

**BEFORE THE BOARD OF COUNTY COMMISSIONERS  
FOR MULTNOMAH COUNTY, OREGON**

**PROCLAMATION NO.**

Proclaiming January 31, 2013, as Cecilia Collier Appreciation Day in Multnomah County, Oregon.

**The Multnomah County Board of Commissioners Finds:**

- a. Cecilia Collier is retiring after a 40 year career of service in municipal, county and state government positions in Iowa, California and Oregon.
- b. Cecilia started working with Multnomah County in 2000 as the Director of the Department of Support Services, which is now known as the Departments of County Management and County Assets. She was later appointed as Director of the Department of Business and Community Services which was transformed into the Department of Community Services.
- c. Cecilia led the Department's diverse Divisions in the development of a common mission, vision and values to guide the work of Community Services employees.
- d. Cecilia established the Community Services Leadership Team (CSL) as the senior executive body responsible for the stewardship of the Department's resources and the group held accountable for achieving the Department's program, policy and operational results.
- e. Cecilia established the Community Services Key Leaders group which consists of all managers, supervisors, lead workers and leadership academy alumni to develop and enhance the knowledge, skills and abilities of its staff to lead employees in an ever-changing, challenging and fiscally constrained environment.
- f. Cecilia led the Key Leaders in an intensive long-term learning process to establish a common understanding and clear expectations regarding the role and responsibilities essential in providing performance management, supervision and leadership in the public sector and specifically in the Multnomah County Department of Community Services.
- g. Under Cecilia's leadership, the Department of Community Services work force has grown significantly in its racial, ethnic, gender, sexual preference and age diversity at all levels of the organization and in all classifications resulting in an organization that visibly reflects the diverse community it serves.
- h. Cecilia is known for her high degree of integrity, ethics, honesty, and the dignity and respect with which she treats all County employees. She is also known for the creation of a strong organizational culture of accountability and her passion for developing people and organizations.

- i. Cecilia has been a strong supporter of Multnomah County’s organization and employee development efforts and strategies, including the centralization of the County’s Information Technology organization, the evolution of the County’s Diversity and Equity initiatives, piloting and implementation of the Employee Performance Planning and Evaluation process (PPR), the improvement of countywide administrative processes, the County Leadership Academy, and Executive Learning Series. She has led her staff in their commitment to achieving the policy and program priorities outlined by the Board of County Commissioners and in implementing their work in a manner consistent with the Board’s articulated values.
- j. Cecilia’s leadership embodies a sincere appreciation and recognition for the employees that she serves which she conveys at every opportunity and annually at the DCS recognition event that she established to highlight DCS employees that have modeled the values the department embraces and her annual cookie and cider visits that staff looks forward to as the holidays approach.
- k. Cecilia’s warm smile, loving personality, insight regarding the importance of building relationships, courage of conviction and “straight talk” will be missed by many in Multnomah County government.

**The Multnomah County Board of Commissioners Proclaims:**

- 1. January 31s, 2012, as Cecilia Collier Appreciation Day in Multnomah County, Oregon, in recognition of her outstanding work as Multnomah County’s Department Director for Community Services.

**ADOPTED this 31st day of January, 2013.**

**BOARD OF COUNTY COMMISSIONERS  
FOR MULTNOMAH COUNTY, OREGON**

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Jeff Cogen, County Chair

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**Deborah Kafoury  
Commissioner District 1**

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**Loretta Smith  
Commissioner District 2**

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**Judy Shiprack  
Commissioner District 3**

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**Diane McKeel  
Commissioner District 4**

SUBMITTED BY: Kim Peoples, Interim Department Director