO I APPRECIATE YOU ARE GOING TO REALLY GO AND USE EXPERTISE AND THAT YOU ARE FOCUSING ON INTERNAL LISTENING SESSIONS, EXTERNAL FORUMS,

WITH STAKEHOLDERS AND COMMUNITY PROVIDERS BECAUSE AS WE KNOW OUTREACH IS ABSOLUTELY CRITICAL AND SO I AM EXCITED THAT THERE IS GOING TO BE A SPECIFIC POSITION DEDICATED TO WORKING ON WORKFORCE EQUITY.

Mr. Bader: THANK YOU. APPRECIATE IT.

Commissioner Meieran: THANK YOU, CHAIR. AND I AM REALLY EXCITED, ALSO, THAT YOU ARE CONSIDERING THIS POSITION, AND I THINK THAT IT'S EXTREMELY IMPORTANT. ONE OF THE THINGS THAT I WOULD BRING UP, ESPECIALLY IN THE CONTEXT OF THE H.R. SYSTEM'S AUDIT THAT WE JUST HAD EARLIER TODAY IS THAT CONCEPT OF CENTRALIZATION, AND NOT NECESSARILY SAYING EVERYTHING NEEDS TO COME FROM A CENTRALIZED SPACE, BUT WE DO HAVE AN OFFICE OF DIVERSITY AND EQUITY, AND IN TALKING BUT THE RELATIONSHIP WITH THAT DEPARTMENT, I THINK IT IS IMPORTANT THAT THERE BE CONSISTENCY AND STANDARDS AND BEST PRACTICES AND ACCOUNTABILITY ACROSS THE BOARD. SO I MEAN I WOULD HOPE THAT EVERY DEPARTMENT WOULD STRIVE FOR THIS TYPE OF PERSON, THIS EQUITY MANAGER WHO KNOWS THEIR DEPARTMENT AND CAN DO THIS KIND OF WORK, WHICH IS SO CRUCIAL IS, SO I APPROVE OF THAT BEING WITHIN THE DEPARTMENT, BUT I THINK THAT YOU HAD MENTIONED THAT THERE WOULD BE A LIAISON, AND YOU HAD KIND OF YOUR OWN DESCRIPTION OF THE FRAMEWORK AND WHAT THIS POSITION WOULD LOOK LIKE.

I THINK THAT IT NEEDS TO BE MORE FORMAL THAN THAT. I THINK THAT THERE NEEDS TO BE ACROSS THE BOARD FORMALIZATION, AND THAT IF THE INDIVIDUALS ARE OCCUPYING THIS POSITION FROM ANY DEPARTMENT, THAT THEY DO IT IN A COORDINATED WAY SO THAT THERE ARE BEST PRACTICES THAT THEN CAN BE DISSEMINATED AND THEN OK GO FORTH TO YOUR DEPARTMENT AND DO WHAT NEEDS TO BE DONE WITH YOUR UNIQUE SET OF CIRCUMSTANCES. I THINK THAT IS CRUCIAL OR WE'LL HAVE A SET OF ONE-OFFS AND WON'T HAVE THAT TRACKING AND ACCOUNTABILITY AND THE ABILITY TO SEE IT. IF YOU CAN SPEAK TO WHAT YOUR RELATIONSHIP WITH ODE WILL BE, IT LOOKS LIKE BEN IS NOT HERE, BUT TO ENSURE THAT KINDS OF THING WILL HAPPEN.

Mr. Bader: WE ARE WORKING WITH PEGGY AND I MET WITH BEN SO WE HAVE THAT COMMUNICATION. I AM HOPING ALSO THAT THIS POSITION WILL SIT ON THE CORE COMPETENCY GROUP THAT BEN HAS, AND SO THERE WILL BE THAT FLOW. LIKE I MENTIONED EARLIER, MY HOPE FOR THIS POSITION IS TO COMPLIMENT THE WORK OF THE COUNTY-WIDE EFFORTS, ALSO, AND SO THERE WILL BE THAT SYNERGY. WE'LL HAVE THAT THERE FOR SURE.

Commissioner Smith: MADAM CHAIR, A COMMENT, I DON'T KNOW IF THIS IS A COMMENT OR A QUESTION, BUT SINCE WE DON'T HAVE A PERMANENT DEPARTMENT HEAD, IT REALLY SEEMS TO ME THAT WE ARE DOING THE CART

BEFORE THE HORSE. IT SEEMS LIKE WE SHOULD GET A PERMANENT PERSON WHO RUNS THE DEPARTMENT, AND THEN THEY GET AN ASSISTANT TO REALLY CARRY OUT THE VISION AND THE VALUES OF WHAT WE'RE TALKING ABOUT IN HERE. IF YOU GET THIS POSITION FILLED BEFORE YOU GET A PERMANENT PERSON, YOU ARE MANAGING UP. THEN YOU ARE GOING TO HAVE SOME FRICTION. THE PERSON WHO IS GOING TO BE THE DEPARTMENT HEAD PERMANENTLY IS GOING TO WANT TO PUT THEIR OWN STAMP ON THE VISION AND THE VALUES, AND YOU CANNOT -- THAT'S WHERE THE PROBLEM IS GOING TO COME IN THAT I SEE RIGHT NOW.

Mr. Bader: I HOPE THAT THIS POSITION IS NOT DEPENDENT ON WHO IS THERE BECAUSE OUR GOAL IS TO LOOK AT US AS A WHOLE COUNTY, AND WE'RE THE VISION OF THE COUNTY SO I LOOK UP TO YOU TO HELP US ALSO WITH THE OVERALL GENERAL DIRECTION AND LOOKING AT THE OFFICE OF DIVERSITY AND EQUITY TO GIVE US THAT. ALSO I JUST WOULD LIKE TO REMIND YOU THAT ACTUALLY IF YOU LOOK AT HISTORICAL BUDGETS, THERE WAS A MENTIONING OF THAT POSITION THE FRAMEWORK WAS LAID OUT FOR THIS POSITION. WE ARE TRYING TO MAKE THINGS HAPPEN HERE. AND WE DESPERATELY NEED THIS POSITION.

Commissioner Smith: I LIKE THE POSITION. LET ME BE CLEAR. THIS POSITION IS MUCH NEEDED AND I LIKE IT AND HOW YOU IDENTIFIED ALL THE DIFFERENT THINGS THAT THEY WOULD BE DOING BUT WHAT I AM TALKING ABOUT IS FROM A 30,000 FOOT LEVEL, I AM SAYING THAT WE NEED A DEPARTMENT HEAD, A PERMANENT DEPARTMENT HEAD TO BE ABLE TO HAVE THAT CONTINUOUS FLOW BECAUSE WHAT I HAVE SEEN HERE OVER THE LAST SEVEN YEARS, WHEN YOU DON'T HAVE THAT KIND OF PERSON, THE DEPARTMENT HEAD WHO HAS THE SAME VISION AND VALUE, THEY ARE GOING TO CONFLICT. THEN THIS PERSON IS ALSO GOING TO BE IN CHARGE. SO IT'S GOING TO BE THEIR VISION, AND NO MATTER WHAT WE SAY HERE IN THE PAPER, WE KNOW FROM LISTENING TO SOME OF THE EMPLOYEES CONCERNS, THAT THEY ARE GOING TO BUMP HEADS.

Mr. Bader: PICK ME. ALL I CAN SAY. [LAUGHTER]

Commissioner Smith: YOU'RE PICKED.

Chair Kafoury: EXCELLENT. COMMISSIONER VEGA PEDERSON HAD A QUESTION?

Vice-Chair Vega Pederson: THANK YOU. I APPRECIATE THAT YOU ARE TAKING THIS ACTION TODAY AND NOT SITTING AND WAITING TO BRING THIS PERSON IN ONCE YOU RECOGNIZED THAT THIS IS A NEED WITHIN THE DEPARTMENT. BUT I ALSO DO HAVE SOME, NOT CONCERNS BUT I JUST WOULD LIKE TO SEE HOW THIS IS GOING TO FIT IN WITH THE LARGER WORK HAPPENING THROUGHOUT THE COUNTY BOTH WITH ALL THE YOU KNOW, THE KIND OF THE

AUDIT AND THE CONSULTANT IN TERMS OF THE WHAT THE H.R. PROCESS IS GOING TO LOOK LIKE AND ALSO WITH THE WORK THAT'S HAPPENING WITH ODE AND BEN'S GROUP, HOW THAT'S GOING TO FIT IN AND HOW WE CAN GET CONSISTENCY THROUGHOUT THE DEPARTMENTS ON THIS WORK, WHICH WE KNOW IS SO, SO IMPORTANT TO MULTNOMAH COUNTY.

Vice-Chair Vega Pederson: SO I AM JUST GOING TO BE INTERESTED, I THINK, IN HAVING A BROADER LOOK NOT JUST WITH THE HUMAN SERVICES BUT WITH OUR H.R. AND WITH ALL OF THE OTHER DEPARTMENTS ON HOW THIS WORK IS HAPPENING. I DO HAVE CONCERNS THAT I THINK THAT COMMISSIONER SMITH AND MEIERAN RAISED IN TERMS OF THE EXPERTISE AND THE EXPERIENCE WE'RE GOING TO BE ABLE TO GET WITH SOMEBODY AT THE SALARY LEVEL IN TERMS OF THE ROLE THEY ARE GOING TO HAVE, YOU KNOW, THE ROLE THAT THEY WOULD PLAY. SO DO YOU HAVE AN IDEA OF LIKE WHAT KIND OF PERSON YOU ARE LOOKING TO FILL THIS ROLE?

Mr. Bader: YEAH, WE LOOKED AT IT, THIS IS AN ADVANCE, ACTUALLY, HIGHER THAN THE OTHER DEPARTMENTS, EQUITY MANAGERS. WE REALLY WANTED TO CALL IT AN EQUITY MANAGER BECAUSE WE WANTED THEM TO BE ABLE TO DEAL WITH SOME CONFIDENTIAL TYPE OF INFORMATION, SO WE'RE LOOKING AT SOMEWHERE BETWEEN THREE TO SIX YEARS OF EXPERIENCE. IN OTHER PLACES I THINK THAT THEY HAVE MORE OF LIKE A PROGRAM DEVELOPMENT SPECIALIST SENIOR TYPE OF POSITION AND WE WANTED TO HAVE THIS AT A HIGHER LEVEL AGAIN TO BE ABLE TO CALL IT A MANAGER. THAT'S WHERE LIKE WHEN WE HAD A DISCUSSION EARLIER, WE HAD TAKEN A PROGRAM MANAGER TO DO THE WORK, AND BECAUSE THIS DOES NOT SUPERVISE, DOES NOT HAVE STAFF TO SUPERVISE IT CAME TO THIS LEVEL. THAT IS REALLY GOOD BECAUSE IN OUR RESEARCH WE FOUND OUT THAT WE REALLY WANT SOMEBODY WHO CAN DO THE WORK, DO THE PROJECT MANAGEMENT TYPE OF PIECE.

THIS WILL ANSWER YOUR QUESTION IN TERMS OF LOOKING AT WHAT BEN DUNCAN IS DOING IN TERMS OF SETTING THE GENERAL PHILOSOPHY, FRAMEWORK, THIS WILL BE THE APPLICATION PROCESS THERE WHERE WE CAN GO AND START TO PROJECT MANAGE AND MAKE SURE THAT WE ARE APPLYING THESE CONCEPTS UNIFORMLY ACROSS THE DEPARTMENT AND ALSO THE LIAISON WITH OTHER DEPARTMENTS AND DIVISIONS ACROSS THE COUNTY. I THINK THAT THERE IS THAT GOOD PIECE THAT I SEE IN IT. WE'RE NOT NECESSARILY BRINGING ANOTHER PERSON WHO IS JUST GOING TO PRESIDE AND BE A MANAGER, BUT RATHER BE LIKE MOVING THE AGENDA FORWARD AND WORKING BASICALLY DEVELOPING ACTION PLANS OR TAKING ACTION PLANS THAT EITHER THE BOARD VOTED ON OR THE OFFICE OF EQUITY AND DIVERSITY WORKED ON. THERE WILL BE A COMPLETE, HONESTLY A COMPLETE SYNERGY THERE. LIKE I MENTIONED WE TALKED WITH BEN, AND BEN'S VIEW WAS TO MORE DEVELOP THE OVERALL POLICY. HE'S NOT GOING

TO GET INTO THE NITTY-GRITTY DETAILS OF HOW EACH DIVISION OR DEPARTMENT IS GOING TO APPLY THOSE PRINCIPLES.

Mr. Bader: WE NEED THAT PERSON TO PRETTY MUCH PROJECT MANAGE. AND I CAN TELL YOU ONE OF THE THINGS FROM MY OWN EXPERIENCE, EVEN FILLING OUT THE PAPERWORK FOR THIS, WE ARE AN ORGANIZATION HEAVY ON SIGNATURES AND PAPERS AND IF YOU DON'T FILL THINGS OUT CORRECTLY, WE CAN SAY FOR EXAMPLE BE INCREDIBLE AND HAVE EVERYBODY BE HAPPY, AND WE KNOW THAT THERE IS A LOT OF LEG WORK THAT NEEDS TO GO. I AM HOPING THAT THIS POSITION IS NOT THE ONLY PERSON THAT CAN HELP AND ACCOMPLISH THIS BUT THERE WILL BE INDIVIDUALS THAT HAVE GOOD INTER-PERSONAL SKILLS FOR EXAMPLE. YOU ASKED ABOUT THAT. THEY WILL HAVE THE ABILITY TO CONNECT AND INTERPRET THE EQUAL EMPLOYMENT, RULES, BE ABLE TO CONNECT WITH H.R., BE ABLE TO UNDERSTAND WHAT THE VISION OF THE ORGANIZATION AND BE A GOOD LISTENER AND WORK IN CONJUNCTION WITH H.R., ODE, AND THE REST OF THE ORGANIZATION TO ACCOMPLISH THE MISSION.

Commissioner Smith: I WILL LEAVE THIS ALONE BUT I THINK THIS POSITION ALSO REQUIRES AN ASSISTANT OR SOMETHING. FOR THE KIND OF WORK AND AS LARGE AS THE JOB IS AND THE DEPARTMENT, THIS POSITION REQUIRES AN ASSISTANT LEVEL, YOU KNOW.

Mr. Bader: WE ALL SHARE LIKE I DON'T HAVE MY PERSONAL ASSISTANT, FOR EXAMPLE BUT WE ALL, AS A DIRECTOR'S OFFICE, WE HAVE ONE ASSISTANT THAT CAN HELP US. THIS POSITION WILL GET A LOT OF SUPPORT FROM THE RESOURCE. WE HAVE RESEARCHERS THAT WILL HELP WITH RESEARCH. THE MANAGEMENT COUNCIL, DIVERSITY AND EQUITY AND SOCIAL JUSTICE, AND I IMAGINE SHE IS PART OF THAT WHICH IS BUT ALSO THE MANAGEMENT ASSISTANT, AND SO THIS POSITION WILL BE SITTING IN THE VICINITY.

Commissioner Smith: UNDER THEIR DIRECTION BECAUSE EVERYBODY ELSE HAS THEIR OWN POSITIONS THAT THEY ARE RESPONSIBLE TO AND WHO -- I AM TALKING ABOUT THIS POSITION, TO ME, SEEMS LIKE IT NEEDS ITS OWN ASSISTANT SO THAT THEY ARE ABLE TO CARRY OUT THE WORK AT A HIGH LEVEL LIKE WE ARE EXPECTING THEM TO.

Chair Kafoury: THANK YOU. ANY OTHER QUESTIONS OR COMMENTS? WE HAVE ONE PUBLIC COMMENT. THANK YOU.

Mr. Bader: YOU ARE WELCOME. I DON'T KNOW WHAT'S THE NEXT PROCESS.

Chair Kafoury: JUST SIT BACK BEHIND YOU IN THOSE CHAIRS AND WE ARE GOING TO HAVE PUBLIC TESTIMONY.

Mr. Bader: OK. ALL RIGHT.

Board Clerk: [READS NAME]

Mr. Johnson: GOOD MORNING COMMISSIONERS. FOR THE RECORD CHARLES BRIDGECRANE JOHNSON, AND MOST OF YOU COVERED EVERYTHING THAT I STARTED JOTTING DOWN IN MY NOTES AS WE GOT TOWARDS THE END INCLUDING LIKE WE GOT ALL THE WAY UNTIL 10:35:00 A.M. BEFORE WE FOUND OUT THAT BEN HAS A LAST NAME, BEN DUNCAN OVER IN THE ODE. THE REASON I RAISE THAT ISSUE FIRST IS BECAUSE PEOPLE AT HOME ARE LISTENING, AND WHEN WE PAY OUR PROPERTY TAXES WE DON'T GET A DECK OF 52 CARDS THAT TELL US WHO SO WE CAN KEEP TRACK OF IT. THERE IS EQUITY INSIDE HUMAN SERVICES AND THEN ALSO THERE IS LINGUISTIC PROBLEMS FOR PEOPLE TRYING TO STAY TUNED IN TO THE GOOD JOB YOU ARE DOING. BEFORE WE TALKED ABOUT A HUMAN RESOURCES AUDIT, AND AS DIFFERENT GOVERNMENTS HAVE GONE THROUGH DIFFERENT THINGS, ONCE UPON A TIME THERE WAS DEPARTMENTS OF HEALTH AND HUMAN SERVICES SO WHEN I HEAR THE HUMAN SERVICES, IT'S HARD FOR ME AS AN EXPERT CITIZEN WHO PAYS MORE ATTENTION TO YOU THAN ORDINARY CITIZENS DO TO KNOW THAT WE ARE TALKING ABOUT A DEPARTMENT WITH INTERNAL H.R. MANAGEMENT OR DELIVERS HUMAN SERVICES LIKE A HEALTH DEPARTMENT ANDS ON.

ON THE NITTY-GRITTY OF THIS I THINK THAT IF YOU SHOULD VOTE YES TO CREATE THE POSITION. THE QUESTION THAT WAS MOST CLEARLY PUT TO THE POINT BY LAURA SMITH IS WHEN AND HOW DOES THE POSITION GET FILLED? THAT WITH THE FACT THAT WE HAVE AN INTERIM DIRECTOR DOING AN AWESOME JOB, AND AS HE PROPERLY AND BOLDLY NOTED, MAKE HIM PERMANENT. WE AS CITIZENS ARE LISTENING TO THIS, AND WE ARE LIKE HEY. HERE'S AN INTERIM DIRECTOR. WE HAVE THIS WEIRD MICROSCOPIC CONVERSATION ABOUT PUTTING AN ASSISTANT UNDER HIM, AND BECAUSE THE WEIRD WAY THE AGENDA WORKS WE TOTALLY IGNORE THE BIG PICTURE OF WHAT'S HAPPENING WITH THE TIME LINE OF FINDING A PERMANENT HUMAN SERVICES DIRECTOR.

I DON'T THINK THAT THERE IS A HUGE CROWD OF INTERESTED PEOPLE YOU NEED BESIDES MYSELF WITH ANSWERS, BUT YOU KNOW WE'RE TALKING ABOUT PEOPLE, WHEN WE SAY PAY GRADE 127 WE ARE TALKING ABOUT SOMEBODY WHO GOING TO GET 66-93,000 A YEAR SALARY AND HOW DOES THAT FIT IN WITH THE PICTURE? WE DON'T HAVE A LOT OF INFORMATION TO JUDGE WHETHER YOU ARE DOING AN AVERAGE JOB, GREAT PUBLIC LEADERS, OR A SUPER WONDERFUL, DILIGENT JOB. OF COURSE I HAVE HAD PERSONAL ISSUES THAT HAVE MADE ME NOT AS ATTENTIVE BECAUSE AS COMMISSIONER SMITH IS BEING, BUT SAY YES ON THIS POSITION BUT THINK CONSTRUCTIVELY ABOUT WHETHER YOU WANT TO PUT THE INTERIM DIRECTOR AND IF YOU COULD ACTUALLY GO OFF THE TOPIC AND SPEAK TO THE TIME LINE OF

ENDING THE SEARCH FOR A PERMANENT HUMAN SERVICES DIRECTOR, THAT WOULD BE GREAT.

Chair Kafoury: THANK YOU. AND MARISSA MADRIGAL CAN TALK WITH YOU ABOUT THE TIMELINE FOR THAT. THANK YOU. ANY OTHER QUESTIONS OR COMMENCE? ALL THOSE IN FAVOR VOTE AYE. [UNANIMOUS AYES] THE BUDGET MODIFICATION IS APPROVED. THANK YOU. [LAUGHTER] WE NEVER GET THAT ENTHUSIASM OUT OF PEOPLE. THAT WAS AWESOME. THANK YOU MOHAMMED.

**R.5 Budget Modification DCJ-07-18: Adds \$115,178 to the Federal/State Fund for the Juvenile Justice Emergency Planning Demonstration Program. Presenter: Craig Bachman, DCJ Senior Manager.**

Chair Kafoury: COMMISSIONER VEGA PEDERSON MOVES, COMMISSIONER SMITH SECONDS APPROVAL OF R.5.

Mr. Bachman: GOOD MORNING CHAIR AND COMMISSIONERS. MY NAME IS CRAIG BACHMAN, A SENIOR MANAGER WITH THE DEPARTMENT 6 -- OF THE COMMUNITY JUSTICE DIVISION. THE DEPARTMENT OF COMMUNITY JUSTICE REQUESTS APPROVAL OF 07-18. THIS BUDGET MODIFICATION APPROPRIATES \$115,178 FROM A FEDERAL GRANTED FROM THE U.S. DEPARTMENT OF JUSTICE. GRANT FUNDS WILL BE USED FOR THE MULTNOMAH COUNTY JUVENILE CUSTODY SERVICES EMERGENCY PLANNING PROJECT. THIS PROJECT WILL ENGAGE AND FORM THE WORK OF EIGHT LOCAL REGIONAL AND STATE LEVEL PARTNERS IN THE CREATION OF A COMPREHENSIVE AND EMERGENCY MANAGEMENT PLAN, AND IMPLEMENTATION OF RELATED EXERCISES TO ENSURE THE SAFETY AND THE WELLBEING THAT YOU HAVE OBTAINED IN THE DETENTION CENTER.

THIS PLAN WILL ENSURE THAT THE PALATE IS PREPARED TO RESPOND TO ALL HAZARDS FROM SEVERE WEATHER TO CATASTROPHIC EARTHQUAKE. THE PLANNING PROCESS WILL ENGAGE MULTIPLE PARTNERS INCLUDING THE OFFICE OF EMERGENCY MANAGEMENT, MULTNOMAH COUNTY SHERIFF'S OFFICE, AND DISTRICT ATTORNEY AND THE MULTNOMAH COUNTY HEALTH DEPARTMENT AS WELL AS OUR REGIONAL PARTNERS, CLACKAMAS AND WASHINGTON COUNTY JUVENILE DEPARTMENTS. WE WILL BE WORKING WITH THE STATE COURTS AND THE OREGON YOUTH AUTHORITY IN DEVELOPING THIS. ENGAGED WITH THE OFFICE OF EMERGENCY MANAGEMENT WILL ENSURE THE PLAN IS CONSISTENT WITH THE ONGOING EMERGENCY PREPAREDNESS INITIATIVES. GRANT FUNDING WILL USE TO HIRE FULL-TIME PROGRAM SPECIALIST SENIOR AND PURCHASE EMERGENCY SUPPLIES NECESSARY TO ENSURE THE SAFETY OF THE YOUTH IN THE FACILITY. THE PROGRAM SPECIALIST SENIOR WILL ENGAGE OUR PARTNERS IN THE PLANNING PROCESS AND ALSO LEAD THE DEVELOPMENT OF THE COMPREHENSIVE EMERGENCY PLAN. THANK YOU.

Chair Kafoury: THANK YOU. QUESTIONS OR COMMENTS?

Vice-Chair Vega Pederson: THIS IS A ONE-TIME ONLY?

Mr. Bachman: A TWO-YEAR GRANT FROM THE DEPARTMENT OF JUSTICE.

Vice-Chair Vega Pederson: IS THE POSITION A LIMITED DURATION?

Mr. Bachman: YES, MA'AM.

Vice-Chair Vega Pederson: THANK YOU.

Chair Kafoury: QUESTIONS OR COMMENTS? ALL RIGHT. SOUNDS GOOD. ALL THOSE IN FAVOR VOTE AYE. [UNANIMOUS AYES] THE BUDGET MODIFICATION IS APPROVED. THANK YOU.

### **BOARD COMMENT**

BC.1 Opportunity as time allows, for the Commissioners to provide comment on non-agenda items.

Chair Kafoury: NOW WE HAVE COME TO THE TIME ON OUR AGENDA FOR THE BOARD TO DISCUSS NON-AGENDA ITEMS. COMMISSIONER STEGMANN?

Commissioner Stegmann: I WANTED TO CALL ATTENTION TO TODAY THAT FIVE COMMISSIONERS OF THE FCC WILL DECIDE ON THE FATE OF NET NEUTRALITY.

Commissioner Meieran: IT HAS BEEN DECIDED.

Commissioner Stegmann: WELL, NEVER MIND THEN. VERY, VERY DISAPPOINTING.

Vice-Chair Vega Pederson: THE TWO WOMEN ON THE COMMITTEE VOTED TO KEEP THE NEUTRALITY, YES. GOOD FOR THEM.

Chair Kafoury: INTERESTING, BUT NOT SURPRISING. MY 14-YEAR-OLD IS VERY UNHAPPY ABOUT THIS.

Commissioner Stegmann: IT'S HORRIFYING.

Chair Kafoury: ANYBODY ELSE HAVE ANYTHING?

Commissioner Meieran: I DO. THANK YOU CHAIR. FOR MY COLLEAGUES AND THOSE IN THE AUDIENCE WHO ARE WATCHING, I JUST WANTED TO PROVIDE A BRIEF UPDATE BUT THE MENTAL HEALTH LISTENING SESSION THAT WE HELD ON MONDAY IN CONJUNCTION WITH OUR REVIEW OF MENTAL HEALTH

SYSTEMS IN MULTNOMAH COUNTY. THERE SHOULD BE SOME PICTURES THAT ARE COMING OUT BECAUSE MOTOYA TRULY OUTDID HIMSELF I THINK IN HOW FABULOUSLY HE CAPTURED THE FEELING OF THE ROOM IN THAT EVENT. IT WAS AT THE CENTRAL LIBRARY'S U.S. BANK ROOM AND THE ROOM WAS PACKED AS YOU CAN SEE. WE WERE AT CAPACITY. THERE WAS SO MUCH INTEREST IN THIS PROJECT. I WAS REALLY INCREDIBLY INSPIRED BY THE PEOPLE WHO ATTENDED WHO SHARED THEIR PERSONAL EXPERIENCES AND PERSPECTIVES. PEOPLE WERE PASSIONATE, AND THEY SHARED THEIR LIVED EXPERIENCE NAVIGATING WHAT SORT OF PASSES SOMETIMES AS A MENTAL HEALTH SYSTEM.

Commissioner Meieran: THEIR FAMILY MEMBERS SPOKE ABOUT THEIR LOVED ONES' EXPERIENCES. WE HEARD FROM PEOPLE WHO WORKED IN THE FIELD, AND MANY OTHERS WHO WERE THERE. IT REALLY WAS FABULOUS. IF YOU ARE NOT, IF YOU WERE NOT ABLE TO ATTEND YOU CAN PROVIDE FEEDBACK ON MY WEBSITE. WE WANT TO HEAR FROM AS MANY PEOPLE AND AS MANY SOURCES AS POSSIBLE. I LOOK FORWARD TO SHARING MORE INFORMATION ABOUT SOME OF THE KEY THEMES AND TAKE-AWAYS FROM THE EVENT IN THE COMING MONTHS, AND OF COURSE THE RESEARCH CONTINUES TOWARDS A SPRING REPORT, BUT IT WAS JUST REALLY EXCITING, POWERFUL, AND MEANINGFUL.

Chair Kafoury: THANKS FOR SHARING THAT WITH US. ANY OTHER QUESTIONS OR COMMENTS? ALL RIGHT. SEEING NO FURTHER BUSINESS, WE ARE ADJOURNED. [GAVEL]

**ADJOURNMENT – 10:49 a.m.**

[CAPTIONS PROVIDED BY LNS CAPTIONING AND MAY INCLUDE INACCURATE WORDS OR PHRASES DUE TO SOUND QUALITY, OTHER TECHNICAL DIFFICULTIES AND/OR SOFTWARE ERRORS.]

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