

**Minutes of the Board of Commissioners
Multnomah Building, Board Room 100
501 SE Hawthorne Blvd., Portland, Oregon
Tuesday, May 9, 2017**

EMPLOYEE AWARD CEREMONY

Chair Deborah Kafoury called the meeting to order at 1:08 p.m with Vice-Chair Lori Stegmann and Commissioners Sharon Meieran, Jessica Vega Pederson and Loretta Smith present.

Also attending was Marina Baker, Board Clerk.

Commissioner Vega Pederson: GOOD AFTERNOON, EVERYONE. GOOD AFTERNOON. ALL RIGHT. SO WE ARE GOING TO GO HEALED AND GET STARTED NOW. THANK YOU, EVERYONE. FOR BEING HERE THIS AFTERNOON. MY NAME IS JESSICA VEGA PEDERSON. I AM THE MULTNOMAH COUNTY COMMISSIONER FOR DISTRICT 3. AND IT'S MY PLEASURE TO HELP MC THIS WONDERFUL EFFORT THIS AFTERNOON. SO WELCOME, EVERYONE, TO THE 2017 EMPLOYEE RECOGNITION CEREMONY. [CHEERS AND APPLAUSE] YES. [APPLAUSE] SO WE AT MULTNOMAH COUNTY VALUE THE WORK OF COUNTY EMPLOYEES BECAUSE IT'S WORK THAT MATTERS. AND IT'S WORK THAT MUST BE DONE TOGETHER. IT TAKES THOUSANDS OF EMPLOYEES TO DELIVER THE DIVERSITY ARRAY OF SERVICES THAT MULTNOMAH COUNTY PROVIDES. AND IF I LEARNED ANYTHING IN MY FOUR MONTHS OF BEING HERE, FIVE MONTHS, IT'S THAT EVERY JOB IS ESSENTIAL. EVERY EMPLOYEE, NO MATTER WHERE YOU WORK OR WHAT JOB YOU HOLD, MAKES A POSITIVE IMPACT ON OUR COMMUNITY EVERY DAY.

I AM PROUD OF OUR DIVERSE AND DYNAMIC WORK FORCE. AND I HOPE THAT EVERY EMPLOYEE IN EVERY DEPARTMENT FEELS VALUED, ACKNOWLEDGED AND APPRECIATED. SO TODAY, IN CELEBRATION OF NATIONAL PUBLIC SERVICE RECOGNITION WEEK, WE TAKE TIME TO RECOGNIZE A FEW OF OUR COLLEAGUES FOR THEIR ACHIEVEMENTS. FOR THIS FORMAL RECOGNITION CEREMONY, NOMINATIONS ARE SOLICITED FROM EMPLOYEES AND THE PUBLIC IN SOME KEY AREAS. THOSE INCLUDE SUSTAINABILITY, DIVERSITY AND CULTURAL COMPETENCY, OUTSTANDING TEAM ACHIEVEMENT, SUPERIOR PUBLIC SERVICE TO INTERNAL AND EXTERNAL CUSTOMERS AND EMPLOYEE INNOVATION. THIS YEAR WE RECEIVED 80 NOMINATIONS FROM, THAT INCLUDED 400 COUNTY EMPLOYEES. WE HAD A NUMBER OF TRULY STELLAR NOMINATIONS THIS YEAR THAT REFLECTED THE DEEP COMMITMENT OF OUR EMPLOYEES TO THEIR JOBS AND COMMUNITY. NOMINATIONS ABOUT INDIVIDUALS AND TEAMS WHO REALLY STEPPED UP DURING IN CLEMENT WEATHER TO KEEP OUR COMMUNITIES AND EMPLOYEES SAFE AND WARM. NOMINATIONS ABOUT EMPLOYEES WHO WORKED WITH OTHER COUNTY DEPARTMENTS AND COMMUNITY PARTNERS TO ENSURE THAT PEOPLE OF

ALL LANGUAGES HAD THE INFORMATION THEY NEEDED TO REGISTER AND VOTE IN OUR LAST ELECTION. NOMINATIONS ABOUT TEAMS WORKING WITH THE IMMIGRANT COMMUNITY AND HELPING THEM UNDERSTAND THEIR RIGHTS WITH CHANGING LAWS. THE LIST COULD GO ON AND ON AND WE ARE REMINDED AGAIN OF THE DEEP AND MEANINGFUL IMPACTS THAT OUR EMPLOYEES HAVE ON OUR COMMUNITY EVERY DAY. WE ARE HERE TODAY TO HIGHLIGHT THE INDIVIDUALS AND TEAMS WHO WERE SELECTED TO RECEIVE AWARDS THIS YEAR, AS DETERMINED BY THE COUNTY WIDE EMPLOYEE AWARD SELECTION COMMITTEE. LET'S GIVE THEM A HAND FOR ALL THEIR WORK. [APPLAUSE] I AM GOING TO KICK OFF THE PRESENTATION OF AWARDS WITH THE AWARD FOR SUPERIOR PUBLIC SERVICE TO EXTERNAL CUSTOMERS. LUIS HERNANDEZ IS A MEMBER OF THE OFFICE OF EMERGENCY MANAGEMENT. AND HE PLAYED A CENTRAL ROLE IN MANY ASPECTS OF EXERCISE CASCADIA RISING THAT TRAINED AND TESTED GOVERNMENTS AT ALL LEVELS -- CITIES, COUNTIES, STATE AGENCIES, FEDERAL OFFICIALS, THE MILITARY, TRIBAL NATIONS -- AS WELL AS NONGOVERNMENTAL ORGANIZATIONS AND THE PRIVATE SECTOR TO APPROACH COMPLEX DISASTER OPERATIONS TOGETHER AS A JOINT TEAM.

Commissioner Vega Pederson: HE THEN USED THE AFTER ACTION REPORT TO DEVELOP AND PUBLISH PLANS FOR THE COUNTY THAT ADDRESSED GAPS WITHIN THE CURRENT PLAN. HIS WORK IS SO WELL RESPECTED, HE'S CALLED UPON TO ASSIST OTHER JURISDICTIONS AND AGENCIES TO DEVELOP AND STRENGTHEN THEIR OWN EMERGENCY RESPONSE PLANS. HE'S BEEN ASKED TO PARTICIPATE IN EVALUATING PLANS IN OTHER STATES AND BRINGS THAT KNOWLEDGE BACK TO FURTHER IMPROVE OUR OWN RESPONSE PLANS. ADDITIONALLY LUIS IS KNOWN TO CONTINUE TO MESSAGE THE IMPORTANCE OF EMERGENCY PREPAREDNESS AT EVENTS THAT HE PARTICIPATES AT PERSONALLY. AS A MEMBER OF A POPULAR LOCAL SALSA BAND, HE'S BEEN KNOWN TO SHARE THE EMERGENCY OF -- THE MESSAGE OF EMERGENCY PREPAREDNESS WHILE PERFORMING. WE APPRECIATE YOUR PUBLIC SERVICE ANNOUNCEMENTS AND THAT YOU ARE GOING BEYOND THE CALL OF DUTY. PLEASE JOIN ME IN CONGRATULATING LUIS HERNANDEZ. [CHEERS AND APPLAUSE] [LAUGHTER]

Luis Hernandez: WELL, IT'S AN AMAZING FEELING. I JUST WANT TO START OFF BY, FIRST, THANKING CHRIS BLANCHARD AND EMERGENCY MANAGEMENT TEAM FOR NOMINATING ME FOR THIS. IT'S -- THANKS A LOT. IT'S SOMETHING THAT'S REALLY IMPORTANT TO ME. I WANT TO THANK MY FAMILY THAT'S HERE, MY WIFE, GRACIELA, JOSE , SOPHIA. AS I WAS LOOKING AT THE NOMINEES, AND I SAW MY NAME ON THERE, I RECOGNIZED A FEW OTHER NAMES AS WELL. AND THAT'S WHEN IT HIT ME JUST, YOU KNOW, WOW, IT'S SUCH AN HONOR TO BE PART OF THIS GROUP. BECAUSE I THINK THEY ALL DO GREAT WORK AS WELL. AND THERE'S ONE THING THAT I SHARE, WE ALL SHARE IN COMMON AND THAT'S THAT WE LOVE WHAT WE DO. AND I THINK MY COLLEAGUES, I GOT A FEW COLLEAGUES AROUND HERE, MY FAMILY, I THINK

THEY WOULD ALL SAY THAT I LOVE WHAT I DO IN EMERGENCY MANAGEMENT. BECAUSE IT'S ABOUT COMMUNITY RESILIENCE. IT'S ABOUT GETTING OUR COMMUNITY PREPARED, BEING STRONGER, BEING SAFER. AND I GET TO DO THIS WITH A LOT OF GREAT PEOPLE. ACROSS ALL THE COUNTY DEPARTMENTS, CITIES, SCHOOL DISTRICTS, SPECIAL DISTRICTS, HOSPITALS, SO MANY GREAT PEOPLE THAT ARE JUST MAKING THEIR ORGANIZATIONS MORE RESILIENT, THEY'RE ORGANIZING VOLUNTEERS, THEY'RE JUST PREPARING AND BECOMING MORE RESILIENT. AND I GET TO BE RIGHT IN THE MIDDLE OF THAT AND JUST, YOU KNOW, COORDINATE, CONNECT, SOMETIMES COACH. AND SOMETIMES DO EXERCISES LIKE THIS. AND IT'S JUST BEEN AN AMAZING HONOR TO DO THAT AND TO DO THAT ON BEHALF OF MULTNOMAH COUNTY. SO THANK YOU VERY MUCH FOR THIS AWARD. [APPLAUSE]

Commissioner Vega Pederson: I WOULD NOW LIKE TO INTRODUCE COMMISSIONER SMITH TO PRESENT THE NEXT AWARD.

Commissioner Smith: GOOD AFTERNOON.

All: GOOD AFTERNOON.

Commissioner Smith: YOU GUYS FULL FROM LUNCH? GOOD AFTERNOON.

All: GOOD AFTERNOON!

Commissioner Smith: THIS IS ONE OF MY FAVORITE EVENTS TO BE ABLE TO HONOR THE WORK THAT WE DO HERE AT MULTNOMAH COUNTY. AND YOU ALL MAKE THE WORK SO GOOD. AND SO THAT'S ONE OF THE REASONS WHY I LIKE COMING TO THIS EVENT. AND I'M GOING TO DO SOMETHING VERY APROPOS. WHERE IS BIENESTAR? Y'ALL GOING TO HAVE TO COME UP AND STAND WITH ME. [APPLAUSE] SO THIS DIVERSITY AND CULTURAL COMPETENCY AWARD, IT'S GOING TO BIENESTAR. AND I DON'T LIKE TO STAND UP HERE ALONE. I LIKE TO TALK TO THE FOLKS THAT I'M AWARDED. AND I JUST WANT TO SAY TO YOU THAT RECOGNIZING THE EMPLOYEES THERE AND THE TEAMS THAT PROMOTE INCLUSIVENESS AND CHAMPION DIVERSITY AND THE COMMUNITY OR WITHIN OUR ORGANIZATIONS, IT IS A GREAT HONOR FOR ME TO BE ABLE TO RECOGNIZE BIENESTAR DE LA FAMILIA FOR THIS AWARD YOU RECEIVED THREE NOMINATIONS. ONE FROM A COUNTY COLLEAGUE, ONE FROM AN ATTORNEY AT THE OREGON LAW CENTER, AND ONE FROM A PORTLAND POLICE SERGEANT. I SAY THAT DESERVES A HAND.

AND THEY ALL AGREE THAT BIENESTAR MAKES EVERY POSSIBLE EFFORT TO SERVE ALL PEOPLE AND ALL CULTURES, TO MAKE THEM FEEL WELCOME AND HEARD AND SUPPORTED BY MULTNOMAH COUNTY. BIENESTAR HAS WORKED TIRELESSLY WITH THE LATINO AND SOMALI COMMUNITIES, OFFERING MENTAL HEALTH SERVICES AND ADDICTION SERVICES, CASE MANAGEMENT, AFTER SCHOOL PROGRAMS AND OTHER SERVICES. AND SINCE THE FALL THEY HAVE

ALSO BEEN PROVIDING ADDITIONAL COMMUNITY SUPPORT OF ALL TYPES. AND ONE OF THE THINGS THAT WE DO HERE AT MULTNOMAH COUNTY IS TO CONVENE. AND BIENESTAR WAS REALLY THE LEADER IN HELPING TO ORGANIZE TOWN HALL MEETINGS THIS YEAR TO IDENTIFY OPPORTUNITIES TO SPEAK TO ALL OF OUR COMMUNITY AND LET THEM KNOW THAT OUR SERVICES WERE FOR EVERYONE. ALL THESE FORUMS THEY CREATED A SAFE SPACE FOR ASKING QUESTIONS ABOUT THEIR RIGHTS, WORK BREAKING DOWN FEAR AND DISTRUST OF POLICE AND BROUGHT IN LEGAL AID AGENCIES TO TALK ABOUT THE SERVICES THAT THEY PROVIDE. THESE GATHERINGS TOOK HOURS OF PREPARATION AND COORDINATION AND WERE REALLY AN ABOVE AND BEYOND EFFORT TO HELP THE COMMUNITY THEY SERVE ON A VERY PERSONAL LEVEL. I WON'T READ OFF ALL THE NAMES AS THEY ARE LISTED ON THE SLIDE BEHIND ME -- YES -- BUT PLEASE JOIN ME IN CONGRATULATING BIENESTAR DE LA FAMILIA. TELL ME HOW TO SAY THAT RIGHT? GREAT. TEAM AS THEY COME FORWARD. AND THEY ARE ALREADY HERE. CONGRATULATIONS. IT IS AN HONOR TO AWARD YOU THIS AWARD AND THANK YOU FOR ALL THE GREAT WORK THAT YOU DO. THANK YOU. [APPLAUSE]

Biene Star Rep: IT'S A GREAT PRIVILEGE, IT'S AN HONOR TO RECEIVE THIS AWARD WHERE WE ARE OVERWHELMED TO RECEIVE IT. WE HAVE TO LIVE UP TO IT. I JUST WANT TO INTRODUCE THE NAMES. I AM GOING TO START WITH, THANK YOU COMMISSIONER SMITH. WE REALLY APPRECIATE IT. KHADIJAH[READS NAMES]. YOU KNOW, I REALLY HAVE NO DOUBT THAT ALL THE NOMINEES FOR THIS AWARD DESERVE IT AS MUCH AS WE DO. WE JUST REALLY CONSIDER OURSELVES REALLY LUCKY AND SO WE WANT TO SHARE WITH ALL OF YOU AND ASK YOU TO CONTINUE THE AMAZING WORK YOU DO EVERY DAY IN REALLY MAKING THE POSITIVE DIFFERENCE IN THE LIVES OF THE CLIENTS AND THE COMMUNITY YOU SERVE. I WANTED TO SPEAK FOR A COUPLE HOURS BUT I WAS TOLD THAT WAS NOT GOING TO BE POSSIBLE. SO THERE'S NOT ENOUGH TIME SO I AM GOING TO TRY TO MAKE IT VERY SHORT AND TRY TO THANK A FEW FOLKS WHO WE REALLY APPRECIATE TREMENDOUSLY. AND IF I FORGET ANYONE, PLEASE, I APOLOGIZE.

JUST THERE'S NOT ENOUGH TIME TO ACKNOWLEDGE EVERYONE. I WANT TO START WITH MY WONDERFUL CO-WORKERS AT BIENESTAR DE LA FAMILIA. YOU MAKE A HUGE DIFFERENCE EVERY DAY. YOU SHOW EVERY DAY THAT YOU CARE. BEFORE I CAME OVER HERE I RAN INTO A CO-WORKER I USED TO WORK WITH HERE IN THE COUNTY ABOUT TWO DECADES AGO. SHE SAID, YOU KNOW WHAT, I HEAR SO MUCH WONDERFUL THINGS ABOUT BIENESTAR DE LA FAMILIA, I SAID, THANK YOU, THEY ARE ALSO SO MANY PEOPLE IN THIS COUNTY WHO DO A LOT OF WORK. WE JUST DON'T HEAR ABOUT IT. AND THE DISCUSSION LED REALLY TO WHAT YOU REALLY MAKE A PROGRAM CULTURALLY COMPETENT. AND I SAID SIMPLY. THE PEOPLE. YOU CAN HAVE THE BEST CULTURALLY -- AND DIVERSITY POLICIES, BUT YOU ACCOMPLISH SO BY THE PEOPLE WHO DELIVER THOSE SERVICES. AND YOU GENERALLY

REALLY CARE ABOUT THE FOLKS YOU SEE EVERY DAY BECAUSE WHEN YOU GENERALLY CARE, YOU SHOW BASICALLY, YOU START TO LEARN THAT YOU TREAT EACH PERSON AS AN INDIVIDUAL WITH THEIR OWN SET OF NORMS, THEIR OWN SET OF BELIEFS. AND WHEN YOU GENUINELY REALLY CARE YOU SO DIGNITY OR RESPECT, ABILITY TO LEARN FROM OTHERS. YOU GIVE THAT LITTLE TOUCH OF HUMAN TOUCH WHEN YOU DO THAT INTAKE WITH THE SCREENING FORM THAT YOU COMPLETE. WHEN YOU GENUINELY REALLY CARE, YOU START BECOMING A PART OF THE SOLUTION IN ADDRESSING IN OUR NEIGHBORHOOD THE CULLY NEIGHBORHOOD, THE FAMILIES AND THE COMMUNITIES WHO ARE STRUGGLING EVERY DAY. AND YOU TRUE I TO HELP THEM. YOU PROMOTE THAT RACIAL EQUITY AND THAT SOCIAL JUSTICE. I CAN'T THANK YOU GUYS ENOUGH. YOU GUYS DO THE WORK, THE AWESOME WORK. BUT I WANT TO MOVE, SPEAKING OF THE COMMUNITY, I WANT TO GIVE A BIG APPLAUD. WE HAVE COMMUNITY MEMBERS HERE, CLIENTS, AND FAMILIES FROM THE CULLY NEIGHBORHOOD WHO TOOK TIME OFF TO BE HERE WITH US PRESENT AND TO CELEBRATE THIS EVENT WITH COUNTY EMPLOYEES.

Biene Star Rep: THANK YOU SO MUCH. [APPLAUSE] [SPEAKING IN SPANISH] [APPLAUSE] YES. SENOR ORTIZ, THANK YOU SO MUCH FOR BEING HERE. SO THERE'S A LOT OF PEOPLE, TOO. I WANT TO THANK AND SHARE THIS AWARD WITH OUR WONDERFUL YOUTH AND FAMILY SERVICES DIVISION TEAM. YOU MAKE A LOT OF MAGIC WORK BEHIND THE SCENE. YOU MAKE OUR JOB SO EASY. AND POSSIBLE. THANK YOU SO MUCH TO PEGGY WHO JUST CAME HERE. THANK YOU TO ROSE BACK. THANK YOU SO MUCH TO LISA FOR YOUR AMAZING LEADERSHIP. GUIDANCE AND ADVOCACY TO MAKE REALLY A BIG DIFFERENCE IN THE INDIVIDUALS AND FAMILIES WE SERVE EVERY DAY. OUR GREAT AND GRATITUDE GOES REALLY TO OUR WONDERFUL COMMUNITY PARTNER AND AGENCIES THAT WE CAN'T DO THE WORK WITHOUT. SPECIAL THANKS GO TO THE PORTLAND POLICE. I SEE SERGEANT JAMES QUACKENBUSH. JAMES, THANK YOU SO MUCH FOR THE WORK YOU DO IN THE CULLY NEIGHBORHOOD WITH THE LATINO COMMUNITY, THE AFRICAN-AMERICAN AND IMMIGRANT COMMUNITY. I KNOW WE STARTED THIS WORK TOGETHER 23 YEARS AGO IN THE CULLY NEIGHBORHOOD. AND TIME WAS IT FEELS LIKE IT JUST, WE JUST STARTED TODAY. AND BY THE WAY, YOU HAVEN'T AGED A BIT. [LAUGHTER] YOU HAVE TO TELL US ABOUT THE SECRET ONE OF THESE DAYS. OK? WE WANT TO THANK OUR HACIENDA CDC. WE CAN'T DO THE WORK WITHOUT YOU GUYS. ED. I WANT TO THANK THE IRCO LAW CENTER. WE CANNOT FORGET TO MENTION OUR LONG TIME PARTNER AND NEIGHBOR IN THE BUILDING, THE HEALTH DEPARTMENT, RAY, THANK YOU SO MUCH. THANK YOU. YOUR TEAM DOES AMAZING WORK. THANK YOU SO MUCH. AND BEFORE I FORGET, I KNOW, BEFORE I FORGET, I WANT TO MENTION OUR VOLUNTEERS. WE HAVE CAN'T DO THIS WORK WITHOUT VOLUNTEERS. THEY ARE AWESOME! AMAZING! WHETHER IT'S SNOWING OR RAINING, THEY'RE INVOLVED IN EVERYTHING. THANK YOU SO MUCH. AND I THINK I WOULD HAVE

A TOKEN OF APPRECIATION FOR THE COMMISSIONERS. WHAT DO WE HAVE WITH THAT?

Bienestar: WE HAVE A PETUNIA FOR EACH OF THE COMMISSIONERS TO THANK YOU FOR SUPPORTING OUR PROGRAM. [APPLAUSE] AND WE ALSO HAVE ONE FOR, AS WELL FOR PEGGY AND FOR ROSE. THANK YOU VERY MUCH FOR YOUR SUPPORT OF OUR PROGRAMS.

Commissioner Smith: EVERY COUNTY GOVERNMENT NEEDS A HYPE MAN. RIGHT? AND THAT'S WHAT BIENESTAR IS FOR US. IN ADDITION TO DOING ALL THE GREAT WORK THAT THEY DO IN THIS COMMUNITY, AND FOR THE SECOND AWARD, THIS IS GOING OUT TO BRIAN CAMINSKI. WHERE ARE YOU, BRIAN? I WANT TO SAY THIS AHEAD OF TIME. BRIAN DOES NOT WANT TO SPEAK. AND THAT'S GOOD. BUT WE'RE GOING TO RECOGNIZE YOU AND YOU'RE GOING TO STAND UP HERE WITH ME, SIR. COME ON UP.

Brian Caminski: HOLD MY HAND.

Commissioner Smith: I'M GOING TO HOLD HIS HAND BECAUSE IT'S REALLY SCARY UP HERE. [LAUGHTER] YOU'RE TERRIFIED? ME, TOO. I'VE BEEN DOING THIS FOR SIX YEARS. I WOULD LIKE TO NOW AWARD THE SUPERIOR PUBLIC SERVICE AWARD TO SERVE THE INTERNAL CUSTOMERS WHICH RECOGNIZE OUTSTANDING SERVICE TO OTHER EMPLOYEES AT MULTNOMAH COUNTY. BRIAN KAMINSKI OF CENTRAL PAYROLL -- KAMINSKI. THANK YOU. THAT'S WHY I NEED YOU STANDING NEXT TO ME. YES, THANK YOU. WAS TASKED WITH ROLLING OUT THE PAYROLL STATUS CHANGE FUNCTION TO THE TEAM, WHICH IS VERY IMPORTANT. STATUS CHANGE IS ANY TIME AN EMPLOYEE MOVES BETWEEN BARGAINING UNITS, OR GOES FROM HOURLY PAY TO A SALARY, OR FROM TEMPORARY TO REGULAR, ET CETERA, ET CETERA. YEAH. AS YOU CAN IMAGINE, THERE ARE A WHOLE LOT OF CHANGES HAPPENING EVERY WEEK. AND PAYROLL REALLY NEEDS TO ENSURE THAT EVERYONE GETS PAID CORRECTLY, AND THAT THEY HAVE THE CORRECT BENEFITS, HOLIDAY AND VACATION TIME. THAT'S VERY ACCURATE.

AND THERE ARE A LOT OF TINE MY DETAILS THAT WE DON'T SEE. WE GET THE END BENEFIT BY SEEING THAT OUR CHECK IS THERE AND IT'S ON TIME AND IT'S THE RIGHT PAY. BUT BRIAN, HE MAKES SURE THAT THE TRAINS RUN ON TIME AND THAT YOU GET YOUR MORE THAN ON TIME. RIGHT? AND BRIAN FIRST DEVELOPED THE TECHNIQUE FOR THIS TEAM TO USE AND HE DOESN'T WANT TO REALLY TAKE CREDIT FOR YOU. VERY SHY. HE PROCEEDED TO FOLLOW THIS UP WITH TRACKING SHEETS. RIGHT? TIPS AND TRICKS. WE DON'T DO 46 AT MULTNOMAH COUNTY. WE DON'T DO TRICKS. NO. TIPS AND TRICKS, WE DON'T DO TRICKS HERE. MEMOS AND GUIDES FOR HIS COLLEAGUES TO REFERENCE. I THINK THAT'S VERY, VERY GOOD. ABOVE AND BEYOND, HE'S DONE A LOT TO MAKE SURE THAT THIS PROJECT GOES. BRIAN IS A VERY VALUED EMPLOYEE WITH HIS TEAM. ESPECIALLY FOR HIS

WILLINGNESS TO TAKE ON MORE DIFFICULT QUESTIONS THAT COME IN INTO THE CENTRAL PAYROLL MAILBOX. HE WORKS WITH EMPLOYEES AND TO FIND THE RIGHT SOLUTION. HE CREATES TOOLS THAT HELP HIM DO HIS JOB AND MANAGE HIS TASKS. BUT THEN, THE REALLY IMPORTANT THING, HE GOES ONE STEP FURTHER, ONE STEP FURTHER TO SHARE WITH THEM AND HIS TEAM AND OTHERS ALL MAKES SURE HE GETS IT RIGHT. AND FROM A COMMISSION STANDPOINT, IT'S ALWAYS NECESSARY TO GET IT RIGHT. THANK YOU. EVERYTHING HE TOUCHES OR DOES HE SHARES AND TRAINS THE REST OF THE TEAM SO THAT THEY ARE LEARNING FROM HIS EXPERIENCES. AND HIS DEVELOPMENT AND HIS TEAM CAN'T EXPRESS THEIR APPRECIATION STRONGLY ENOUGH FOR HIS EFFORTS. SO PLEASE JOIN ME IN CELEBRATING THE GREAT CUSTOMER SERVICE THAT BRIAN PROVIDES TO HIS COLLEAGUES AND TO THIS COMMUNITY. THANK YOU SO, SO MUCH. I KNOW YOU DIDN'T WANT TO SPEAK. [APPLAUSE] HE SAID HE DIDN'T WANT TO SPEAK. BUT I'M GOING TO GIVE HIM AN OPPORTUNITY TO SPEAK JUST TO SAY HELLO AND THANK YOU. THAT WOULD BE GREAT. ANY OTHER THINGS THAT YOU WANT TO SAY?

Brian Caminski: THANK YOU. I REALLY WANTED TO TELL YOU HOW GRATEFUL I AM TO MY COLLEAGUES. THIS IS SOMETHING THAT MEANS A LOT TO ME. AND I APPRECIATE ALL THE WORK THEY PUT INTO NOMINATE ME AND TAKE CARE OF THIS. BUT MOST IMPORTANTLY, I REALLY DO BELIEVE IN CUSTOMER SERVICE. IT'S SOMETHING THAT'S VERY IMPORTANT TO ME ON A DAILY LEVEL. I THINK IT'S REALLY IMPORTANT TO GET THESE THINGS TAKEN CARE OF FOR EVERYBODY THAT WORKS FOR THE COUNTY. THANK YOU ALL. [APPLAUSE]

Commissioner Smith: THANK YOU, BRIAN. WASN'T HE GREAT? SOY NOW I WOULD LIKE TO INTRODUCE ONE OF MY COLLEAGUES. SHE'S ONE OF THE NEWEST COMMISSIONERS OF THE BOARD AND THAT'S MS. COMMISSIONER SHARON MEIERAN TO PRESENT THE NEXT AWARD. CAN YOU COME UP, PLEASE. THANK YOU.

Commissioner Meieran: THANK YOU. GREETINGS. IT'S SUCH A JOY TO BE HERE TO BE ABLE TO PARTICIPATE IN THIS EVENT AND MAKE SOME OF THESE AWARD PRESENTATIONS. I AM STILL RELATIVELY NEW. IT'S BEEN A LITTLE OVER FOUR MONTHS. BUT ONE OF THE THINGS THAT STOOD OUT FROM THE SECOND THAT I WALKED IN THE DOOR HERE WAS NOT JUST THE CALIBER AND QUALITY OF THE EMPLOYEES HERE, BUT HOW KIND AND WELCOMING AND WARM YOU HAVE BEEN. AND SO I PERSONALLY JUST APPRECIATE THAT SO MUCH. SO THANK YOU. ITCH A PLEASURE OF GIVING TWO AWARDS. THIS IS THE EMPLOYEE INNOVATION AWARD, WHICH RECOGNIZES EFFORTS TO IMPROVE WORK PROCESSES, WHICH RESULT IN MONETARY SAVINGS, OR OPERATIONAL EFFICIENCIES FOR THE COUNTY. VERY NEAR AND DEAR TO MY HEART ESPECIALLY AS WE ARE IN BUDGET SEASON NOW. THIS YEAR WE HAVE TWO WINNERS IN THE CATEGORY OF INNOVATION, AS I SAID. FIRST THE CARTEGRAPH IMPLEMENTATION TEAM FROM DCS. IN THE PAST FIELD WORK

WAS LARGELY TRACKED AND ASSIGNED MANUALLY. ALLOCATION OF RESOURCES WAS NOT TRACKED IN AN EFFICIENT MANNER. THROUGH TEAM WORK AND LEADERSHIP THE CARTEGRAPH TEAM NOT ONLY IMPLEMENTED INNOVATION CHANGE THROUGH THE USE OF TECHNOLOGY, BUT ALSO LED CHANGE WITH STAFF AND THE PROGRAM TO IMPROVE PROCESSES AND THE WORK ITSELF. STAFF IN THE FIELD ARE NOW USING IPADS -- GO FIGURE ---- AND OTHER TECHNOLOGY TO MANAGE INVENTORY AND WORK SERVICES. WORK TICKETS ARE MANAGED MORE EFFICIENTLY THROUGH THE USE OF CRAFT GRAPH SOFTWARE. TRACKING AND ROLLING OUT ANNUAL AND DAILY TRAFFICS BUT ALSO MANAGING AND TRACKING PUBLIC REQUESTS FOR ROAD MAINTENANCE WORK. THE TEAM MANY WORK ALSO ALLOWS FOR BETTER CUSTOMER SERVICE ALLOWING CITIZENS OF MULTNOMAH COUNTY TO BE ABLE TO REQUEST MAINTENANCE WORK AND REPORT SAFETY ISSUES ONLINE. THIS AUTOMATED SYSTEM ALLOWS FOR QUICK CUSTOMER SERVICE. IT CAN NOTIFY THE CUSTOMER OF THE STATUS OF THEIR INQUIRY WITHIN TWO MINUTES OF STAFF COMPLETING THE WORK. AS SOMEONE WHO HAS OFTEN BEEN ON THE PHONE TRYING TO GET INFORMATION FROM DIFFERENT SYSTEMS AND AIRLINES AND THINGS, THAT IS INCREDIBLE. THESE SIMPLE EMAILS CLOSE THE LOOP OF COMMUNICATION WITH YOU ARE OH CUSTOMERS AND REQUIRE NOTHING MORE THAN COMPLETE HE CAN THE WORK IN OUR SYSTEM. IT HAS BEEN SO SUCCESSFUL THAT OTHER DEPARTMENTS, PROGRAMS AND DIVISIONS ARE EXPLORING IMPLEMENTING THE SAME TOOLS. THANK YOU FOR LEADING THE CHANGE IN OR CHARGE OR BOTH IN INNOVATION AND CONGRATULATIONS. COULD THE CARTOGRAPH IMPLEMENTATION TEAM PLEASE COME FORWARD.

Commissioner Meieran: HERE'S YOUR AWARD. LET'S GET EVERYONE UP HERE. EXCELLENT. THIS IS AWESOME. WOW. I'M EVEN MORE IMPRESSED NOW. SO I WOULD LIKE TO GIVE CHET HAGEN AN OPPORTUNITY TO SPEAK.

Chet Hagen: THANKS, COMMISSIONER. SO AGAIN, EVERYONE ELSE HAS DONE A REALLY GOOD JOB SAYING HOW MUCH OF AN HONOR IT IS TO WIN THIS AWARD. ALL OF THESE GENTLEMEN AND GENTLEWOMEN -- YEAH. [LAUGHTER] [CHEERS AND APPLAUSE] HAVE DONE AN AMAZING JOB TO GO FROM NOT HAVING A WORK ORDER MANAGEMENT SYSTEM TO USING IPADS IN THE FIELD AND BEING ON THE BLEEDING EDGE OF TECHNOLOGY AT MULTNOMAH COUNTY AND ALL THE WHILE, THEY WERE DOING THIS, YOU GUYS REMEMBER WE HAD A WINTER THIS YEAR? [LAUGHTER] THEY WERE OUT WORKING 12-HOUR SHIFTS IN THAT WEATHER AND TRYING TO IMPLEMENT THIS SYSTEM AT THE SAME TIME. SO I WOULD LIKE TO GIVE A BIG ROUND OF APPLAUSE FOR THE WORK THAT THEY DID. [CHEERS AND APPLAUSE] AND I'M JUST, IT'S A PLEASURE TO WORK WITH THESE GUYS. IT'S A LOT OF FUN, AND, GAL, SORRY. AND I'M LOOKING FORWARD TO CONTINUED SUCCESS. AND PROVIDING BETTER SERVICE TO THE CITIZENS OF MULTNOMAH COUNTY. SO THANKS FOR THE AWARD. WE DO APPRECIATE IT. [APPLAUSE]

Commissioner Meieran: SO THE SECOND EMPLOYEE INNOVATION AWARD GOES TO LISTS O'NEILL. [APPLAUSE] ELIZABETH O'NEILL. ELIZABETH WORKED WITH THE DCHS LEADERSHIP TEAM ON THE BENEFITS OF DEVELOPING AND IMPLEMENTING A PERFORMANCE MANAGEMENT SYSTEM FOR MONITORING PERFORMANCE, MANAGING PROGRAMS, AND STRATEGIC PLANNING. PERFORMANCE MANAGEMENT IS A SYSTEMIC APPROACH TO ENSURE QUALITY AND PROGRESS TOWARD ORGANIZATIONAL GOALS BY ALIGNING STRUCTURES, PROCESSES, AND ROUTINES THAT ENABLE AN AGENCY TO METHODICALLY AND ROUTINELY MONITOR THE CONNECTION BETWEEN THE WORK UNDERWAY AND THE OUTCOMES SOUGHT. EXTREMELY IMPORTANT WORK. WHILE THE ENTIRE PROCESS WAS COLLABORATIVE, ELIZABETH PULLED A BODY OF MATERIAL TOGETHER FOR REVIEW AND INPUT FROM DIVISION LEADERSHIP WAS USED IN THE DEVELOPMENT OF THE MODEL FRAMEWORK.

SHE PRIMED THE GROUP WITH FOUNDATIONAL TRAINING ON THEORY, PERFORMANCE MANAGEMENT, AND PROGRAM VS. POPULATION OUTCOMES. ELIZABETH DEVELOPED A WORKBOOK TO GUIDE THE PROCESS TO DEVELOP INDIVIDUAL PERFORMANCE MODELS. SHE LED AND FACILITATED THE BUILD OF 24 MODELS, INCORPORATING THE EQUITY AND EMPOWERMENT LENS. SHE DOCUMENT THE MODELS, INCLUDING PROGRAM ACTIVITIES, MEASURES, AND OUTCOMES, LINKING UP TO DEPARTMENT AND POPULATION LEVEL OUTCOMES. THE MODELS WILL USE DATA TO EVALUATE PERFORMANCE AND DRIVE PROGRAMMATIC CHANGES WITH THE GOAL OF IMPROVING OUTCOMES FOR PARTICIPATE PANTS. THESE NEW MODELS LED TO THE DEVELOPMENT OF ALL NEW PROGRAM OFFERS AND MEANINGFUL PERFORMANCE MEASURES FOR THE FISCAL YEAR '18 BUDGET PROCESS AND SHE DEVELOPED A NEW PROGRAM OFFER TEMPLATE THAT WAS ADOPTED BY THE DEPARTMENT. WOW. ELIZABETH, WHERE IS ELIZABETH? OH, YEAH. YOU CAN COME UP. I WANT TO SAY THANK YOU SO MUCH FOR THIS CHALLENGING AND INNOVATIVE WORK. THANK YOU SO MUCH. [APPLAUSE]

Elizabeth O'Neil: I JUST WANTED TO THANK THE DCHS LEADERSHIP FOR TAKING A RISK ON EVALUATION SCIENCE TO CREATE THIS ROBUST PLAN. AND I REALLY APPRECIATE ALL OF THE INVOLVEMENT THAT WE'VE HAD FROM OUR STAKEHOLDERS, OUR STAFF, AND OUR CLIENTS TO HELP US ARTICULATE WHAT WE THINK IS HAPPENING SO WE CAN FURTHER TEST IT. AND I VERY MUCH LOOK FORWARD TO DEMONSTRATING OUR OUTCOMES IN THE FUTURE. THANK YOU. [APPLAUSE] EMPLOYING I WOULD LIKE TO INTRODUCE MY COLLEAGUE COMMISSIONER STEGMANN TO PRESENT THE NEXT AWARD.

Commissioner Stegmann: GOOD AFTERNOON. YOU GUYS ALL LOOK AMAZING I WANTED TO ECHO WHAT COMMISSIONER MEIERAN SAID THAT WHEN I WAS RUNNING FOR OFFICE AND EVERY INTERACTION I HAVE HAD WITH EACH AND EVERY EMPLOYEE HERE, I HAVE JUST BEEN SO IMPRESSED BY YOUR COMMITMENT TO THIS COMMUNITY. AND THIS IS A GREAT WAY TO CELEBRATE

HOW MUCH YOU CARE FOR THE FOLKS IN MULTNOMAH COUNTY. SO IT'S AN HONOR TO BE HERE. SO I AM GOING TO FOLLOW UP COMMISSIONER SMITH'S LEAD AND ASK IF THE DCJ BIKE TEAM WOULD COME UP. COME ON UP. [APPLAUSE] YOU ALL NEED TO BE RECOGNIZED. WE NEED TO KNOW WHO YOU ARE. ALL RIGHT. SO THE SUSTAINABILITY AWARD -- THAT'S OK. RECOGNIZES CREATIVE THINKING THAT ADDRESSES THE ROOT CAUSES OF ENVIRONMENTAL, SOCIAL, OR ECONOMIC INEQUITIES THAT LEAD TO DISPROPORTIONATE IMPACTS ON OUR MOST VULNERABLE COMMUNITIES WITHIN THE COUNTY. MANY INDIVIDUALS THAT DCJ SUPERVISES ARE HOMELESS AND HAVE SIGNIFICANT BARRIERS IN REPORTING TO THEIR PROBATION OFFICERS. DCJ HAD PREVIOUSLY INVESTED IN A FEW BICYCLES FOR OFFICERS TO USE. HOWEVER, OFFICERS USING THE BICYCLES DURING FIELD WORK WAS EXTREMELY RARE AND EFFORTS TO ENCOURAGE IT HAD DROPPED OFF BY EARLY 2016. THE FEW BICYCLES DCJ HAD WERE IN DISREPAIR.

Commissioner Stegmann: IN THE SPRING OF 2016, COMMUNITY JUSTICE MANAGER DYLAN ARTHUR -- WHO IS DYLAN? DYLAN? [LAUGHTER] PITCHED HIS VISION OF REINVENTING THE DCJ BIKE TEAM. HE RECRUITED OFFICERS WHO SHARED HIS VISION AND WHO WERE MOTIVATED TO DO COMMUNITY ENGAGEMENT AND OUTREACH. UNDERSTANDING THE PROGRAM WOULD ONLY BE SUCCESSFUL IF THE OFFICERS WERE PROVIDED WITH PROPER TRAINING AND EQUIPMENT, HE PUT TOGETHER A TEAM OF 14 HIGHLY MOTIVATED OFFICERS AND REGISTERED THEM FOR A RIGOROUS BICYCLE TRAINING WITH THE BEAVERTON POLICE DEPARTMENT. HE NEGOTIATED THE PURCHASE OF A FEET AND USED BICYCLES FROM THE PORTLAND POLICE AND PERSONALLY INSPECTED AND REPAIRED THE BICYCLES TO ENSURE THEY WERE IN PERFECT WORKING ORDER I MIGHT HAVE TO HAVE YOU LOOK AT MY BIKE. MAKE IT'S THAT SIDE BUSINESS. OK. BY ENGAGING IN COMMUNITY OUTREACH ON BY CYCLES, THE DCJ BIKE TEAM HAS BEEN ABLE TO ACCESS HOMELESS COMMUNITIES NOT EASILY ACCESSIBLE TO OFFICERS IN CAGE-CARS. THEIR PRESENCE IS MORE TRAUMA-INFORMED AND THEIR APPEARANCE LESS THREATENING. THIS HAS ALLOWED THEM TO ENGAGE IN MEANINGFUL WAYS WITH SOME OF OUR COMMUNITY MEMBERS WHO FACE MORE BARRIERS AND CHALLENGES. THE ADDED BONUS IS THAT JOB SATISFACTION IS UP, THE TEAM REPORTS INCREASED HEALTH AND REDUCED STRESS, AND THEY EXPERIENCE MORE PRAISE AND POSITIVE ENCOUNTERS WITHIN OUR COMMUNITY. LET'S GIVE A BIG ROUND OF APPLAUSE TO THE MEMBERS OF DCJ BIKE TEAM FOR EARNING THE SUSTAINABILITY AWARD. DYLAN.

Dylan Arthur: SO I'M NOT NORMALLY A SPEECH GUY SO I'LL MAKE THIS QUICK. I WANT TO THANK YOU ERA PRUITT FOR HER SUPPORT AS THE ASD DIRECTOR, GIVING HER SIGNOFF, YES, GO FORTH AND CONQUER. JAY SCROGGINS FOR HIS SUPPORT OHS OUR DISTRICT MANAGER AND THIS ALL START BACK WITH PAT SHRINER WHO HAD HAD THIS CRAZY IDEA. HEY, WHAT IF WE GOT OUT

THERE ON BIKES? WHAT DO YOU THINK THAT WOULD DO? YEAH, LET'S GO WITH IT. AND THAT IS MORPHED INTO THIS GREAT GROUP OF POS AND THE ONES THAT AREN'T HERE WHO ARE INCREDIBLY DEDICATED, WILLING TO GET OUT THERE, WILLING TO DO THINGS THAT MOST PEOPLE ARE NOT WILLING TO DO TO REACH THE MOST VULNERABLE. AND THE COMMUNITY OUTREACH, I REMEMBER BEING OUT ON THE BIKE AND PEOPLE SAYING, I DIDN'T KNOW YOU GUYS EXISTED. YEAH, WE DO AND HERE WE ARE AND THIS IS WHAT WE ARE DOING. THANK YOU.

Commissioner Stegmann: THANK YOU ALL FOR YOUR SERVICE. [APPLAUSE] OK. HOW ABOUT THE JOINT OFFICE OF HOMELESS TEAM. IF YOU ARE ON THIS TEAM, CAN YOU JOIN ME UP HERE? SO I ALSO HAVE THE HONOR TO PRESENT THE COMMITTEE'S CHOICE AWARD. THIS AWARD IS SELECTED BY THE EMPLOYEE AWARD COMMITTEE. THE COMMITTEE IDENTIFIED THE WINNER OF THIS AWARD WHO BEST EXEMPLIFIES THE COUNTY'S MISSION, VISION, AND VALUES. AND I COULDN'T AGREE WITH THEM MORE. AS THE WINNER OF THIS AWARD GOES TO THE JOINT OFFICE OF HOMELESS SERVICES. A RELATIVELY NEW OFFICE, THE COMBINED EFFORT BY THE CITY OF PORTLAND AND MULTNOMAH COUNTY STAFF HAS MADE A SIGNIFICANT DIFFERENCE IN OUR COMMUNITY. WHILE STILL WORKING TO FILL VACANT POSITIONS AND GETTING THEMSELVES UP AND RUNNING THEY WERE THROWN INTO A WINTER LIKE WE HAVEN'T SEEN IN YEARS. WARMING CENTERS WERE OPENED FOR 28 DAYS COMPARED TO 13 AND 15 IN THE PREVIOUS TWO YEARS. SO RIGHT FROM THE BEGINNING THIS NEW TEAM WAS PUT TO THE TEST. NO ONE ON THE TEAM, I'M PRETTY SURE, HAD THOUGHT THEY WOULD BE WORKING 24 HOURS, SEVEN DAYS A WEEK. RIGHT?

BUT WHEN WARMING SHELTERS NEEDED STAFFING THEY ROSE TO THE CHALLENGE. NIGHT AFTER NIGHT THEIR TEAM SHOWED UP TO WORK BOTH EVENING AND NIGHTTIME HOURS TO HELP PROTECT THE LIVES OF OUR MOST VULNERABLE. ENSURING THAT EVERYONE HAD SHELTER. THIS TEAM NEVER RESTED AND MADE MANY EVENING PHONE CALLS TO ARRANGE BUSES TO TRANSFER FOLKS WHERE THEY WOULD HAVE A WARM AND SAFE PLACE TO SLEEP. WITH 18 DAYS STRAIGHT OF NEEDING STAFF TO SHELTER, THEIR OUTREACH AND CALL TO ACTION WAS PAIR MARIA CANTWELL. FIRST THEY DEVELOPED AN EYEN LINE SIGN-UP FOR COMMUNITY MEMBERS TO VOLUME TEE THEIR TEAM AT SHELTERS. THEN WORKING WITH EMERGENCY MANAGEMENT, HR, AND FINANCE, THEY DEVELOPED A WAY FOR COUNTY EMPLOYEES TO SIGN UP, TOO. THEY MADE SURE THAT COUNTY EMPLOYEES COULD GET PAID FOR THEIR TIME, FLEX THEIR SCHEDULES, AND NOT VIOLATE UNION AND PERSONNEL RULES, AND THEY DID THIS QUICKLY UNDER A TREMENDOUS AMOUNT OF PRESSURE. ALL OF THESE EFFORTS HELPED PROVIDE MORE THAN 700 EMERGENCY BEDS COUNTY WIDE, INCLUDING THE LOBBIES OF COUNTY AND CITY BUILDINGS. POSITIVE FEEDBACK FROM THE COMMUNITY CAME VIA FACEBOOK AND TWITTERINGS COMPLIMENTING MARC AND HIS TEAM FOR REALLY -- WHERE IS MARC? THERE HE IS. HEY, MARC

SORRY. FOR REALLY GIVING THEIR ALL, PUTTING IN THE LONG HOURS AND DELMON STRAIGHTING THEIR COMMITMENT TO OUR HOMELESS COMMUNITY AND THEIR WELL-BEING. THEY WERE ALSO NOMINATED FOR BOTH OUTSTANDING TEAM ACHIEVEMENT AND SUPERIOR PUBLIC SERVICE TO EXTERNAL CUSTOMERS FOR THEIR EXCELLENT WORK. PLEASE JOIN ME IN HONORING THE WORK OF THIS YEAR'S COMMITTEE'S CHOICE AWARD TO THE JOINT OFFICE FOR HOMELESS SERVICES. MARC. [APPLAUSE]

Marc Jolin: SO THANK YOU. THIS IS AN ENORMOUS HONOR. AND FOR ME IT'S AN HONOR TO BE A PART OF THIS AMAZING TEAM OF PEOPLE UP HERE. WHO DID PUT IN A TREMENDOUS AMOUNT OF EFFORT DURING THE SEVERE WEATHER THAT WE HAD. WE LOST LIVES, FIVE PEOPLE WHO WERE HOMELESS DIED DURING THE STORM. AND EVERYONE ON THIS TEAM I THINK IS FUNDAMENTALLY MOTIVATED TO DO THIS WORK TO TRY TO PREVENT THAT VERY THING FROM HAPPENING. SO IT WASN'T HARD FOR THE FOLKS HERE TO BE MOTIVATED AND TO KEEP SHOWING UP AND TO STAFF THE SHELTERS AND DO THE SUPPLY RUNS AND GET THE BLANKETS. BUT I WANT TO SAY ONE THING VERY CLEARLY WHICH IS THAT THE TEAM OF PEOPLE WHO DID THAT WORK IS MUCH BIGGER THAN THE GROUP THAT IS STANDING BEHIND ME. THERE ARE MANY, MANY PEOPLE IN THIS ROOM WHO ALSO STAFFED THE SHELTERS AND ALSO PICKED UP THE DIRTY BLANKETS AND GOT THEM LAUNDERED AND GOT THEM BACK WHO WORKED SHIFTS, THE LIBRARY, THE HEALTH DEPARTMENT, DCHS, FACILITIES, AMBER FROM FACILITIES WHO WAS IN CHARGE OF THE MULTNOMAH COUNTY EAST BUILDING THAT WE USED FOR SHELTER FOR SO MANY NIGHTS. WOULD SHOW UP AT NIGHT, LEAVE, COME BACK FIRST THING IN THE MORNING TO HELP GET THE SPACE SET UP AGAIN,

A LIBRARY WORKER WHO WAS WORKING A SHIFT AND CAME INTO THE SHELTER AND I SAID, NOW, HAVE YOU DONE THIS BEFORE? ARE YOU FAMILIAR ABOUT DE-ESCALATION TECHNIQUES AND SHE SAID, OH, I WORK AT THE LIBRARY. I HAVE KNOW HOW TO DO DE-ESCALATION. [LAUGHTER] PERFECT. PERFECT. AND THE NUMBER OF DEPARTMENT OF HEALTH WORKERS WHO NOT ONLY CAME IN TO STAFF THE SHELTERS BUT THEN YOU WOULD SEE SITTING WITH SOMEONE WHO WAS CLEARLY INJURED, SUFFERING FROM FROST BITE SYMPTOMS OR OTHER AILMENTS AND WAS BOTH DOING THE WORK OF HELPING KEEP THE SHELTER OPEN AND TRYING TO GET PEOPLE HEALTHY. SO THIS WAS AN INCREDIBLE EFFORT. AND THE LAST FOLKS I REALLY WANT TO CALL OUT HERE ARE THE PEOPLE AT EMERGENCY MANAGEMENT. BECAUSE WITHOUT CHRIS FOSS AND ALICE BUSH AND THAT ENTIRE TEAM, THEY HELPED A WHOLE BUNCH OF WELL MEANING SOCIAL WORKERS DO EMERGENCY MANAGEMENT. AND IT WOULD NOT HAVE GONE WELL WITHOUT THEM. I REMEMBER KIND OF LAUGHING TO MYSELF THE FIRST TIME I GOT A TEXT MESSAGE THAT SAID, "COPE." I THOUGHT THAT WAS CUTE. BY THE END WE ARE ALL USING "COPY" AND THE OTHER -- TOOK ABOUT THREE DAYS BEFORE SOMEONE IN EMERGENCY MANAGEMENT SAID TO ME, WOULD YOU STOP BEING SO SOCIALWORKEREY, WISHY WASH HE AND ASKING FOR

THINGS? MAYBE IF IT WAS OK COULD YOU GIVE US THIS OR THAT? JUST TELL ULTIMATE WHAT YOU NEED. WE ARE GOING TO GET OUT AND GET IT FOR YOU. SO TRULY WITHOUT EMERGENCY MANAGEMENT WE COULD NOT HAVE MADE THIS HAPPEN WITHOUT ALL OF YOU IN THIS ROOM WHO PARTICIPATED, WE COULDN'T HAVE MADE IT HAPPEN. SO THANK YOU ALL SO MUCH. [APPLAUSE]

Commissioner Stegmann: THANK YOU ALL. AND NOW I HAVE THE DISTINCT PLEASURE OF INTRODUCING OUR CHAIR DEBORAH KAFOURY TO MAKE THE NEXT PRESENTATION. AND SHE MADE IT IN TIME! [APPLAUSE]

Chair Kafoury: AND CHANGED IN THE BATHROOM SO IF I HAVE SOMETHING HANGING OUT SOMEWHERE, DON'T WORRY ABOUT IT. [LAUGHTER] I RUSHED OFF THE PLANE TO GET HERE. I COULDN'T MISS THIS. IT'S SO GREAT TO SEE YOU ALL. AND I KNOW I GOT THE CHANCE TO THANK MANY OF YOU WHEN WE CAME AROUND TO DELIVER THE AWARDS BUT NOW YOU ARE ALL IN ONE PLACE SO THIS IS FABULOUS. THE JOINT OFFICE IS KIND OF LIKE MY BABY. I FEEL LIKE THERE'S A LITTLE NEWBORN STILL KIND OF YOUNG AND IN ITS INFANCY. BUT THE OUTSTANDING TEAM AWARD IS MORE LIKE MY TEENAGER WHO IS GOING OFF TO COLLEGE. OK. THIS HAS BEEN GREAT. I LOVE YOU A LOT. NOW TIME TO GET ON OUT THE DOOR SO THIS AWARD, THE OUTSTANDING TEAM AWARD IS A MEASURE OF WHAT CAN BE ACCOMPLISHED OVER YEARS OF HARD WORK WITH INPUT IN ALL LEVELS OF THE ORGANIZATION AND THE COOPERATION OF VARIOUS DEPARTMENTS AND DIVISIONS I HAVE BEEN INVOLVED IN THIS PROJECT SINCE MY FIRST DAY AT MULTNOMAH COUNTY WHEN AS I LIKE TO TELL THE STORY I WAS AT OMSI.

ABOUT 300 PEOPLE IN THE ROOM AND ALL THESE COMMUNITY MEMBERS WERE EXCITED ABOUT THEIR NEW BRIDGE PROJECT. AND THEY TOLD US WHERE IT WAS GOING TO GO AND HOW MUCH IT WAS GOING TO COST. AND WE DIDN'T HAVE ANY MONEY. AND WEDS VERY LITTLE IN THE WAY OF A PLAN. AND TED WHEELER WHO WAS THEN OUR COUNTY CHAIR SAID, GREAT, WE'RE GOING TO DO IT AND I SAID HOLY YOU KNOW WHAT? OK. BUT HERE WE ARE. YEARS LATER WE HAVE A BEAUTIFUL BRAND-NEW BRIDGE. AND AS EVERYONE KNOWS IT WAS THE LARGEST COUNTY-MANAGED CAPITAL PROJECT IN DOLLAR VALUE IN MULTNOMAH COUNTY HISTORY. IT COMBINED THE DIVERSE TALENTS FOUND IN MULTNOMAH COUNTY'S WORK FORCE, FROM ENGINEERS TO FINANCE MANAGERS, FROM ATTORNEYS TO INSPECTORS, FROM SURVEYORS TO ADMINISTRATIVE ASSISTANTS, FROM PURCHASING TO PUBLIC AFFAIRS STAFF, FROM ELECTED LEADERS TO PLANNERS. EFFORTS WERE MADE TO REDUCE COSTS BY LITERALLY MOVING THE OLD BRIDGE ASIDE, TO BE USED WHILE THE NEW BRIDGE WAS BEING BUILT. ONE OF THE LONGEST SUCH MOVES IN THE WORLD. THE PROJECT SUPPORTED COUNTY EFFORTS TO BUILD A DIVERSE LOCAL WORK FORCE AND FAIR ECONOMY. 20% OF THE SUBCONTRACTS WERE AWARDED TO DISADVANTAGED MINORITY WOMEN AND EMERGING SMALL BUSINESS FIRMS. APPRENTICES WORKED 130,000 HOURS. AND 28% OF THE WORK WAS PERFORMED BY MINORITIES.

THE DAY WE CELEBRATED OPENING THE NEW BRIDGE WAS AMAZING. A WONDERFUL CULMINATION OF YEARS AND YEARS OF HARD WORK AND COLLABORATION. AND I WAS HONORED TO BE A PART OF THAT INJURE SUNNY. PLEASE JOIN ME IN CELEBRATING ALL THE MEMBERS OF THE SELLWOOD BRIDGE PROJECT TEAM. [APPLAUSE] THE NAMES OF EVERYONE ARE BEHIND ME. I'M OBVIOUSLY NOT GOING TO READ OFF EVERYONE'S NAME BUT JUST KNOW YOU ARE ALL THANKED. AND IAN, WOULD I LIKE TO SAY A FEW WORDS?

Ian: THANK YOU. THIS IS ACTUALLY JUST A SMALL PART OF THE TEAM. IT'S BEEN A HUGE EFFORT OVER A LONG PERIOD OF TIME AND I WOULD LIKE TO THANK THE CHAIR AND THE BOARD OF COUNTY COMMISSIONERS AND THEIR STAFFS FOR LEADERSHIP IN HELPING MAKE EVERYTHING POSSIBLE AND SUPPORT, THE TEAM. I THINK THIS IS A HUGE ACCOMPLISHMENT FOR MULTNOMAH COUNTY. I SAID A MARATHON EFFORT OF OVER A DECADE. AND FOR MANY PEOPLE, COMING IN EVERY DAY AND DOING THEIR VERY BEST WORK FOR A LONG, LONG TIME WHICH IS QUITE FRANKLY EXHAUSTING, I THINK. BUT THE TRIBUTE TO THE DEDICATION OF THE STAFF AT MULTNOMAH COUNTY. SOME OF THE THINGS, JUST PERSEVERANCE AND RESILIENCE. THERE HAVE BEEN A LOT OF UPS AND A NUMBER OF DOWNS AS THE PROJECT HAS MOVED FORWARD AND CHALLENGES AND PEOPLE HAVE JUST KIND OF STUCK IN THERE AND PUT THEIR HEADS TOGETHER AND FIGURED OUT HOW TO MAKE IT HAPPEN 3.

ONE OF THE THINGS I THINK THAT HAS BEEN THE MOST PLEASANT SURPRISES FOR ME HAS BEEN THE ABILITY OF THE COUNTY AND THE DIFFERENT PARTS OF THE COUNTY TO PULL TOGETHER ON A PROJECT BREAKING DOWN THE SILOS BETWEEN THE ORGANIZATIONS AND ALL WORKING TOWARD A COMMON GOAL. GREAT TEAM WORK. I THINK EVERYBODY ON THE PROJECT HAS EXPERIENCED INCREDIBLE PERSONAL GROWTH. IT'S BEEN A WONDERFUL PROJECT. AS THE CHAIR MENTIONED WHEN WE STARTED OUT WE HAD A BIG PROBLEM. WE WERE THINKING WE WOULD HAVE TO PROBABLY CLOSE THE BRIDGE. WE DON'T KNOW WHERE THE MONEY IS GOING TO COME FROM. HOW WE'RE GOING TO DO IT. JUST STARTED CHIPPING AWAY AT THE PROBLEM AND KIND OF THE LITTLE ENGINE THAT COULD, WE PULLED THAT LONG TRAIN UP THE MOUNTAIN. AND REALLY WITH NOT QUITE EVERY DEPARTMENT IN THE COUNTY BUT MANY DIFFERENT PARTS OF THE ORGANIZATION. SUSTAINABILITY, GOVERNMENT RELATIONS, HEALTH DEPARTMENT, DCS, LEADERSHIP, HR AND FINANCIAL., PURCHASING, LEGAL, THE COUNTY FINANCE, TRANSPORTATION, PUBLIC INFORMATION, THE SIXTH FLOOR OBVIOUSLY GREAT SUPPORT. I JUST THINK JUST AN EXAMPLE OF WHAT WE CAN DO AND HOPEFULLY A MODEL FOR SOME OF THE OTHER BIG PROJECTS THAT THE COUNTY IS TAKING ON RIGHT NOW. THANK YOU VERY MUCH. [APPLAUSE]

Chair Kafoury: ONE I HAVE TO CALL OUT, MEAT RYAN WHO CAME BACK FROM THE COUNTY CONTINUE'S OFFICE. WE WERE ACTUALLY JUST CONJURING YOU UP THE OTHER DAY. WE NEEDED SOMETHING FROM YOU. MAYBE I'LL GIVE A CALL. THE TIME AWARD WE PRESENT TODAY IS THE CHAIR'S EXCELLENCE AWARD. RAYMOND DE SILVA, RAYMOND, COME ON UP. [CHEERS AND APPLAUSE] YOU HAVE TO STAND HERE NOW WHILE I EMBARRASS YOU. AND YOU BROUGHT YOUR CHEERING SQUAD. THAT WAS AWESOME. RAYMOND RECEIVED FOUR NOMINATIONS IN THE CATEGORY OF DIVERSITY AND CULTURAL COMPETENCY, THREE INDIVIDUAL AND ONE AS A PART OF A SMALL GROUP. THESE FOUR NOMINATIONS ALL HIGHLIGHTED THE WORK THAT RAYMOND HAS DONE OVER THE PAST YEAR AS CHAIR OF THE EMPLOYEE RESOURCE GROUP FOR THE EMPLOYEES OF COLOR. ANY WORK INVOLVED IN AN ERG IS WORK ABOVE AND BEYOND AN EMPLOYEE'S DAILY WORK DUTY ASSIGNMENTS, IN ADDITION TO HIS ROLE AS A DATA ANALYST FOR THE HEALTH DEPARTMENT. THE EMPLOYEES OF COLOR ERG WAS ESTABLISHED TO PROVIDE A RESOURCE TO EMPLOYEES FOR SUPPORT AND GUIDANCE OR MENTORSHIP.

SINCE BECOMING CHAIR OF THIS GROUP, RAYMOND HAS REALLY IMPRESSED A LOT OF PEOPLE WITH HIS ABILITY TO REALLY REACH AND MAKE THEM FEEL INCLUDED, HEARD, AND VALUED IN OUR ORGANIZATION. HE AND A TEAM CREATED A HEALING SPACE DISCUSSION FOR MULTNOMAH COUNTY EMPLOYEES IN SCROLL FOLLOWING A POLICE SHOOTING OF AFRICAN-AMERICAN MEN AND THE RETALIATORY SHOOTING OF POLICE. HE HELPED ORGANIZE DOZENS OF MEETINGS AND EVENTS TO PROMOTE INCLUSION AND EQUITY SUCH AS BLACK HISTORY MONTH, ASIAN PACIFIC ISLANDER MONTH, AND A DAY OF THE DEAD CELEBRATION AND MANY, MANY MORE. THE MOST RECENT EMPLOYEE SATISFACTION SURVEY TELLS ULTIMATE THAT EMPLOYEES OF COLOR AT MULTNOMAH COUNTY ARE HAVING A DIFFERENT EXPERIENCE IN THE WORKPLACE THAN SOME OF THEIR COLLEAGUES. RAYMOND HAS BEEN WORKING WITH HR AND THE OFFICE OF DIVERSITY AND EQUITY AND THE EVALUATION AND RESEARCH UNIT ON LISTENING SESSIONS REGARD, THE SURVEY AND SEEKING A COMMITMENT TO FIX THE I. OF RACE THAT UNFORTUNATELY MANY OF OUR EMPLOYEES FACE. MEMBERS FEEL THE EOC HAS BECOME MORE OPEN TO MANY DIFFERENT ETHNICITIES AND HAS BECOME VERY ACTION ORIENTED. THEY APPRECIATE THAT HE HIGHLIGHTS THE ACCOMPLISHMENTS OF OTHERS WITH AN EOC EMPLOYEE OF THE OH MONTH GIVING THE GROUP AN OUTLET TO CELEBRATE EACH OTHER. THEY APPRECIATE THE INSPIRATIONAL SPEAKERS HE BRINGS TO MEETINGS AND THE WAY HE CAREFUL LIE LISTENS TO FEEDBACK AND IDEAS RAYMOND, I HIGHLY VALUE THE VERY TOUGH WORK THAT YOU'VE BEEN DOING TO FOSTER COMMUNICATION AND ACTION WITH THE EOC AND FOR THIS TODAY I HONOR YOU WITH THE CHAIR'S EXCELLENCE AWARD. [CHEERS AND APPLAUSE]

Raymond De Silva: I WASN'T GOING TO SAY ANYTHING. [LAUGHTER] I WAS TALKING TO A FEW EOC MEMBERS AND THEY WERE LIKE, THEY SAID

SOMETHING TO ME I REMEMBER FOR THE REST OF MY LIFE. IT'S FOUR WORDS. EIGHT SOMETHING FOR US. -- SAY SOMETHING FOR US. FIRST I WANT TO SAY THANK YOU, CHAIR KAFOURY. FOR THIS AWARD. COMMISSIONERS, THANK YOU FOR THIS RECOGNITION TODAY. MY NAME IS RAYMOND. I DON'T KNOW IF WE'VE MET. [LAUGHTER] BUT IF WE HAVEN'T I HOPE WE DO VERY SOON. I AM A MEMBER OF EOC, EMPLOYEES OF COLOR HERE AT MULTNOMAH COUNTY. I WAS JUST TALKING TO MY FRIEND ALICE BEFORE THE EVENT TODAY. AND I WAS KIND OF THINKING THAT'S WHERE I STARTED. IT WAS HERE IN DCHS AT THE RECEPTION. AND AS ONE OF MY FAVORITE PLACES THAT I EVER WORKED IN MY WHOLE LIFE BECAUSE IT WAS IN RECEPTION, I SAW THE VISION OF MULTNOMAH COUNTY HAPPEN. I SAW US SERVING THE PEOPLE.

AND I REMEMBER AT A RECEPTION THERE WAS THIS POSTER OF JOANNE FULLER RIGHT BEHIND ME. AND I WANTED TO KNOW EVERYTHING SINGLE DAY I WALKED INTO THIS RECEPTION THAT OUR CLIENTS, OUR COMMUNITY WAS WELCOME THERE. I MADE SURE TO WIPE THAT COUNTER AND TO BE KNOW OUR CLIENTS ARE WELCOMED, THAT MY COLLEAGUES ARE WELCOMED, AND WE ARE HERE TO SERVE ONE ANOTHER. AND IT WAS THERE IN THAT DESK DID DEBORAH PEREZ WHO IS NOW THE LEAD RECEPTION AT DCHS, WHERE I MET A FEW OTHER EOC MEMBERS. MS. MARY JO. MS. DOROTHY, SONJA, AND THEY'RE LIKE, RAYMOND, COME BE PART OF EOC. I NEVER THOUGHT IT WOULD BE ANYTHING LIKE IT IS TODAY. IT'S A PLACE WHERE I HAVE A FAMILY AND A WAY FROM HOME. IT'S THE PLACE WHERE I BELIEVE THE MIRACLES OF MULTNOMAH COUNTY HAPPEN HERE TODAY. BECAUSE THERE IN EOC, THERE IS A VULNERABILITY, THERE IS A STRENGTH AND HUMILITY, THERE IS A STRENGTH IN UNITY. AND THAT IS WHEN WE ARE MOVED BY COMPASSION, AND THIS IS WHAT EXCELLENCE MEANS TO ME, WHEN EACH ONE OF US AS EOC AND AL LYLES AND FRIENDS AND FAMILY ARE MOVED BY COMPASSION, WE EXPERIENCE A MIRACLE HERE TODAY. IN OUR WORK FORCE. ON THE BEHALF OF EOC, AND EVERYONE HERE, THANK YOU FOR THIS, FOR THIS WORK. THANK YOU FOR THE HERE CULLS THAT YOU HAVE DONE IN MY LIFE AND WHAT WE ARE ABOUT TO DO IN THE FUTURE. THE BRIGHTEST DAYS ARE AHEAD. [CHEERS AND APPLAUSE]

Chair Kafoury: YOU CAN SEE HOW HE IS AN INSPIRATIONAL LEADER. THAT WAS PRETTY AMAZING. WELL, I WANT TO THANK EVERY ONE OF YOU FOR COMING TODAY AND THANK YOU AS ALWAYS TO THE EMPLOYEE RECOGNITION COMMITTEE FOR YOUR EFFORTS IN COORDINATING THIS YEAR'S EVENTS. AND I WOULD LIKE TO THANK ALSO THANK THE FABULOUS KELLY WHO HAS DONE SUCH AN AMAZING JOB. [APPLAUSE] AND AS OUR FINAL HURRAH, I WOULD LIKE EVERYONE TO COME UP, ALL OF THE WINNERS AND THE BOARD, WE ARE GOING TO GET A GROUP PICTURE. THIS IS BEFORE WE GO HAVE TREATS IN THE BACK. SO EVERYONE ON UP. THIS IS GOING TO BE A CHALLENGE BUT NOT ONE THAT WE WILL LOOK DOWN ON. THANK YOU VERY MUCH FOR COMING.

ADJOURNMENT – 2:14 p.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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Submitted by:
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