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OMF Labor Management Committee Meeting Recap

July 16, 2020

Zoom Meeting

Chaired by Tom Rinehart

Members Present

Geraldene Moyle, Guest
Scott Karter, Revenue (ALT)
Jamaal Anthony, BHR
Kristin Wells, Facilities Operations Manager
Michelle Kirby (Alt), BRFS Director
Tim McCormack (Alt), Facilities
Rachel Whiteside, PROTEC17
Michael Roy, CityFleet Manager
Tom Rinehart, CAO
Eddie Barton, Local 701
Thomas Lannom, Revenue Division Director
Roger Koppy, AFSCME/DCTU
Manish Thakore, PROTEC17

Members Absent

Rebecca Hatton (Alt), Facilities
Don Bryans (Alt), P&D
Ray Lister, IBEW Local 48
Tyler Wallace (Alt), Revenue
Matthew Spitulski, P&D Manager
Tony Bush, CityFleet
Paul Cone, BTS/PROTEC17/Co-Chair

Other Staff Present

Ethan Cirimo, OMF
Julian Massenburg, OMF

Updates from OMF LMCs

BHR (Jamaal Anthony)

No report.

BTS (Rachel Whiteside)

People are asking for accommodations regarding their City workspace, especially as a response to the decision to not return to work until 2021. People left in a hurry, and as this drags on, more and more folks are making requests. Tom mentioned that Geraldene will probably cover this.

Printing & Distribution (Matthew Spitulski)

Not present

CityFleet (Michael Roy)

CityFleet has no new info since their last OMF LMC meeting. Mike hears the question of how many people are allowed in a car at once and what the corresponding mask requirements are. Water bureau trucks are large enough to allow users to not wear masks, as they allow more than a 6-foot distance between people. Geraldene is anticipating some updates on mask rules about use in both large and small vehicles.

Currently, customers are now being asked to wipe down the vehicles they used after they used them, with wipes provided by CityFleet. Groups operating in “quaranteams” avoid this practice. Since they never see any change in people, this extra step is not necessary.

Facilities (Tim McCormack)

Facilities is dealing with multiple initiatives. The combined weight of COVID and protests have fatigued their teams. There is a great deal of demand on staff, and their work share program has made balancing furloughs with the increasing job list is a bit unclear. Getting needed work done is a challenge.

Facilities appreciates support from leadership. Their customers are looking to them for support, and after the initial stress of identifying pressure points collaboration will happen and a solution will present itself.

Tom had a question regarding the new expectation of not expecting a return to office work until 2021: does this new approach shift the Facilities workplan? It is too early for a clear answer to this, however Kristin can see how major maintenance projects would potentially be dealt with sooner.

Revenue (Thomas Lannom)

Yesterday was the Arts Tax deadline. Many met the deadline, but some business and taxpayers are no longer in position where they can pay taxes.

The ITS project had all staff meetings every week since the last OMF LMC meeting. The pandemic has placed the project in a yellow status, and the delays were unavoidable. They decided to extend the go-live date by 30 days, from August 14 to September 14.

In general, the progress Revenue is seeing from Labor’s change management efforts is very positive.

CAO Update (Tom Rinehart)

News and data around the country are underscoring that the debt is coming due in a bad way. There will be uncertainty in next several months. Tom wants managers to pay careful attention to morale, and to try to provide support where if possible.

OMF is anticipating an early August analysis of the budget and is preparing for several bad scenarios. It is unknown at this time what they will be, but OMF wants to be prepared if the news isn’t good.

Moving forward with the changes in schedule for folks returning to work, workplace safety will be a priority. Telework support will need changes, and BTS will have to adjust there.

Tom is particularly interested in the management ladder for folks of color. This is still in early stages, however this will be a big area of focus moving forward.

Roger wants to express that the routine emails are very helpful.

Workplace safety recommendations (Geraldene Moyle)

About 60% of Portland’s workforce is teleworking in some capacity. The said, some City facilities have never closed. Geraldene wants to acknowledge that there are services that can’t be provided remotely, and services that can’t be offered exclusively online for reasons of access.

Many employees are teleworking and will be returning to work slowly but steadily. Logistically, there will have to be a lot of preparation on budgeting how many people are present at one time and how those people can be moved around. Giving space to multiple teams and setting expectations for individual space will be important.

Since these criteria were established, Geraldene has visited many bureaus remotely and physically. In addition to employee expectations, she is working with 311 and information referral for how the public can be included in the reentry plan.

Originally, a staged reentry goal was set for this fall. This timeline has been pushed out to 2021. This extra time will be used for change management. Leadership provided criteria: employee health and safety, equity, City of Portland financial impact, and the ability to adapt to individual bureau needs.

The planned reentry has now been pushed out to early 2021. The anticipated plan is as follows: summer 2020 will be when guidance is developed, fall 2020 will be when preparations are made in anticipation of people returning to work, winter 2020 will be the start of a phased reentry plan, and then in the summer of 2021 it is anticipated that a full reentry will commence.