

# BHR BULLETIN

Tuesday, August 10, 2021

**A weekly update from the Bureau of Human Resources.**

---

## **Included in this issue:**

- [Accountability](#)
- [COVID-19 \(New-ish\)](#)
- [Bike Break: New routines and rolling with the changes](#)
- [July 15, Merit Distribution](#)
- [SuccessFactors – GO LIVE!](#)
- [Pay Equity](#)
- [Benefits \(New\)](#)
- [Work Share](#)
- [Vacation Carryover/Vacation Over Maximum](#)
- [Black Space](#)
- [Racial Equity Support Line](#)
- [Recruiting](#)
- [Procurement Trainings](#)
- [Training \(New\)](#)

## **Accountability**

We are aware of offensive content toward the Lesbian, Gay, Bisexual, Transgender, Queer and/or Questioning, Intersex, Asexual, Two-Spirit, and the countless affirmative ways in which people choose to self-identify (LGBTQIA2S+) community that was included in a citywide Bloodborne Pathogens training video. The material was removed immediately. Although the mistake was unintentional, people were harmed. And for that we apologize. We understand it's about more than just taking something out of a video/training. It's about seeing and treating people as human beings, owning up to our mistakes, correcting them and doing better moving forward.

The Bureau of Human Resources is working intentionally to be a person-centered organization and what our coworkers experienced in the training is intolerable. If you are concerned about any content presented in a City training, please turn to your Human Resources Business Partner for assistance. As an interim corrective action, all trainings will go through an equity review performed by BHR's People and Culture team. For eLearning trainings provided by individual

bureaus, a review is required by equity teams before submitting content to BHR. If a bureau does not have an equity manager, BHR will review.

We recognize the need to improve the employee experience for our intersectionally diverse workforce as well as those who've been historically marginalized. We are committed to improving experiences for Black, Indigenous, people of color and people with disabilities by operationalizing and upholding each of the City core values, including anti-racism and equity.

We will continue to hold ourselves accountable for our mistakes.

## **COVID-19**

For more information regarding **Guidance, Testing, Temporary Leave, and Leave Sharing**, please go to this [COVID-19 Update page](#).

### **COVID-19 Vaccinations**

**(New-ish)** Please submit vaccination questions to [Joel.Michels@portlandoregon.gov](mailto:Joel.Michels@portlandoregon.gov). Answers will be provided in the following week's BHR Bulletin and [a compiled list is posted here](#).

The information provided is taken from the Centers for Disease Control and Prevention ([CDC](#)) and Oregon Health Authority ([OHA](#)) resources with input from our own Joel Michels, Nurse Practitioner, Occupational Health and Well-being Program Manager.

**Q:** If the vaccines are effective, why do we have to wear face coverings again?

**A:** All COVID-19 vaccines currently authorized in the United States are effective against COVID-19, including serious outcomes of severe disease, hospitalization, and death. But no vaccine is perfect, and we know there are breakthrough cases among the fully vaccinated. To limit the spread and protect those who are at higher risk for serious infection including the immunocompromised or unvaccinated, the CDC now recommends wearing a face covering indoors regardless of vaccine status.

**Q:** Can I still spread the virus even if I'm fully vaccinated and without symptoms?

**A:** A growing body of evidence indicates that people fully vaccinated with an mRNA vaccine (Pfizer-BioNTech or Moderna) are less likely than unvaccinated persons to acquire SARS-CoV-2 or to transmit it to others. However, the risk for SARS-CoV-2 breakthrough infection in fully vaccinated people cannot be eliminated as long as there is continued community transmission of the virus. Once infected, we know that it's possible to spread the virus to others even when fully vaccinated and regardless of symptoms.

**Q:** What guidance has changed considering recent data about breakthrough cases and the Delta variant?

**A:** The CDC released [Interim Public Health Recommendations for Fully Vaccinated People](#) that include:

- Updated information for fully vaccinated people given new evidence on the B.1.617.2 (Delta) variant currently circulating in the United States.
- Added a recommendation for fully vaccinated people to wear a mask in public indoor settings in areas of [substantial or high transmission](#).
- Added information that fully vaccinated people might choose to wear a mask regardless of the level of transmission, particularly if they are immunocompromised or at [increased risk for severe disease](#) from COVID-19, or if they have someone in their household who is immunocompromised, at increased risk of severe disease or not fully vaccinated.
- Added a recommendation for fully vaccinated people who have a known exposure to someone with suspected or confirmed COVID-19 to be tested 3-5 days after exposure, and to wear a mask in public indoor settings for 14 days or until they receive a negative test result.
- CDC recommends universal indoor masking for all teachers, staff, students, and visitors to schools, regardless of vaccination status.

***NOTE: Under HRAR 5.01, commenting negatively on a coworker's preference to continue to wear a face covering in a work setting qualifies as discourteous treatment, and is prohibited.***

Next week we will continue to answer questions related to COVID-19 vaccinations. The intent of the information is to help you make an informed decision about vaccination. If you have questions, please send them to [Joel.Michels@portlandoregon.gov](mailto:Joel.Michels@portlandoregon.gov).

[The City's COVID-19 Response page is available here.](#)

### **Safety Net Program**

The Safety Net Program offers support options for employees and budget-constrained bureaus, addressing needs brought on by COVID-19. Tools have been created to provide bureau-approved flexible leave options to employees during national- and state-declared emergencies. Details can be found on the BHR Safety Net page at <https://www.portlandoregon.gov/bhr/81209>.

### **Bike Break: New routines and rolling with the changes**

Many city employees are thinking about, or starting to return to offices this summer. Even if you were commuting all through the pandemic, our sunny summers here in Portland offer a

great opportunity to try out biking. City employees are invited to join **Bike Break**, a live, virtual event providing tips and inspiration for both new and experienced cyclists! Share your questions about biking in the live chat and our hosts from PBOT and Community Cycling Center will answer during Bike Break.

**Upcoming Bike Break events:**

Friday, Aug. 27, 3-4 p.m. | Tune in on [Facebook](#) or [Zoom](#) | Topic: Biking with kids

Friday, Sept. 23, 3-4 p.m. | Tune in on [Facebook](#) or [Zoom](#) | Topic: All-season cycling

Questions or ideas? Contact Timo Forsberg at [timo.forsberg@portlandoregon.gov](mailto:timo.forsberg@portlandoregon.gov).

## **July 15, Merit Distribution**

As recently communicated in the Commissioners' joint statement on pay raises for non-represented staff, non-represented non-casual employees received a 1.6 percent cost-of-living raise on July 1. In addition, a 2% merit award was provided to eligible non-represented employees, based on the extraordinary fiscal year (July 1, 2020 - June 30, 2021) and the complex impacts it had on staff performance. Non-represented employees are eligible for a *full* 2% Merit award effective July 15, 2021, *if* the employee was in a merit-eligible classification from **July 15, 2020 - July 14, 2021**. These awards were processed centrally by BHR's Operations team and all merit increases became effective July 15, 2021 for eligible staff.

- Please be aware, consistent with our new fiscal year cycle within SuccessFactors, staff hired or promoted into a merit-eligible position **prior to January 1, 2021** were eligible for a prorated merit increase. Instructions on how operating bureaus enter prorated merit increases into SAP was communicated separately to Operating Bureau Personnel Administrators.
- Also consistent with our new fiscal year model, staff hired or promoted into a merit-eligible position **on or after January 1, 2021** were not eligible for a merit increase. They are considered "too new to rate" from a process standpoint and these employees will be eligible for a full merit increase the following July (2022).
- If you have questions relating to these increases, please contact your Human Resources Business Partner and/or your Operating Bureau Personnel Administrator.

## **SuccessFactors Performance Management for Non-Represented Employees**

**-- It's time to GO LIVE!!!**



After a brief pause to our launch in 2020 and many months of preparation, the SuccessFactors Performance Management system is ready for us to dive in and get started.

As we have shared in the past, this new process will provide a consistent, standardized, and transparent way to ensure quality feedback, engagement and fair ratings across the City. And it all starts with this first step: setting good, clear objectives. You've heard about the need for this important change, you've had the opportunity to learn about how this new process works, and you've been given access to training videos and other resources to help navigate within the new system.

Now, during phase one of our new performance cycle, **the Assess Phase**, we're asking you to take two specific actions:

**1. Work with your manager to set a minimum of three Service Objectives and three People Objectives in both objective plans.**

- For a brief video tutorial on how to create an objective in the system, click [here](#).
- There are two mandatory Citywide People Objectives in this initial cycle, each related to our City Core Values.
  - Every employee must have **one People Objective** on how they will **Demonstrate the City Core Value of Anti-Racism**.
  - Every employee must have at least **one additional People Objective** related to a **different City Core Value that is closely related to their role**.

(\*Remember: you will need to toggle between the two objective plans, Service and People)

**2. Meet with your manager to discuss and approve your objectives by September 30.**

(\*Remember: these objectives can change throughout the course of the year, so focus on the work that is most important right now.)

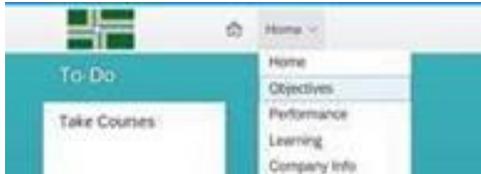
If you need help in defining good objectives for your role, use the following resources:

- [Objective Setting Reference Guide](#)
- City Core Value Objectives [Reference and Examples Sheet](#)
- Objectives Library, available within the SuccessFactors platform created by the Citywide

## SuccessFactors Steering Committee

- o The Objectives Library is sorted by bureau and contains hundreds of general and specific objectives that you can edit and add to your plan.
- Your manager

You should be able to access the new SuccessFactors Performance Management platform in CityLearner through [the employee portal](#), or by opening the following CityLearner link in your browser [www.portlandoregon.gov/sf](http://www.portlandoregon.gov/sf) and clicking on “objectives” in the drop-down menu.



If you missed any of the communication or resources leading up to this point, you can access a simple process overview guide [here](#) or check out the dedicated [BHR web page](#), full of useful videos and reference material on our process.

For any questions regarding actions to take during this phase, or about the process overall, please contact your Bureau Admin, your Human Resources Business Partner or your SuccessFactors Steering Committee Representative by referencing this [Bureau specific chart](#).

For technology related questions please contact the BTS Helpdesk - [btshelpdesk@portlandoregon.gov](mailto:btshelpdesk@portlandoregon.gov) or by phone at x35199.

## **Pay Equity**

We've begun the City's 2021 Pay Equity Study! The City of Portland is partnering with the University of Southern California (USC) Race and Equity Center to conduct this year's pay equity study. The study will include a pay equity analysis allowing the City to make sure we are following the law established by House Bill 2005, [“The Pay Equity Bill”](#).

We've added a [Pay Equity Study FAQ](#) to our website.

BHR is committed to a pay philosophy for the City that is transparent, equitable, and responsive to employee input. We are grateful for your support and will provide regular updates about this year's Pay Equity Study. Stay tuned!

## **Benefits**

## **Flexible Spending Account Rollover/Carryover**

**(Reminder)** Rollover/carryover funds from the previous plan year will not be posted in your account until after the runout period ends September 30.

What's a runout period? The runout period is a 90-day period (July-September) allowing FSA participants to submit reimbursement claims for eligible expenses incurred during the previous plan year ending June 30, 2021. To check your account balance, please log in at [www.wageworks.com](http://www.wageworks.com).

## **Family Planning and Support Guide for City Employees**

The Health & Financial Benefits team has created a Family Planning and Support Guide to assist City Employees in navigating options and benefits associated with family planning. Take a look at <https://www.portland.gov/sites/default/files/2021/family-planning-and-support-guide.pdf>.

## **Employee Assistance Program (EAP)**

24-hour Help During Emergencies and Other Times of Need

If you are in crisis, help is a confidential call away.

Cascade/EAP: 1-800-433-2320 (text) 503-850-7721

National Suicide Hotline: 1-800-273-8255 (website) <https://suicidepreventionlifeline.org/>

## **Health, Wellness, and Financial Well-being**

Resilience & Mental Flexibility **(Reentry webinar)**

RESCHEDULING – New date coming soon

Working in a Changing Environment **(Reentry webinar)**

Wednesday, Aug. 18, 3-4 p.m.

Financial Coaching with Cascade Centers EAP

Members have unlimited access to free and confidential financial coaching and online resources. Topics include: budgeting, credit reports, student loans, foreclosure prevention, debt management, retirement and taxes.

Webinars for All – On Demand

Managers/Supervisors – On Demand

Access previous Cascade Centers and Moda Health webinars.

## **Work Share**

## **City of Portland Work Share Renewal**

The City's application to renew its Work Share plan for a second year was approved by the Oregon Employment Department (OED). The renewal is valid from May 30, 2021 through May 28, 2022. If you are furloughing during this period and you submitted or resubmitted your forms in April or May as part of the City's renewal process, they have been processed by OED and you can continue to furlough or reduce your schedule. If you plan to furlough during this period but did not submit or re-submit your forms, please send a message to the Work Share inbox at [inboxworkshare@portlandoregon.gov](mailto:inboxworkshare@portlandoregon.gov) for PDFs of the necessary forms and a link for submission.

Recent updates to the City's Work Share FAQ can be found here: [Work Share Program FAQ 06-08-2021 \(portlandoregon.gov\)](#)

## **Corrections to Work Share Claims**

Oregon Employment Department (OED) is no longer accepting corrected Work Share claims.

Going forward, we will no longer be able to submit corrections to time after filing the regular weekly claim every Friday. It is extremely important for those who would like to receive Work Share benefits to ensure your timesheets are accurate by 5 p.m. Monday -- the week after you furloughed or reduced your schedule.

If you are currently participating in Work Share and do not enter your own time on your timesheet, please talk to your bureau timekeeper about the importance of entering your time by the 5 p.m. Monday deadline.

If you or your timekeeper make a change to your timesheet **after** the Monday 5 p.m. deadline, **and it is still within the same week**, please email the Work Share team at [inboxworkshare@portlandoregon.gov](mailto:inboxworkshare@portlandoregon.gov) as soon as possible, **prior to 9 a.m. Friday**. The Work Share team will make every effort to update your claim before submitting to OED Friday afternoon.

[The following Work Share updates are available here.](#)

**OED Letters Regarding Pandemic Unemployment Assistance (PUA)**

**Waiting Week Payments**

**OED Adjudication (Judgment) for Missed Opportunities to Work**

**Lost Wages Assistance**

**Processing**

**ReliaCard**

**1099-G Tax Information for Work Share Benefits**

**CARES Act Extension**

**Missed Opportunities to Work**

**1099-G Phone Number**

**Report of Additional Income**

**Work Share Claim Recertification**  
**Overpayment Updates Clarification**  
**1099-G Discrepancies**  
**City Work Share Plan Renewal**

If you have questions regarding Work Share benefits or the process, please email [Inboxworkshare@portlandoregon.gov](mailto:Inboxworkshare@portlandoregon.gov).

**Vacation Carryover/Vacation Over Maximum**

Today is a good day to check your vacation accrual. Vacation credits may be accumulated up to a maximum of two years' earnings by the end of the first pay period in January 2022. Don't get surprised at the end of the year with more vacation than you know what to do with. Plan it. Take it. You've earned it!

Confirm your accrual rate and get more information in [HRAR 6.03, Vacation](#).

**Black Space**

This meeting is specifically for City of Portland's Black employees. We will provide support where needed, and work together to identify common experiences as well as ways the City can better support and retain Black employees.

Monday, Aug. 30, 1 p.m.

Monday, Sept. 27, 1 p.m.

Monday, Oct. 25, 1 p.m.

Monday, Nov. 29, 1 p.m.

Monday, Dec. 13, 1 p.m.

Please download and import the following iCalendar (.ics) files to your calendar system. Daily:  
[https://us02web.zoom.us/meeting/tZMlcO6opj0sGNSQPv9q05sEQwyNJI2fbqmR/ics?icsToken=98tyKuGvpjwGtyTthuHRpwEGo\\_CKPTxiCFdjY1urS\\_zWjEDNxDTB\\_VbHJhWQt7S](https://us02web.zoom.us/meeting/tZMlcO6opj0sGNSQPv9q05sEQwyNJI2fbqmR/ics?icsToken=98tyKuGvpjwGtyTthuHRpwEGo_CKPTxiCFdjY1urS_zWjEDNxDTB_VbHJhWQt7S)

Join Zoom Meeting:

<https://us02web.zoom.us/j/87877086620?pwd=Q1VoWkNjb2xHT21ta1VVMWxNSEsvQT09>

Meeting ID: 878 7708 6620 | Passcode: 275417

One tap mobile

+13462487799,,87877086620#,,,,\*275417# US (Houston)

+16699006833,,87877086620#,,,,\*275417# US (San Jose)

## **Racial Equity Support Line**

**503-575-3764**

This is a service led and staffed by people with lived experience of racism. We offer support to those feeling the emotional impacts of racist violence and microaggressions, as well as the emotional impacts of immigration struggles and other cross-cultural issues.

We get it. And we're here to talk. To support. To connect.

[More information is available here.](#)

## **Recruiting**

### **Hiring Manager Toolkit – Relaunch!**

The services provided by the Workforce Recruitment and Training team in the Bureau of Human Resources are designed to be efficient, timely and assist in finding the most qualified and diverse candidates for bureaus. We're excited to share the updated [Hiring Manager Toolkit](#). We took the previous toolkit, gathered input from stakeholders, reviewed and updated the material using an equity lens, and adjusted for ease-of-use. This toolkit offers support in the recruitment, selection and onboarding process as bureaus make the most important decision affecting their team – bringing on someone new. The toolkit gives an [overview of the process](#), details the steps at each stage and provides additional resources.

Questions? Please contact: [InboxRecruitment@portlandoregon.gov](mailto:InboxRecruitment@portlandoregon.gov)

[Current Internal Recruitments](#)

[Current External Recruitments](#)

[Current Lateral Transfer Opportunities](#)

## **Procurement Trainings**

Do you buy goods and services as part of your job for the City? Sign up for an upcoming procurement class to learn about rules, tools, resources and best practices that will ensure we're accountable to the public – and simplify your work. Whether you're a newcomer looking for an introductory lesson or a pro who wants specialized advice, we have a class for you. Learn more about [August through December classes](#).

## **Training (VIRTUAL)**

Be sure to visit [CityLearner](#) for course descriptions and the most current class details.

### **Required, All Employees**

#### ***HR 2.02, Workforce Harassment & Discrimination Prevention for Non-Supervisory Employees***

Thursday, Aug. 19, 1-3 p.m.

#### ***Workplace Harassment, Discrimination, & Retaliation Prevention (HR 2.02)***

##### ***Refresher: Non-supervisory version***

Thursday, Aug. 19, 3-4 p.m.

#### ***Workplace Harassment, Discrimination, & Retaliation Prevention (HR 2.02) for Managers/Supervisors***

Wednesday, Sept. 15, 1-3 p.m.

#### ***Workplace Harassment, Discrimination, & Retaliation Prevention (HR 2.02) Refresher for Managers/Supervisors***

Wednesday, Aug. 18, 1-2 p.m.

#### ***Defensive Driver Training -- eLearning now available in CityLearner – Updated July 2021***

Purpose: Present basic defensive driving techniques useful for any driver. Program also reviews expectations while driving on city business. These classes enable city drivers to comply with [HRAR 4.13 Vehicle Loss Prevention](#). Drivers need to refresh defensive driver training every three years. Content is broken into five modules or sections. Each module can be taken individually.

#### **Training topics include:**

- Driving policies
- Defensive driving strategies and techniques
- Factors affecting driver performance
- Safe backing

- Driving in adverse conditions
- Sharing the road
- Incident reporting requirements.

The eLearning can be taken at any time. Here is a direct link to the course: [Defensive Driver](#)

## **Leadership Engagement and Development (LEAD) Program for Managers & Supervisors**

### ***Employee Lifecycle Training***

In this 2-part LEAD certification kick-off course, core values, including transparency, human-focused service, and equity will be emphasized within each phase of the employee lifecycle. Through this training, managers and supervisors will be equipped with an essential understanding of policies, processes, tools, and best practices for supporting employees in each of five significant employee phases (Recruitment, Selection, Onboarding, Employee Development, and Employee Engagement).

Part 1: Tuesday, Aug. 24, 9 a.m. - 12:30 p.m.

Part 2: Thursday, Aug. 26, 9 a.m. - 12:30 p.m.

### ***Centering Well-being***

The Centering Mental Well-being training for managers and leaders is a training created to promote awareness; destigmatize mental health to increase understanding; and provide tools, resources, and information to capacitate leaders. Capacity building enables leadership to be more skilled to acknowledge the prevalence of mental health disabilities; provide safety, support, and inclusivity for those persons in the workplace that experience mental health disabilities; to create and implement policies practices and procedures that center well-being from a person centered lens.

Wednesday, Aug. 25, 9 a.m. - 12:30 p.m.

### ***Emotional Intelligence***

This training focuses on emotional intelligence for leaders who strive to create and support diverse and inclusive workplaces. Participants will use Daniel Goleman's five emotional intelligence competencies to explore how they show up as team leaders, and to reflect on their own emotional intelligence capacities. Because emotional intelligence can be learned and developed through practice and feedback, this training will also provide opportunities for participants to engage with one another through activities and reflective discussions, all using a strengths-based approach. *Facilitated by: Dawn Uchiyama, Deputy Director for the Bureau of Environmental Services*

Part 1: Tuesday, Aug. 17, 1-4 p.m.

Part 2: Thursday, Aug. 19, 1-4 p.m.

## **Professional Development**

### ***SAP SuccessFactors hosts the City's new online Performance Review Process for all merit-eligible staff!***

Specifically designed for non-supervisory staff as well as managers and supervisors, to provide participants with an overview of the Fiscal Year process with information on the four phases of the performance review cycle including – Assess, Refine, Grow, and Align.

At the completion of the courses, participants should have a understanding of the following:

- Performance cycle
- Two types of objectives used in this process
- How to conduct a check-in
- How this cycle supports fair and consistent ratings.

Here are the direct link to the classes:

[SuccessFactors Performance Review Process Overview](#)

[SuccessFactors Performance Review Process Overview for Managers and Supervisors](#)

## **Procurement Training**

### ***Introduction to Procurement***

Learn the fundamentals of public procurement at the City of Portland. This course is recommended before taking other courses in the curriculum.

Tuesday, Aug. 24, 9-11 a.m.

[Join Microsoft Teams Meeting +1 971-323-0035](#) Conference ID: 593 852 886

### ***Roles & Responsibilities in Goods and Services Processes***

Course objectives are to outline the major steps within the procurement process for Goods and Services for both competitive and non-competitive solicitations, provide you with an overview of the roles and responsibilities between Procurement Services and the requesting Bureau for each step of the Goods and Services procurement processes.

Tuesday, Aug. 31, 9-11 a.m.

[Join Microsoft Teams Meeting +1 971-323-0035](#) Conference ID: 595 616 390

### ***Roles & Responsibilities in Construction Invitation to Bid Process***

The courses objectives are to; Create a timeline outlining the major steps of the Construction

Invitation to Bid (ITB) Process and Review the roles and responsibilities in each step of the Construction Invitation to Bid (ITB) Process.

Tuesday, Sept. 14, 9-11 a.m.

[Join Microsoft Teams Meeting +1 971-323-0035](#) Conference ID: 145 588 439#

### ***Roles and Responsibilities in Procuring for Design Services***

Course objectives are to understand the differences between Design and Ordinary Services. This includes Design vs. Services, Timelines, Process Steps, and major steps of the Design Procurement Process and roles and responsibilities in each step of the Design Procurement Process.

Thursday, Sept. 23, 1-2:30 p.m.

[Join Microsoft Teams Meeting +1 971-323-0035](#) Conference ID: 383 041 285#

### ***Design Bid Build Construction***

**(New)** This course is a comprehensive overview of contracting for construction services and focuses on bidding and contracting requirements that include an update on recent changes and latest developments. Topics include contracting basics, recent developments, roles and responsibilities, and new small business program requirements.

Tuesday Oct. 5, 9-11 a.m.

[Join Microsoft Teams Meeting +1 971-323-0035](#) Conference ID: 397 710 192#

See [a complete list of Procurement Trainings](#).

To register, go to [CityLearner](#) (using Internet Explorer or Chrome; a remote access token is not needed), select "Learning," type the course name into the "Find Learning" search field, then click "Go" to locate the course. Register for the date and time that work for your schedule. If you need assistance with CityLearner, please go to [CityLearner Help](#), or send an email to [BHR Training](#). Upon successful registration in CityLearner, a Zoom meeting invitation, training instructions, and materials will be sent two to three business days before the class date.

If you have questions about the listed trainings, or any others, please send a message to [hrtraining@portlandoregon.gov](mailto:hrtraining@portlandoregon.gov).

***Thank You!***



#### **BHR Communications**

City of Portland, OMF Bureau of Human Resources  
Ph: 503.823.3572 | Fax: 503.865.3288

[Twitter](#) | [Facebook](#) | [Instagram](#) | [YouTube](#)

**City of Portland Core Values:**

**Anti-racism | Equity | Transparency | Communication | Collaboration | Fiscal Responsibility**

[core competency model](#) — [core competency accessible document](#)

**Confidentiality Notification:** Information in and/or accompanying this email is the property of the City of Portland Bureau of Human Resources, intended for the use of the person to whom it is addressed, and may be confidential or privileged in nature. Disclosure, copying, distribution or the taking of any action in reliance on confidential or privileged information without the knowledge and express consent of the original sender is prohibited. If you are not the intended recipient, please notify the original sender that you received this email in error, and then delete the e-mail and any/all related attachments. Thank you for your cooperation.