

working for clean rivers

CLARIFIER

JANUARY
2015

A NEWSLETTER FOR THE EMPLOYEES OF ENVIRONMENTAL SERVICES

Message from Jim Hagerman

Our workplace environment is important to us, and I support bureau efforts to promote a healthy workplace. Fourteen years ago, members of our Bureau Leadership Team became concerned about conditions and perceptions in our workplaces after hearing from some employees who felt unsafe or unsupported at work.

NEED
HELP!!

got
questions?

PEER volunteers
are ready to listen

let's
talk.

In 2000, we hired a consultant to assess conditions in bureau workplaces, then formed the Committee for Workplace Excellence to review the assessment and propose workplace improvements. The committee's adopted mission is to "Encourage a supportive and respectful workplace where employees honor diversity and help each other to succeed." The committee created the PEER Resource Program to help achieve that goal.

The PEER program has helped improve workplace conditions. PEER volunteers take 12 hours of training to improve communication skills and learn about cultural diversity, human resources policies, and labor and legal issues. They are available to their co-workers to discuss problems in a safe, neutral environment, to help employees deal directly with their problems, and to show them how to take advantage of other resources.

Over the years, more than 90 BES employees have served as PEERS, and now it's time for some new recruits. If you're interested, you just need to submit a letter of interest to PEER Program coordinator Alice Coker. You can download the letter, view PEER attributes and get other information at www.portlandonline.com/bes/peers.

The application deadline is Friday, January 30, 2015.



Jim Hagerman

Alder Creek Project

Last month the City of Portland was authorized by City Council to purchase \$2.6-million in credits in the Alder Creek habitat restoration project on Sauvie Island.

The habitat development firm Wildlands started work on the 52-acre project last summer by demolishing buildings at the former sawmill. The project will create upland habitat, channels, and marsh and mudflat habitat. Upon completion, the project will provide rearing and foraging habitat for salmonids.

This project has been approved for restoration credits in Portland Harbor by the Portland Harbor Natural Resource Trustees for potential responsible parties who settle their natural resource damages liability with the Trustees. The Alder Creek Project is the first natural resource restoration project to be implemented in Portland Harbor.

Manual Update

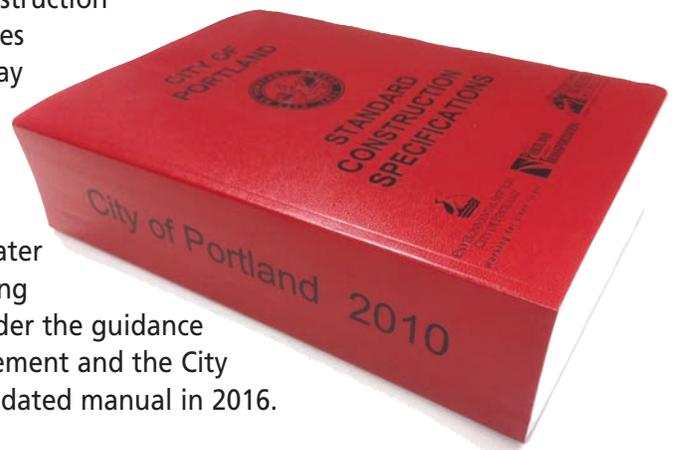
The city is updating its Standard Construction Specifications manual, which regulates construction in the public right-of-way and contains construction management contract provisions.

The city's Inter-Bureau Team (IBT) made up of staff from BES, PBOT, Water and Parks are overseeing the year-long update process. The IBT operates under the guidance of the three Chief Engineers, Procurement and the City Attorney. The city will release the updated manual in 2016.

Right now, the City Attorney's office is leading work on Part 00100 – General Conditions (construction contract). Review of Technical Specifications, Parts 0200 – 3000, will begin soon.

Your comments and suggestions are welcome. Get more information about the review of Part 00100 General Conditions at www.portlandoregon.gov/bes/article/504950, download a comment log at www.portlandoregon.gov/bes/article/507779, and see the 2016 Specifications Review Page at www.portlandoregon.gov/bes/65928.

For more information or to submit your comments, contact Valerie Joachim at 3-5564.





New Administrative Review Procedures

The Environmental Services Bureau Leadership Team (BLT) has formed a policy group to discuss standardizing some elements of the bureau's administrative review processes. People affected by bureau decisions or actions can appeal. But before going through the official city appeal process, the bureau can require an administrative review to re-examine the decision and allow affected parties to submit additional information.

Environmental Services administrative review and appeals processes are outlined in city code but the processes are different for enforcement actions, Stormwater Management Manual permit denial, public works permit decisions, mandatory connections, nonconforming sewers, sewer use billing, and system development charges. This can be confusing for staff and the public. In many cases, a standard process throughout the bureau could be more simple and transparent.

The new policy group will examine how people request reviews, fees, which decisions can be reviewed, who is on the review committee, how the review is conducted, a code of conduct for committee members, criteria for review, and what steps to take after the review.

Alice Brawley-Chesworth in the Environmental Policy Division is leading the review. The other members of the policy group are Angela Henderson (Environmental Compliance), Gary Irwin (Wastewater Collection System), Rhett Drennan (Public Involvement), Sue Williams (System Development) and Vicki Grudzinski (Revenue Programs). They hope to finish policy discussions by mid-2015. For more information, contact Alice Brawley-Chesworth at 3-4913, or any member of the policy group.

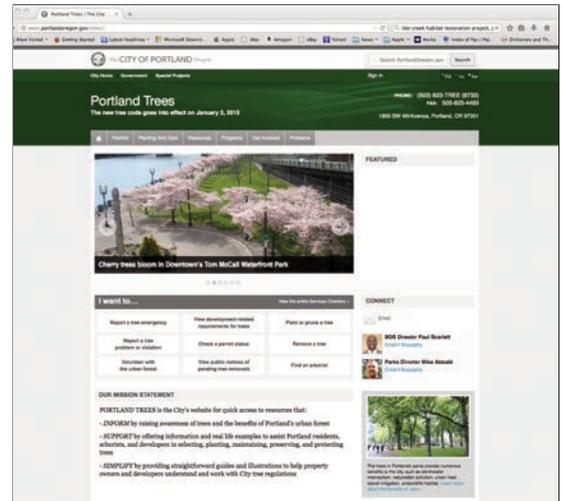


Tree Code

Portland's new tree code went into effect on January 2, 2015. The code changes are the result of the 2010 Citywide Tree Policy Review and Regulatory Improvement Project. Staff from the Planning and Sustainability, Environmental Services, Water, Parks & Recreation, Development Services, and Transportation bureaus worked together on the new tree code.

The old code developed over a several years and was a patchwork of complicated, inconsistent and confusing regulations. They were hard for people to understand and for the city to administer.

The new tree code is more clear and consistent, more effectively protects the urban forest, and improves tree regulation customer service. The new Portland Trees website at www.portlandoregon.gov/trees brings all tree-related information together in one place.



★ **New Stars**



The Environmental Services Recognition Committee circulates Shining Star Awards throughout the bureau. Employees give them to co-workers to recognize outstanding achievement and notable performance on the job. Recipients display the Shining Star on their desk for two months, then pass it on.

The Shining Star acknowledges achievements and good work that might otherwise go unnoticed in a bureau as large as BES. When it's time to pass on your Shining Star, consider employees in all groups, as well as your own work team or group.

New Shining Stars:

Mindy Weimer	Shining Star # 1	to Erik Durshpek
Helena Abernathy	Shining Star # 2	to Claudia Sterling
James Allison	Shining Star # 3	to Katherine Freeman
Yarrow Murphy	Shining Star # 4	to Candi Burck
Jamie Anderson	Shining Star # 5	to Mat Dorfman
Danny Kapsch and Josh Robben	Shining Star # 6	to Svetlana Pell
Kathryn Dusza	Shining Star # 7	to Beth Hiscott
Sheri Dauphinias	Shining Star # 8	to Bill Evans

Read more about this awards program at www.portlandonline.com/bes/stars.

⊕ **Walking in Winter**

It's been a fairly mild winter but the season is young and snow and ice could still be in our future. Be prepared and stay safe, if we do get icy or snowy weather.

Be Safe

- Plan for extra time to avoid hurrying.
- Wear boots with non-skid soles or use slip-on ice cleats.
- Dress warmly, but make sure you can see and hear what's going on around you.
- Use handrails when you're on stairs.

Be Seen

- Wear visible clothing, especially at night or in heavy snow.
- Wait for vehicles to completely stop before crossing the road.
- Watch for approaching vehicles that may not be able to stop due to road conditions.

Be Smart

- Avoid carrying heavy or bulky items to keep your balance.
- Use only cleared pathways.
- Slow down and take small steps.
- Watch out for black ice which can look like a wet spot on pavement and is often present in shaded areas or early in the morning.
- If you start to fall, try to relax and avoid using your arms to stop the fall.
- If you fall backwards, make a conscious effort to tuck your chin so you don't hit your head with the full force of the fall.



Contact your PEERs

PEERs are specially trained Environmental Services staff volunteers who are available to offer bureau employees support, guidance and referral. Click [here](#) to learn more or to contact a PEER volunteer.



ENVIRONMENTAL SERVICES
CITY OF PORTLAND
working for clean rivers



Our Mission

Environmental Services serves the Portland community by protecting public health, water quality and the environment.

We provide sewage and stormwater collection and treatment services to accommodate Portland's current and future needs.

We protect the quality of surface and ground waters and conduct activities that plan and promote healthy ecosystems in our watersheds.

Our Vision

To be recognized as a trusted service provider and innovative environmental leader through a demonstrated commitment to clean rivers, healthy watersheds and our community.

Environmental Services: www.portlandoregon.gov/bes
Nick Fish, Commissioner Dean Marriott, Director

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