

PORTLAND UTILITY BOARD

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To: Mayor Ted Wheeler
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Subject: Requested Additional Positions for the Bureau of
Environmental Services

Date: May 8, 2017

The Portland Utility Board (PUB) serves as a citizen-based advisory board for the Bureau of Environmental Services (BES) and the Portland Water Bureau. At the request of Mayor Wheeler, the PUB has reviewed the two additional staff requested by BES as part of the FY 2017-18 budget process. At the May 2, 2017 PUB meeting, Director Jordan presented the need for a Senior Management Analyst to support the bureau's Equity Plan and community engagement related to the Portland Harbor Superfund work and a Principal Management Analyst to support the bureau's change management and strategic planning work.

The PUB supports these positions be added to the FY 2017-18 budget at this time. PUB members had a lengthy and deliberative discussion with the director regarding these positions. While the board as a whole voted to support this request, individual members had several concerns, including:

- **Process Concerns.** While members appreciate the director's candor that the need for these staff resources became apparent after the submission of the bureau's budget request in January, requesting the positions this late in the process doesn't allow for consideration of these needs in context of the larger bureau resource priorities nor does it allow for the same level of analytical scrutiny as those submitted in January. In addition, some members expressed an expectation that staffing requests in future budgets will be coupled with clear work plans.
- **Citywide Coordination of Equity Resources.** Members encourage the Mayor and City Council to continue a citywide conversation about how the City is managing human resources invested in equity work across the city. The bureau has worked with existing staff resources to date for its equity activities, with technical assistance from the Office of Equity and

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Human Rights. The addition of a staff person partially dedicated to this work demonstrates the bureau's commitment to equity but should be incorporated into a citywide strategy.

- Funding Mechanism. The Mayor's Proposed Budget includes the bureau's request of an increase of \$1.25 million in the Environmental Remediation Fund for work related to Portland Harbor Superfund Site. During the PUB meeting, Director Jordan suggested, and some members agreed, that the portion of the position that would be dedicated to the harbor should be funded from that appropriation.

Thank you for considering this feedback and we look forward to working with you during the rest of the budget process.