

# BHR BULLETIN

Tuesday, February 8, 2022

A weekly update from the Bureau of Human Resources.

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## Trail Blazers – City of Portland Employee Appreciation Nights



*(New)* It's a great day for a Blazers game! You're invited to bring family and friends to join coworkers for City of Portland Employee Appreciation Nights! Choose from three discounted games or see them all. [Check out this flyer](#) for dates, promo code and more info. **(Note:** This type of group ticketing option is also available to any large group of potential ticket purchasers.)

## Opportunity Builds Diversity

*(New)* The City African American Network (CAAN) seeks to build a common bond of fellowship

among Black employees who honorably serve the City of Portland. CAAN advocates for fair employment and equal promotional opportunities for African Americans through positive relationships with City and community leaders who value and embrace “diversity” beyond just awareness. Opportunity Builds Diversity.

### Upcoming February CAAN Events

- Black History Month Proclamation, Feb. 9, 9:30 a.m.
- Black History Month Black Space, Feb. 15, 1-2:30 p.m.
- Black Employee Panel, Feb. 17, 6-8 p.m.
- Black Employee Panel, Feb. 23, 1-3 p.m.
- Word is Bond, *more details to come...*
- **More to Come**

City African American Network (CAAN) Affinity Group is an approved affiliation of Diverse and Empowered Employees of Portland (DEEP). To learn more about CAAN events and programs or to sign up for the CAAN Newsletter, please contact the cohort at [CAAN@portlandoregon.gov](mailto:CAAN@portlandoregon.gov).

### 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.

(New-ish) Meetings will now occur on the third Tuesday of the month, 1-2:30 p.m.

Join Zoom Meeting at

<https://us02web.zoom.us/j/81234850345?pwd=TDJGN1ZWNDVlZjXZEtHcHJFRWErdz09>

Meeting ID: 812 3485 0345

Passcode: 230082

One tap mobile

+16699006833,,81234850345#,,,,\*230082# US (San Jose)

+12532158782,,81234850345#,,,,\*230082# US (Tacoma)

### Preparing for 2021 PERS Member Annual Statements

**(New)** All PERS members should make sure your mailing address with PERS is correct before Monday, Feb. 28, 2021. PERS member annual statements will be mailed in May 2022 to the address PERS has on file as of Feb. 28.

You can check the address PERS has on file here: [Online Member Services \(OMS\)](#). From the Account Homepage, click the “Member” link under Account Type.

If you would like to access your account information, please select an account below.	
<b>Account Plan</b>	<b>Account Type</b>
OPSRP - Pension	<a href="#">Member</a>

**Q: What should I do if my address is incorrect?**

**A:** Contact Katie Kicza, City of Portland PERS liaison  
503.823.3145 | [katie.kicza@portlandoregon.gov](mailto:katie.kicza@portlandoregon.gov)

## **2021 City of Portland Tax Documents Mailed**

**(New-ish)** If you don't receive these documents by Feb. 15, 2022, we may have an incorrect address on file. Please note the W-2 and the 1095s will be arriving in separate envelopes.

**If you have questions about the W-2 or need to request a replacement W-2 after Feb. 15, 2022, please contact Central Payroll at 503-823-3149 or email**

[InboxBHRCentralPayroll@Portlandoregon.gov](mailto:InboxBHRCentralPayroll@Portlandoregon.gov). You can also view your W-2 electronically by going to <https://www.portlandoregon.gov/employee/> and looking for the W-2 Statement link under the Employee Services portal. Please note, you will need an active City of Portland employee username and password to access your information online.

The 1095 is an Affordable Care Act mandated form which includes all months in which you and any covered dependent(s) were enrolled in a City of Portland health plan throughout calendar year 2021. Kaiser participants will not see dependent information on the form provided by the City, so you should expect an additional mailing from Kaiser.

You do not need to submit your 1095 form when filing taxes, so just keep it alongside any other tax documents. We are unable to upload a copy of your 1095 into the Employee Self Service portal, so please watch for the hardcopy in the mail by mid-February.

If you have questions about the 1095, please contact the Health & Financial Benefits Office at [benefits@portlandoregon.gov](mailto:benefits@portlandoregon.gov) or call 503-823-6031.

## Work Share

### **1099-Gs for the 2021 Tax Year**

**(New)** City Employees who received Work Share benefits in 2021 should receive their 1099-Gs in the mail from OED, detailing the taxes paid on unemployment insurance benefits for the 2021 tax year. If you participated in Work Share in 2021 and have not received your 1099-G by Friday, Feb. 11, please reach out to the Work Share team at [inboxworkshare@portlandoregon.gov](mailto:inboxworkshare@portlandoregon.gov), so we can ensure that OED has your current address on file. When you do receive your 1099-G in the mail, please review it carefully for errors before filing your taxes and contact the Work Share team if you see any discrepancies.

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

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 of Portland Work Share Renewal**  
**Corrections to Work Share Claims**  
**End of COVID-19 Federal Stimulus -- Impacts to Participants**

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

**TriMet/CTran Open Enrollment**

**(New)** TriMet and CTran annual Options are now available! Open enrollment began Monday, Feb. 7, and goes through March 18. [More info is available here.](#)

**Vacation Over Maximum Carryover**

Please note that the Vacation Over the Maximum Carryover was included on Feb. 3, 2022, paystubs. Due to the timing with the transfer of vacation over max hours from the vacation over max (VOM) quota bank to the vacation over max carryover (VOMC) quota bank, there was an unavoidable gap in these quotas showing up on employee paystubs.

While the Jan. 13 paycheck shows either no VOM accruals or a small number representing the amount accrued during the first pay period of the year, the VOM quotas have been carried over and are available in the VOMC bank as of Jan. 6. The VOMC (one-time carryover bank) will display accurate accruals on the next paycheck -- Feb. 3, 2022 -- and continue to show thereafter as long as there is time in the bank.

VOM Carryover can now be viewed and verified via ESS by clicking on Leave Balances (under "Time") after logging in to ESS or on the employee timesheet under Quota Balances. The available amount showing in the VOM bank on the last pay stub may not be the exact amount that has moved over to VOMC if you have used any vacation leave since the last paycheck or if your accrual rate changes, increasing the cap of your vacation bank.

Example of ESS Quota Balance in Timesheet Display:

Quota Balances ( as of 01/11/2022 )			
Quota text	Start Date	End Date	Quota remaining
Personal Time	01/06/2022	12/31/2022	24.00000
Sick Dependent Care	01/01/2022	12/31/2022	104.00000
Disaster Leave	07/01/2021	12/31/2022	80.00000
Vacation Over Maximum	06/10/2021	12/31/9999	4.93000
VOM Carryover	01/06/2022	01/31/2024	52.51000

Example of Leave Balances in ESS:

Leave Balances		
Quota: All Types	Show On: 01/11/2022	Apply
Quota	Use by	Available
Vacation Leave	12/31/9999	256.36 Hours
Personal Time	12/31/2022	24.00 Hours
Sick Dependent Care	12/31/2022	104.00 Hours
Vacation Over Maximum	12/31/9999	4.93 Hours
VOM Carryover	01/31/2024	52.51 Hours

Example of what employees who have VOM Carryover will see on the bottom of the Feb. 3 paystub: "VACATION MAXIMUM EXCEEDED BY 4.93 HOURS; One Time VOM Carryover = 52.51 HOURS"

## Background

Per City Ordinance and Union letters of agreement, any remaining vacation over max at the end of 2021 will be carried over. Vacation over max hours that typically would be forfeited on Jan. 6, 2022, will be moved to a new bank called **VOM Carryover**.

- This is a one-time bank; no additional hours can be added to this bank.
- The new VOM Carryover bank is effective Jan. 6, 2022 - Jan. 17, 2024. You will be able see your balance on your Pay Statement beginning Feb. 3, or in the POL employee portal and ESS SAP under Leave Balances on or after Jan. 6, 2022.
- Employees will be able to access quotas in the VOM Carryover bank by using new absence codes. There is no order of use for this bank, which provides maximum flexibility for employees.

**VOMC** (VOM Carryover – Paid)

**ASVM** (VOMC in Lieu of Sick – Pd)

**FMVM** (Family Leave VOM Carryover)

- Employees who separate from the City between Jan. 6, 2022 - Jan. 4, 2023, shall be eligible for a payout of 25% of any unused VOM Carryover banked hours.
- Employees who separate from the City between Jan. 5, 2023 - Jan. 17, 2024, will not be eligible for payout of any hours held in the VOM Carryover bank. On Jan. 18, 2024, (at the end of the second pay period of January 2024), any remaining VOM Carryover bank hours will be forfeited.

- Questions on this bank should be referred to bureau timekeepers.

## **COVID-19**

### **Booster Shots *(New)***

The COVID-19 vaccines are still effective in preventing severe disease, yet protection can lessen over time. A [booster shot](#) is an additional shot recommended for all vaccinated adults to get longer lasting protection. Many vaccines need boosters after a period of time.

**Q:** With so many people getting infected with the Omicron variant, do the vaccines really help?

**A:** Yes! A new [report from the Oregon Health Authority](#) confirms that cases of COVID-19 are much more common in unvaccinated individuals including during the Omicron surge. Being vaccinated lowers risk for infection and receiving a third (booster) dose provides the best protection.

**Q:** If I already had COVID-19 and recovered, am I protected by natural immunity, or do I still need to get a COVID-19 vaccine?

**A:** You should get a COVID-19 vaccine even if you already had COVID-19.

Getting sick with COVID-19 offers some protection from future illness with COVID-19, sometimes called “natural immunity.” The level of protection people get from having COVID-19 may vary depending on how mild or severe their illness was, the time since their infection, and their age. No currently available test can reliably determine if a person is protected from infection.

[All COVID-19 vaccines currently available](#) in the United States are [effective](#) at preventing COVID-19. Getting a COVID-19 vaccine gives most people a high level of protection against COVID-19 even in people who have already been sick with COVID-19.

[Emerging evidence](#) shows that getting a COVID-19 vaccine after you recover from COVID-19 infection provides added protection to your immune system. [One study](#) showed that, for people who already had COVID-19, those who do not get vaccinated after their recovery are more than two times as likely to get COVID-19 again than those who get fully vaccinated after recovery.

People who were treated for COVID-19 with monoclonal antibodies or convalescent plasma or people who have a history of multisystem inflammatory syndrome in adults or children ([MIS-A](#) or [MIS-C](#)) may [need to wait](#) a while after recovering before they can get vaccinated. Talk to your doctor if you are unsure what treatments you received or if you have more questions about getting a COVID-19 vaccine.

**Q:** Where can I get a booster?

**A:** To get a booster shot:

- Contact your healthcare provider.
- Ask your local pharmacy.
- Call 2-1-1.
- Visit [GetVaccinated.Oregon.gov](https://www.getvaccinated.oregon.gov).
- [Visit a weekly clinic.](#)

As we move forward, 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. 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](https://www.cdc.gov)) and Oregon Health Authority ([OHA](https://www.oha.gov)) resources with input from our own Joel Michels, Nurse Practitioner, Occupational Health and Well-being Program Manager.

### **COVID-19 At-home Testing Options**

For all employees: The federal government announced free rapid tests available for home shipping. Beginning Jan. 19, orders for up to four tests per residential address became available at [www.covidtests.gov](https://www.covidtests.gov).

For Kaiser enrollees: Rapid antigen home tests are available at local drugstores or online. In the coming days, as supplies increase, Kaiser will make more FDA authorized rapid antigen home tests available to members. Please visit [kp.org](https://kp.org) for the most up-to-date information on supply, testing and vaccinations. To submit a reimbursement claim, please login to [kp.org](https://kp.org), go to the "Coverage & Costs" section, then select "Submit a Claim."

For Moda (CityCore/CityNet/CityBasic) enrollees: Members can purchase FDA authorized at-home COVID test kits from retailers (including pharmacies and online) and submit to Moda for reimbursement using this form -- [COVID At Home Test Reimbursement](#). Itemized receipts are required, and shipping costs are not reimbursable.

Additional details for Kaiser and Moda members: Quantities are limited to eight tests per person, per 30 days. Tests purchased prior to Jan. 15 are not eligible for reimbursement under this guidance. This does not modify previous guidance stating plans and issuers are not required to provide coverage of testing (including an over-the-counter COVID-19 test) for employment purposes.

### **COVID-19 Leave for Non-Represented, DCTU, PPA-BOEC, PROTEC17, LIUNA and PFFA**



## **Represented Employees**

Non-represented, DCTU, PROTEC17, LiUNA, PPA-BOEC, and PFFA represented employees must request this leave/time off utilizing your bureau's current process for leave requests. When requesting COVID-19 Emergency Paid Sick Leave through the ESS leave request system, select the leave type "other," and enter **EPSL** (or **EPSM** if used to care for a family member) in the comment section. Requests will be reviewed by your manager/supervisor, like other requests.

Once approved, use **EPSL** (or **EPSM** if used to care for a family member) as the absence type on your timesheet. When you certify your timesheet, you are verifying that the time is only being used for one of the qualifying reasons listed below. No additional forms are required.

If you have taken time off for one of these reasons after July 1, 2021, you will need to submit or modify a corresponding leave request. When approved, work with your bureau timekeeper to update your timesheet retroactively.

Employees can use COVID-19 EPSL/EPSM leave if they are:

1. advised to quarantine related to COVID-19
2. experiencing symptoms of COVID-19 and seeking a medical diagnosis (including, but not limited to, obtaining a COVID-19 test or telehealth visit)
3. providing care for an impacted individual subject to quarantine or experiencing symptoms of COVID-19
  - a. Individual is defined as an immediate family member, roommate, or a similar person with whom the employee has a relationship that creates an expectation that the employee would care for the person in a quarantine or self-quarantine situation, and that individual depends on you for care during the quarantine or self-quarantine.
4. caring for your child whose school or place of care is closed or unavailable due to COVID-19 related reasons
5. taking time off to receive the vaccine (if the time off exceeds the following)
  - b. Employees may use up to two hours of regular, paid time to get a vaccination, whether on or off duty. These hours are recorded as regular paid hours on the timesheet; therefore, time entry is only required for positive pay employees or hours outside of an employee's work schedule.
  - c. For COVID-19 vaccinations that require two doses, each employee may be granted up to two hours paid time off for each dose.
  - d. Employees must submit a time request with the time type "other" and note "vaccine" in the comment section.
6. recovering from adverse side effects of the vaccine (adverse side effects or allergic reactions which require medical treatment may be filed as a workers' comp claim; EPSL

and a workers' comp claim cannot be used concurrently for the same dates)

### **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>.

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

### **Moving Forward**

To ensure safety in the workplace for employees moving forward, please see the following requirements for all employees, and the new Citywide accommodations for staff who are not fully vaccinated (received all required doses of a COVID-19 vaccine **and** have completed the 14-day waiting period), have a medical or religious exception, or are unvaccinated sworn police officers exempt under ORS 433.416.

#### **Current Safety Citywide Protocols for all employees regardless of vaccine status:**

- Follow all Workplace Health and Safety Guidance protocols.
  - o Wear a face covering at all indoor City worksites. Vaccinated employees can remove masks when able to work in a single office with the door closed.
  - o Wear a face covering in all outdoor settings when social distancing is not possible.
  - o Frequently wash your hands.
  - o Complete the daily [Health Assessment Survey | Portland.gov](#) prior to reporting to a City facility.
  - o Stay home when you're sick.
  
- Follow any Bureau-specific safety protocols issued by a Bureau Director.
  
- Link to guidance at <https://www.portlandoregon.gov/bhr/81288>.

**Citywide requirements** for employees who are not fully vaccinated and have a temporary

accommodation during the final 14-day waiting period, have a medical or religious exception, or are unvaccinated sworn police officers exempt under ORS 433.416:

- Wear a **KN95** face covering at all indoor City worksites, at all times of the day or night, regardless of whether you can work in a single office with the door closed or in a City vehicle.
- As soon as the face covering is issued, it must be worn.
- To the extent possible, each person shall take additional precaution by social distancing during break and lunch periods, such as taking staggered breaks and lunches when approved by a supervisor, having one person at a time in a break room, taking breaks outside, etc.
- In all City-owned congregated live/work spaces, unvaccinated employees shall be required to eat in their individual living spaces (in a fire station) or otherwise separated from other employees, such as eating outside.
- All unvaccinated employees who are unable to maintain a 6-foot distance from coworkers and must work in proximity will be provided an N95 mask. This will be for use in situations such as when required to make an emergency repair in a confined space. Please see your manager/supervisor if you cannot maintain a 6-foot distance from coworkers.
- Abide by any other safety precautions as required by each employee's bureau.
- The City's intent is to implement both detection and prevention strategies, which will include testing and become part of the requirements for unvaccinated employees once all protocols are established. We expect to have testing in the coming weeks. The City reserves the right to reconsider, alter, or change any of these requirements and will provide employees with notice of such changes.

If you have concerns that another City employee is failing to comply with these requirements within your workgroup or otherwise, or if you witness any other situation which gives rise to a safety concern, please direct those concerns to your manager, supervisor, even beyond your usual chain of command, or your bureau's assigned [HR Business Partner](#). The City will strictly enforce these requirements, up to and including termination for failure to comply.

[Frequently Asked Questions, and Answers, that include work safety information as well as requirements moving forward.](#)

Please be mindful that everyone's situation is unique to them, and that each of us plays a role in how we move forward as the City that works.

## **Washington State Paid Family & Medical Leave (WAPFML)**

On Jan. 1, 2020, the state of Washington implemented a new paid family and medical leave program. Due to the COVID-19 pandemic, City employees began working remotely in the state of Washington in March 2020. City of Portland employees who work remotely a minimum number of hours in Washington may be eligible for this benefit.

### **What is Washington State Paid Family & Medical Leave (WAPFML)?**

- Employees may be eligible for up to 12 weeks of paid leave for their own medical needs or to care for a family member (or up to 16 or 18 weeks for more than one qualifying event in the same year or for pregnancy incapacity).
- If an employee is approved for WAPFML, the employee may receive up to 90% of their weekly pay—up to a maximum of \$1,206 per week in 2021. The maximum weekly benefit amount for 2022 is \$1,327 per week.

### **How does an employee qualify?**

- Employees must be working from Washington state and work a minimum of 820 hours in the last four quarters (which equals one year) to qualify for benefits.
- Bureaus will be responsible for reporting an employee's current and expected work location to the Bureau of Human Resources each pay period.
- Washington State manages this program, determines eligibility, and makes payments to employees directly.

### **How is this benefit funded?**

- The program is funded by both employers and employees at the rate of .6% an employee's gross wages. As of Jan. 1, 2022, employees are responsible to pay these premiums through a biweekly payroll deduction. The law requires 73.22% of the premium to be paid by the employee and 26.78% to be paid by the employer. For instance:
  - Employee's gross paycheck equals \$1,000 for the pay period
  - \$4.39 is deducted from the employee's paycheck
  - \$1.61 is paid by the City
  - A total of \$6 is sent to the state of Washington to fund the program

### **How do I apply or find out more information?**

- Visit the WAPFML website to apply for WAPFML leave: <https://paidleave.wa.gov>.
- Contact your bureau timekeeper to notify them of an application for WAPFML, learn

how to enter leave on your timesheet, and answer questions regarding payroll deductions or to report changes in remote work in Washington state.

- Contact your bureau FMLA coordinator with questions about how this affects or interacts with FMLA leaves.
- Additional information will soon be available in an FAQ.

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



### **Grow in 2022!**

The Grow phase of our performance cycle runs from Jan. 1 - March 31.

During this phase, the only action that is required is to:

1. Conduct the Grow check-in with your manager – review your Service and People objectives and discuss progress to date.
    - [Performance Form 01 Check Ins \[ Employee \] – YouTube](#)
  2. Your manager will need to enter the date that you conducted the check-in on the review form to complete this action.
    - [Performance Form 02 Check Ins \[ Manager \] - YouTube](#)
- Following each quarterly check-in, you and your manager should record progress, results, comments, as well as note any changes or necessary adjustments to each objective on your Performance form.

In addition, the Grow Phase serves as a chance for bureaus to launch optional **360 and Upward Feedback Surveys**.

- The optional surveys are launched and managed within SuccessFactors.
- There are two types of surveys available in the system:
  - **Upward Feedback Survey** - Upward feedback allows leaders to collect feedback from their direct reports. Collective feedback from the people who report to them helps managers understand how they are doing in their leadership role, including what they're doing well and where they might need to improve.
  - **360 Feedback Survey** - 360 feedback is a process in which employees can receive candid and valuable feedback from the people they work with

each day, whether that's from leaders, peers, or direct reports.

- The focus of both surveys is on developmental feedback to inform future People objectives for employees and/or managers.
- Bureaus that choose to use these developmental surveys can determine a timeline that works best for them, however here is a sample process flow for **the Upward Feedback process** with helpful links on each step included:

Owner	Action	Instructions	Timeline
Manager	Launch Survey	<a href="https://youtu.be/Fmh8-fhlW8">https://youtu.be/Fmh8-fhlW8</a>	January 1-14
Employee	Nominate Raters	<a href="https://youtu.be/c7kSrRmt3x8">https://youtu.be/c7kSrRmt3x8</a>	January 17-28
Manager	Edit & Approve Raters	<a href="https://youtu.be/6BN4nmPAto">https://youtu.be/6BN4nmPAto</a>	January 31 - February 4
Respondents	Provide Feedback	<a href="https://youtu.be/TQHv2kQc9bY">https://youtu.be/TQHv2kQc9bY</a>	February 7-28
Manager & Employee	Review Feedback	<a href="https://youtu.be/imFlsOrjMdU">https://youtu.be/imFlsOrjMdU</a>	March 1-31
Manager & Employee	Acknowledge Discussion	<a href="https://youtu.be/bnqudr6oCq0">https://youtu.be/bnqudr6oCq0</a>	By March 31

Finally, speaking of surveys, now that we are halfway through the new SuccessFactors Performance Review Process cycle, **we want to hear your feedback.**

Please let us know what tweaks, revisions, or updates you'd like to see in the 2022/23 Performance Cycle. You can share your feedback [here](#).

- As always, remember you can access the 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.
- When employees are hired after October 1, the employee's manager can launch their form by following the instructions on the Performance and Development Review web page under the "07 Create a Performance Form (for a New Employee)" section, <https://www.portlandoregon.gov/bhr/80673>.
- 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.

## **Benefits**

### **CityStrong GuidanceResources**

CityStrong and Benefits want to remind employees of the City's new partnership with **ComPsych** as our Employee Assistance Program (EAP) provider effective Jan. 1, 2022\*. We are rebranding EAP services as **CityStrong GuidanceResources**. This benefit provides a holistic, comprehensive, and personalized approach to connect employees in a straightforward and efficient way to resources.

*\*This change in provider is for Non-rep, DCTU, PCL, PPA-BOEC, PROTEC17, and Recreation. There is no coverage change for PFFA, PPA, PPCOA, which will continue to receive service from Canopy (formerly known as Cascade Centers).*

**Note:** If your provider is part of the ComPsych panel, you'll need to obtain a new authorization for January and beyond. If your provider is not a part of the new panel, you can possibly transfer your sessions over to medical coverage if they are part of Moda or Kaiser (dependent upon health plan selection). The City has waived in-network mental health copays on the medical side, so there would be no cost. You can also encourage a provider to become part of the panel (which may take a little time) or you can establish a relationship with a new provider. We understand these may not be ideal options and can help navigate the best one for you.

Everyone started the new year with access to all 10 visits, so no previous visit usage carried forward.

### **CityStrong GuidanceResources contact info:**

855.888.9891

[guidanceresources.com](https://guidanceresources.com)

App: GuidanceNow

Web ID: CityStrong

### **Webinars**

#### **(New) Deferred Compensation Program: Retirement Readiness**

Thursday, Feb. 10, 12 p.m.

[Register here.](#)

### **Connecting Mind and Body for Healthy Living**

**(New)** Your body responds to the way you think, feel and act. This is often called the "mind/body connection." When you're stressed, anxious or upset, your body tries to tell you

that something isn't right. For example, high blood pressure might develop after a particularly stressful event, such as the death of a loved one.

People with good emotional health are aware of their thoughts, feelings and behaviors. They have learned healthy ways to cope with the stress and problems that are a normal part of life. They feel good about themselves and have healthy relationships. Poor emotional health can weaken your body's immune system, making you more likely to get colds and other infections during emotionally difficult times. Also, when you are feeling stressed, anxious or upset, you may not take care of your health as well as you should. You may not feel like exercising, eating nutritious foods or taking medicine that your doctor prescribes. Abuse of alcohol, tobacco or other drugs may also be a sign of poor emotional health.

At the end of this workshop, you will be able to identify the relationship between mind and body, ways to enhance the mind/body connection and identify your personal action plan for mind/body connection.

Tuesday, Feb. 15, 1-2 p.m.

[Register here.](#)

### **Using Mindfulness to Manage Stressors in Everyday Life**

**(New)** Mindfulness is a focus on things only happening in the present moment. Participants will understand the meaning of "mindfulness" and why increasing mindfulness can improve daily living. Application of easy, practical, and quick ways to build more mindful moments into daily life will be discussed.

Wednesday, Feb. 16

Session #1: 12-12:30 p.m.

Session #2: 12:45-1:15 p.m.

[Register here.](#)

### **The Five Pillars of Personal Finance**

**(New)** The United States Department of the Treasury has proposed a set of financial core competencies that will be used to establish a clear understanding about what all adults should know regarding the basic concepts of financial literacy.

The five core concept areas identified are:

1. Earning
2. Spending
3. Saving
4. Borrowing
5. Protecting against risk

This session covers the basics (or essentials) of each area and describes practical skills needed to competently address (or manage) personal finances.



Thursday, Feb. 24, 1 p.m.

[Register here.](#)

[Webinars for All – On Demand](#)

[Managers/Supervisors – On Demand](#)

[Access previous Cascade Centers and Moda Health webinars.](#)

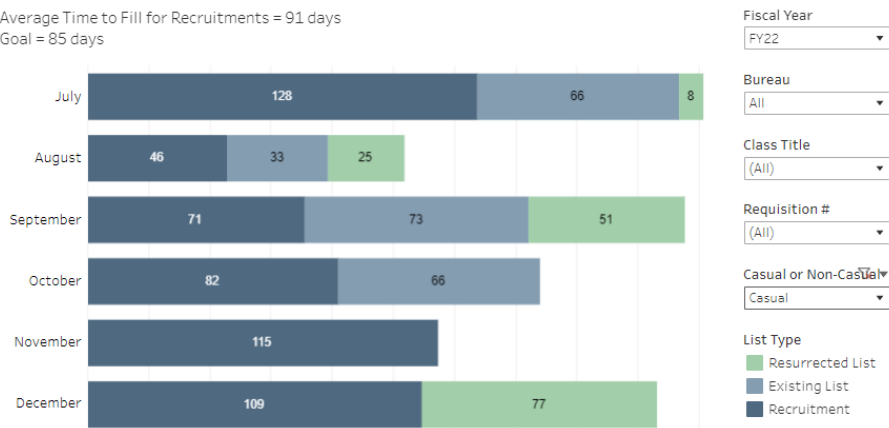
## **Recruiting**

### **Data Corner**

Here's an update on Time to Fill for casual vs. non-casual recruitments in FY22 through December. Time to Fill is the number of days from the time a requisition is received in BHR until the hiring manager extends an offer to the successful candidate. The first image below shows Time to Fill data for **casual** hires for all bureaus and classifications in FY22. The second image shows Time to Fill data for **non-casual** hires for all bureaus and classifications in FY22. You can see that the average Time to Fill so far this fiscal year is 91 days for casuals, compared to 87 days for non-casuals. Overall, the Citywide average Time to Fill for all hires in FY22 is 89 days.

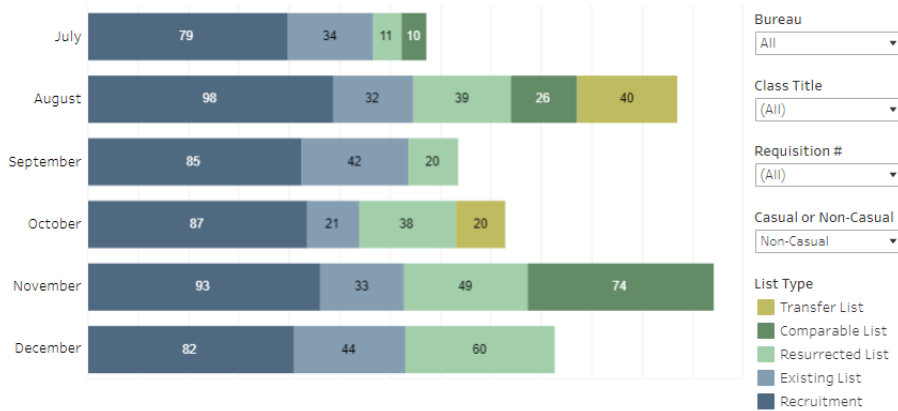
#### Time to Fill

Average Time to Fill for Recruitments = 91 days  
Goal = 85 days



## Time to Fill

Average Time to Fill for Recruitments = 87 days  
Goal = 85 days



The BHR Dashboard is published on the City's website by the third Wednesday of each month. To see more of the BHR Dashboard, go to <https://www.portlandoregon.gov/bhr/77445>.

## Jobs

[Current Internal Recruitments](#)

[Current External Recruitments](#)

[Current Lateral Transfer Opportunities](#)

## **Training (VIRTUAL)**

### **Required, All Employees**

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

### ***Workplace Harassment & Discrimination Prevention (HR 2.02) Initial for Non-Supervisory Employees***

Friday, March. 4, 1:30-3:30 p.m.

### ***Workplace Harassment & Discrimination Prevention (HR 2.02) Refresher for Non-Supervisory Employees***

Friday, April 29, 3-4 p.m.

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

Wednesday, Feb. 16, 10 a.m. - 12:00 p.m.

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

Wednesday, Feb. 23, 9-10 a.m.

***Racial Equity 101***

Friday, Feb. 11, 1:30 p.m. - 5 p.m.

Thursday, Feb. 24, 8:30 a.m. - 12 p.m.

Thursday, March 10, 8:30 a.m. - 12 p.m.

***Reasonable Suspicion of Drug and Alcohol Use Training for Managers and Supervisors***

**(New)** The training has been split into two separate trainings:

***1) Reasonable Suspicion Training (DOT) Cost \$30.00 (New)***

Thursday, Feb. 17, 9 a.m. - 12 p.m.

***2) Reasonable Suspicion Training (NonDOT) Cost \$30.00 (New)***

Thursday, March 3, 9-11 a.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**

(These classes are open to **all** Managers and Supervisors for registration.)

***Emotional Intelligence***

Part 1: Tuesday, March 8, 9 a.m. - 12 p.m.

Part 2: Thursday, March 10, 9 a.m. - 12 p.m.

### ***Understand the Neurology of Equity & Inclusion***

[Portland State University, Center for Executive and Professional Education](#), [Tia Coachman](#)

Thursday, March 31, 9 a.m. - 12 p.m.

Thursday, April 7, 1-4 p.m.

Thursday, April 28, 9 a.m. - 12 p.m.

Thursday, May 5, 9 a.m. - 12 p.m.

### **Professional Development**

#### ***New Employee Orientation***

Click [New Employee Orientation](#) for more information.

Tuesday, March 8, 10 a.m. - 1:30 p.m. (30-minute lunch break is included)

#### ***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 understand 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 links to the classes:

[SuccessFactors Performance Review Process Overview](#)

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

### **Procurement Training**

#### ***Contractual Risk***

Tuesday, Feb. 22, 9-11 a.m.

[Join Microsoft Teams Meeting +1 971-323-0035](#), Conference ID: 878 306 628#

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

Tuesday, Mar. 1, 9-10:30 a.m.

[Join Microsoft Teams Meeting +1 971-323-0035](#) Conference ID: 490 272 946#

### ***Cooperative and City Agreements***

Thursday, March 3, 9-11 a.m.

[Join Microsoft Teams Meeting +1 971-323-0035](#) Conference ID: 619 033 769#

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

### **Virtual Portland Community College Classes *(New)***

Please note Supervisor/Manager approval is required for courses with a fee. Be sure to sign up as soon as possible to avoid cancellation of a class due to low enrollment.

#### ***Resilience in the Workplace \$175.00***

Tuesday, Feb. 22, 8:30 a.m. - 12:30 p.m.

#### ***Change Management Leadership \$275.00***

Tuesday, March 1, 9 a.m. - 4 p.m.

#### ***Excel Essentials \$225.00***

Tuesday, March 8, 9 a.m. - 1 p.m.

#### ***Excel Calculations and Charts Introduction \$225.00***

Wednesday, March 23, 9 a.m. - 1 p.m.

#### ***Excel Power Calculations \$225.00***

Tuesday, March 29, 9 a.m. - 1 p.m.

For class descriptions and to register, go to [CityLearner](#) (using Internet Explorer, Edge or Chrome; a remote access token is not needed), select "CityLearner" tile, type the course name into the "Find Learning" search field, then click "Go" to locate the course. Click "See Classes" to view the class dates and then register for the date and time that works for your schedule. The Zoom or Teams meeting invitation information will be sent via email in the **initial** registration confirmation. If you need assistance with CityLearner, please go to [CityLearner Help](#) or send an email to [BHR Training](#).

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**

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**Anti-racism | Equity | Transparency | Communication | Collaboration | Fiscal Responsibility**  
[core competency model](#) — [core competency accessible document](#)

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