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## OMF Labor Management Committee Meeting Recap

January 17, 2019

**Members Present:** Eddie Barton, Operating Engineers/Local 701; Rachel Whiteside, PROTEC17; Franklin Wilson, CityFleet Mechanic; Roger Koppy, AFSCME/DCTU; Manish Thakore, PROTEC17; Jennifer Cooperman, BRFS Director; Shae Davies (Alternate), CityFleet Superintendent; Kristin Wells, Facilities Operations Manager; Tim McCormack (Alternate), Facilities; Thomas Lannom, Revenue Division Director; Tom Rinehart, CAO/Co-Chair

**Members Absent:** Paul Cone, BTS/ PROTEC17; Ray Lister, IBEW Local 48; Michelle Kirby (Alternate), BRFS Deputy Director; Michael Roy, CityFleet Manager; Carmen Merlo (Alternate), DCAO; Matthew Spitulski, P&D Manager

**Other Staff Present:** Ethan Cirimo, Business Operations

### Decisions:

- The meeting was chaired by Rachel Whiteside.
- The meeting included an optional time slot for miscellaneous discussion, which was used to discuss several topics, but primarily on observations of outside bureaus' rental practices with CityFleet.

### Discussion:

- The committee shared updates from other OMF LMCs.
  - Revenue (Thomas) discussed its Pay Ratio Surtax, which taxes excessive CEO pay in Portland. The Pay Ratio Surtax is projected to produce around \$2.5-3.5 million in revenue from its inception in 2017 to the end of FY 2018-19. Companies without a business license will not be issued a Pay Ratio Surtax, nor will companies whose pay ratio is below 100:1. Revenue also covered staffing, and shared that it has added six RTS specialists, and intends to hire a mail room supervisor. Revenue also discussed its project to select a new Integrated Tax System (software), and that it will seek Revenue employee feedback of the systems it is considering; all staff will have 2.5 hours each to test various software and provide feedback.
  - CityFleet (Shae) discussed its employee recognition event, which featured a pinewood derby car race that was very popular among employees. Frank Wilson from CityFleet mentioned that it was "the happiest I've ever seen a group of people from the City..." They also discussed their 2019 Action Plan, which prioritizes specializing its workforce's roles and doing away with the current three-shift schedule (which includes a graveyard shift) in favor of a two-shift



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schedule. Shae emphasized that it will be important for CityFleet to share its experience in offsetting costs by properly maintaining current equipment rather than buying new earlier than it needs to. CityFleet is currently interviewing for several mechanic positions, one welder position, and is developing an apprenticeship program like that of Facilities.

- Facilities (Kristin) opened with a staffing update. It has completed round one interviews for its FMT Supervisor position and is accepting candidates for two open FMT positions as well as two AFSCME-represented positions for the fall. Jennifer Cooperman asked what the size of the candidate pool was for high-level license-required positions, and Kristin reported that it was quite small. Jennifer suggested a job series that could accept qualified candidates who are only missing a license.
- BTS (Manish) discussed its 2019 Workplan, which continues the bureau's commitment to the Speed of Trust program. They also discussed wanting to improve the transparency of their hiring process. Their active listening class was well-attended in 2018, and they will continue offering that class through 2019.
- Management (Tom) discussed that the OMF Budget Advisory Committee (BAC) is being revamped to have a more informative role, and to encourage attendance not because the meeting is required but because there is valuable information at said meeting. They also discussed OMF's talks with Council about their budget, specifically as it relates to revenue, and are pushing the idea that the more transparent OMF can be about its budget, the more they can demonstrate what Council will get.
- General discussion:
  - Jennifer Cooperman commented on how important it was during budget requests to paint a picture for Council of the importance of a topic. She brought up preventative maintenance as an example and mentioned that upkeep funds for people and equipment need to be talked about and included in requests.
  - Shae Davies brought up CityFleet's need of a study on the ratio of vehicles it should have in operation. CityFleet will be providing a rental report for the next LMC meeting, which will provide the backdrop for questions and a discussion around rental inefficiencies.