

## The Oregonian

### Jules Bailey says he'd replace Portland's HR director

*By Brad Schmidt*

*April 15, 2016*

Mayoral hopefuls Jules Bailey and Ted Wheeler each say that Portland's human resources bureau is in serious need of reform to repair frayed union relationships – with Bailey hammering home that point by pledging to replace the city's HR director.

Both mayoral frontrunners blasted Portland's human resources bureau when seeking endorsements from a key city union, the American Federation of State, County and Municipal Employees Local 189. The union didn't pick between them and [instead offered dual endorsements](#).

But candidate questionnaires obtained by The Oregonian/OregonLive from each campaign show that Bailey pledged the most dramatic changes by putting Anna Kanwit, the city's human resources director, in the cross hairs.

"The buck has to stop with the mayor," Bailey wrote in his questionnaire. "First, I will replace the HR director. Second, I will have labor relations report directly to the mayor. Third, I will revamp staffing at labor relations to bring it in line with best practices, and trim the bloated management staffing that isn't getting the job done."

Wheeler was similarly critical, saying labor relations at the city are "deeply broken." Trust between unions and HR is as low as he's ever seen, Wheeler wrote, and the approach taken by bureau leadership ends up leading to – rather than averting – crises. Wheeler also pledged to bring both HR and labor relations directly under the control of the mayor.

[Read Bailey's questionnaire](#)

[Read Wheeler's questionnaire](#)

In an interview Wednesday, Bailey said he's concerned by an "almost hostile relationship and culture" between unions and the human resources bureau. Bailey said he'd make it a top priority to improve relationships with the workforce, and he questioned why the city has more labor-relations employees than the state of Oregon.

But Bailey said he hasn't spoken to Kanwit about his concerns because he doesn't "want to make it about her, personally."

"As mayor, I need to make sure that I've got staff in that area that are aligned with my values," he said.

It's not uncommon for a new mayor to make leadership changes.

Mayor Charlie Hales forced out the former transportation director, Tom Miller, who worked as former Mayor Sam Adams' chief of staff. Adams appointed Miller to the transportation post without a competitive search.

Adams, meanwhile, pushed out the city's former planning director, Gil Kelley, when he merged separate planning and sustainability offices. And Adams forced out former police chief Rosie Sizer when he took over the Police Bureau from Commissioner Dan Saltzman.

But Bailey's comments are unique for several reasons.

For starters, the HR director reports to the chief administrative officer – not the mayor – making Bailey's pledge more challenging. And Bailey's promise to replace Kanwit came in the context of seeking support from a union known to have issues with human resources, including 2014 labor talks that reached an impasse.

Asked if Bailey would replace other bureau directors, he said, "everything's got to be on the table." But he didn't name any other leaders.

Kanwit joined the city in 1991 as an attorney and later spent 11 ½ years as Portland's assistant human resources director. She was promoted to the top post in May 2012.

Told of Bailey's comments, Kanwit said the following in a statement:

"I have not met with Mr. Bailey, although [the Office of Management & Finance] hosted a candidate fair in mid-March where general information about OMF and other bureaus was made available. I am also available to meet with candidates for city elected positions, and have done so in the past, but we leave it up to the candidates to reach out to us to maintain neutrality. Since I have not spoken to Mr. Bailey I don't have any comments."

In his questionnaire, Bailey proclaimed that his "voting record with AFSCME has a lifetime average of over 100%." Bailey also noted that his father was part of the union and that he's stood with members on picket lines and participated in card-check elections.

If elected, Bailey told The Oregonian/OregonLive that he will value union workers, treat them with respect – but also "bargain hard."

## **The Portland Tribune**

### **City gears up to replace storm-damaged 122nd Avenue Bridge**

*By Pamplin Media Group*

*April 13, 2016*

Portland's Bureau of Transportation plans to spend \$2.8 million to replace the storm-damaged 122nd Avenue Bridge over Johnson Creek in East Portland.

City officials outlined the work Wednesday afternoon that includes a detour through area neighborhoods while the bridge is replaced.

The 122nd Avenue Bridge was damaged by winter's heavy rains and remains closed to motor vehicles until a replacement bridge can be built, probably in 2019. The sidewalk is open for biking and walking.

“Public safety is our top priority and in this case to keep the public safe we need to limit access to the bridge until it can be replaced,” said Leah Treat, Portland transportation director. “We understand a closure of this magnitude will be an inconvenience for the traveling public, and we will work to minimize the inconvenience in the coming weeks and during the construction period. We have made this decision after carefully considering the need for public safety.”

Oregon’s Department of Transportation approved funds for the project in March, providing \$2.5 million through the federal Highway Bridge program. The city is matching the funds with \$300,000 from parking revenue and a share of state gas tax money.

During replacement, local access will be maintained south of Southeast Foster Road and North of Flavel Street for residents and businesses. Access to the Leach Botanical Garden, which is located next to the bridge, will also be maintained.

“Spring begins our busy season at Leach Botanical Garden, with weddings and events as well as casual visitors coming to enjoy the peace and beauty,” said David Porter, executive director of Leach Garden Friends, a nonprofit that operates the garden for Portland Parks & Recreation. “We want people to know that our parking lot is open as normal and can be reached from the south via Flavel Street.”

The city will host an open house to learn more about the bridge replacement project, 7 to 8 p.m., April 28, Manor House at Leach Botanical Gardens, 6704 S.E. 122nd Ave.

For more information on the open house, contact Cevero Gonzalez, 503-823-5080; by email, [cevero.gonzalez@portlandoregon.gov](mailto:cevero.gonzalez@portlandoregon.gov).

## **Willamette Week**

### **Portland Starts Work on Its Inclusionary Zoning Plan**

*By Rachel Monahan*

*April 14, 2016*

After the Oregon Legislature passed a law in March that for the first time allows cities to use inclusionary zoning, Portland has begun work on developing a plan for requiring developers to build affordable housing in certain areas of the city.

Kurt Creager, director of the Portland Housing Bureau, announced Thursday that a panel of housing experts will present a plan to City Commissioner Dan Saltzman by September.

Oregon is the 49th state to allow inclusionary zoning. Only Texas now forbids it.

Backers of inclusionary zoning say it can help address the skyrocketing rents Portland has experienced, though there's debate about whether such policies are effective.

The list of housing experts announced today:

*Inclusionary Housing Program Development – Panel of Housing Experts  
Shannon Callahan – Office of Commissioner Saltzman*

*Matthew Tschabold – Portland Housing Bureau*  
*Sarah Zahn – Portland Housing Advisory Commission, Gerding Edlen*  
*Dike Dame – Portland Housing Advisory Commission, Williams and Dame Development*  
*Dr. Lisa Bates – Portland State University*  
*Dr. Ronald Lehr – KeyBanc Capital Markets Inc.*  
*Amanda Saul – Enterprise Community Partners*  
*Vivian Satterfield – OPAL PDX*  
*Margaret Tallmadge – Coalition of Communities of Color, Portland Planning and Sustainability Commission*  
*Eric Cress – Urban Development + Partners*  
*Greg Goodman – Downtown Development Group, Portland Business Alliance*  
*Kira Cador – Rembold Companies*  
*Nolan Lienhardt – ZGF, 1,000 Friends of Oregon*

## **Watch Mayor Charlie Hales Blast Portland Lobbying Reforms**

*By Beth Slovic*  
*April 14, 2016*

Portland Auditor Mary Hull Caballero went before the City Council on Wednesday to explain why she wanted to expand an existing city rule that bars former elected officials, bureau directors and at-will staff of elected officials from returning to City Hall as lobbyists.

It didn't go well.

The auditor would like to extend the one-year ban to two years and make it apply to all topics, not just those on which a former official worked at City Hall.

This proposed change angered Mayor Charlie Hales—whose failure in 2014 to disclose the lobbying activity of his campaign consultant-turned-lobbyist for Uber served as the backdrop to the tense and at times uncomfortable debate.

(Last September, Caballero issued a warning letter to Hales about his reporting violation. She then went on to fine Uber for also failing to report the lobbying activity of the consultant, Mark Wiener.)

In lengthy remarks that were at turns combative and defensive, Hales argued not just against the changes but against the existing city rules that date to 2005. (He said he favored sticking to the state's method of disclosure.)

Describing his former role working with cities to build streetcars, Hales said he witnessed self-dealing, conflicts of interest and "real corruption" elsewhere. Then he claimed that doesn't exist in Portland and Oregon.

"I can tell you about real government corruption," he told colleagues. "And it ain't here. It's not in Oregon and it's not in Portland. So I'm a little puzzled why the city even bothered to enact its own regulations, versus following the Oregon Government Ethics Commission program."

He added: "The heart of the matter is, 'What's the problem we're trying to solve?' Frankly, I don't see one."

Commissioner Dan Saltzman joined Hales in harshly criticizing the revolving-door proposal—and dressing down the auditor and her staffer.

"The 2005 law seems to be working very well," Saltzman said in one of his more measured moments.

"But we're being put in the position of being against ethics," Hales complained.

The video begins at the one-hour mark. Check it out, or read our excerpts from the conversation below.

**Saltzman:** "You're penalizing people who have been loyal, hardworking public servants by saying for two years you can't pursue any employment that is remotely related to City Hall."

**Caballero:** "That is not what it says."

**Saltzman:** "And secondly, you're going to make it difficult to hire good, inspired people who maybe hope to have careers either in the private sector or the public sector from ever wanting to work at City Hall."

**Caballero:** "I would respectfully disagree with you, commissioner. What it prohibits is coming back to lobby. There's all kinds of employment possibilities for talented public servants when they want to leave public service."

**Saltzman:** "You ever heard the phrase 'Let Knowledge Serve the City'? It's PSU's motto. I think there's something to be said for Portland's quirky form of government, which is pretty unique. In my opinion, it's useful to have people who understand, who gained experience working in that system, help guide decision-making for the public, for their clients and those of us who serve in office."

Commissioner Amanda Fritz here says she doesn't have a problem with a two-year ban on elected officials or bureau directors but would like to see at-will staff exempted entirely. Hales soon jumps in saying he brings unique perspective to the topic because he served as a lobbyist from 1979 to 1991, first for the state lodging association and then for homebuilders.

**Hales to Deborah Scroggin,** the auditor's staffer who worked on the proposal: "Because of that experience, I have a context that frankly you don't have because I know I'm old enough that in 1979 you weren't doing this work. I don't see the problem we're trying to solve, but I see all kinds of side effects."

Hales then goes on to talk about ex-city officials who went on to do work that required seeking help from the city, including his former chief of staff Ron Paul. Paul, who died in December, had sought to create a James Beard Public Market in Portland for years. He argued that work like that would be stymied and it shouldn't be.

**Hales:** "The political culture in Oregon is honorable ... What's on the books since 2005 hasn't made a difference."

Caballero's proposal also would increase penalties on lobbyists and city officials who violate Portland's 2005 lobbying rules and require more lobbyists to report their activity.

## **Portland Sets Aside \$35,000 to Defend Fire Chief Erin Janssens**

*By Beth Slovic*

*April 13, 2016*

Portland's first female fire chief, Erin Janssens, is leaving her post this month, and the City Council is saying goodbye by proclaiming April 13 a day to honor her.

The city is also sticking taxpayers with a bill of up to \$35,000 to defend Janssens in a Multnomah County Circuit Court lawsuit brought in October by a former subordinate.

As WW reported in June, senior civilian fire bureau employee Brian Alcid alleges Janssens grabbed his neck area and shook his head after a tense meeting in late 2013.

A city investigation of the incident found Janssens had acted "discourteously," but officials declined to discipline her.

In response to Alcid's lawsuit, the city inked a \$35,000 contract with Pitzer Law to provide outside counsel for Janssens. Janssens did not respond to a request for comment by press time. Portland's city attorney, Tracy Reeve, declined to answer questions about why the city hired outside counsel.