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## OMF Labor Management Committee Meeting Recap

August 19, 2021

Zoom Meeting

Chaired by Paul Cone

### Members Present

Thomas Lannom, Revenue Director  
Paul Cone, BTS/PROTEC17/Co-Chair  
Theo Leiataua, Facilities (Alt)  
Tom Rinehart, CAO/Co-Chair  
Matthew Spitulski, P&D Manager  
Eric Chitoubol, CityFleet (alt)  
Rachel Whiteside, PROTEC17  
Manish Thakore, PROTEC17  
Tim McCormack (alt), Facilities

### Members Absent

Carmen Merlo, Deputy CAO (Alt)  
Scott Karter, Revenue (Alt)  
Michelle Kirby (Alt), BRFS Director  
Tyler Wallace (Alt), Revenue  
Don Bryans (Alt), P&D  
Rebecca Hatton (Alt), Facilities  
Jamaal Anthony, BHR  
Roger Koppy, AFSCME/DCTU  
Keith Drew (Alt), CityFleet  
Kristin Wells, Facilities Operations  
Eddie Barton, Local 701  
Alan Bates, CityFleet  
Michael Roy, CityFleet Manager  
Tony Bush, CityFleet

### Other Staff Present

Ethan Cirimo, OMF staff

## Updates from OMF LMCs

### CityFleet (Eric Chitoubol)

CityFleet had its internal LMC meeting on August 10. They are currently taking a closer look at what their service will look like in a post-pandemic environment. This is complicated a bit by the Delta Variant. Alternate work schedules and flexibility in work hours continue to be the most pressing issues for employees.

There are six tech vacancies, and testing is being developed to fairly review applicants.

Extreme heat has made work difficult in various CityFleet garages. Since June, they have obtained several evaporative coolers.

### BTS/P&D (Paul Cone/Matthew Spitulski)

BTS had its internal LMC meeting on July 28. Currently BTS is giving recognition and achievement awards, attempting to reinvent its blog on the new Portland.gov, and has released branded BTS masks. BTS hopes to partner its equity committee with an existing committee like the LMC so that equity committee matters are more consistent overall in Citywide business.

P&D is discussing a need for a new business model. The pandemic fundamentally shifted how people get their information, and they moved away from print sources and toward electronic ones. Last, Darrell

McDermott has announced his retirement. He is a long-time P&D employee and over the years was heavily involved with AFSCME.

### **Facilities** (Theo Leiataua)

This most recent heat wave was handled well, and Facilities staff did its preparation work diligently. Facilities has nothing new to report, however OMF leadership wants to offer their gratitude for Facilities' hard work.

### **Revenue** (Thomas Lannom)

There are three new taxes for Metro/Multnomah County, and hiring for staff to support those new taxes is beginning. They are going from 100 employees to about 150. Represented staff was convened and talked to about the new positions and the process for filling them. The management team put together a timeline for this hiring process, and the collaboration between union leadership and Revenue leadership shows promise.

*Question: How can HR help other bureaus in the hiring process and with hiring committees?*

*Answer: Support is welcome for the establishment of hiring committees and the ground rules for those committees, and Revenue wants to commend HR for its assistance in this hiring process. Given that the scale up process was so rapid, the existing processes needed revision.*

### **CAO Office Update/Reentry Schedule** (Tom Rinehart)

Due to the Delta Variant, downtown office re-opening is delayed. Case numbers and rates dictate that the City must pause its plan on re-entering while it develops a solution. There will be a lot of change in the coming month, so the City will be in a holding pattern. The City is getting no pressure to rush to its re-entry goals, and that is encouraging. The private sector has also delayed its re-entry.

*Statement: Facilities techs have been able to do more preventative maintenance with people out of the buildings, which is a happy coincidence.*

A general focus on requiring vaccines is noticeable among downtown employers. The question now is, how do we want to handle testing? It is expensive, and right now we are seeing upwards of \$100 a test. Right now, OMF has been told by Council to come up with a policy and plan, which will go to Council for approval. This is preferable to Council simply dictating a policy and plan. It may be that eventually we issue a memorandum about what our plan is.

Will there be a philosophical exemption? It is too early to say that as many exceptions to the vaccine will be allowed now that we are struggling to handle the Delta Variant. Realistically, less leniency about one's vaccine status might be required. We will do all we can to ensure a safe work environment, but we just aren't at that point in our response. It is hard to know what we face while we are in the middle of the crisis.

Currently, OMF's plans do not include any financial incentives for getting vaccine. Within the work force, time off is a more valuable commodity than the incentive of money.

We are struggling with handling large amounts of built-up vacation leave. Employees are reluctant to take days off for many reasons, including the pandemic, wildfire smoke, and having to accommodate their work schedules with those of their kids. Additionally, employees are struggling taking time off without impacting the programs and projects that need their attention. Rather than let vacation banks balloon, the leading solution is to designate an extension of time during which an employee can use vacation time that is over the maximum limit and which will not roll over. Employees would have a fixed amount of time to use the leave that has built up before it expires. Labor agrees that there should be a plan to use excess leave. Use of vacation leave might be indicative of a deeper and more cultural problem. There needs to be a more disciplined approach to vacation.

Last, there will be limited number of Fall BMP requests. There will be more to share about BMP requests at the next LMC meeting.