



Tom Rinehart
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OMF Labor Management Committee Meeting Recap

December 3, 2021

Zoom Meeting

Chaired by Tom Rinehart

Members Present

Tom Rinehart, CAO/Co-Chair
Paul Cone, BTS/PROTEC17/Co-Chair
Eric Chitoubol, CityFleet (alt)
Heather Saby, P&D (alt)
Tim McCormack (alt), Facilities
Thomas Lannom, Revenue Director
Eddie Barton, Local 701
Manish Thakore, PROTEC17

Members Absent

Theo Leiataua, Facilities (Alt)
Tony Bush, CityFleet
Iana Spada (alt), Revenue
Rachel Whiteside, PROTEC17
Matthew Spitulski, P&D Manager
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
Alan Bates, CityFleet
Michael Roy, CityFleet Manager

Other Staff Present

Ethan Cirimo, OMF staff

Updates from OMF LMCs

CityFleet (Eric Chitoubol)

Retirements are still frequent, and while the bureau isn't reorganizing, there are many new faces. Vendors are changing ownership in many cases, which can cause timing issues. Staff are looking forward to getting back to alternative schedules. Right now, CityFleet is focusing on separating their two shifts during shift changes.

BTS/P&D (Paul Cone)

BTS's LMC will meet next week, as they have combined their November and December meetings. A window was broken at P&D during protest activity, and it is going to be repaired. That said, Mayor-signed certificates for employees with 30 years of employment with the City were stolen and have since been re-printed.

Soon the Oracle license will expire, and the City will begin using its HANA solution. With HANA, the City will be able to track procurement.

Facilities (Tim McCormack)

Facilities is in the middle of a reorganization and is moving to a vertical management approach each facility has defined leadership, such that the chain of command is more obvious in delicate situations. Otherwise, Tim wants to mention that Theo will soon be a full FMT. He takes the state exam soon, and upon passing it will complete his apprenticeship.

Revenue (Thomas Lannom)

There isn't much interest from Revenue in starting an LMC, but staff seem happy despite this. It was mentioned that perhaps Revenue could join BTS in their LMC meetings. Currently, Revenue is the only division within Revenue and Financial Services that doesn't have an LMC. More on this topic to come. It was noted that perhaps Revenue is too busy to focus on an LMC or doesn't see the value of an LMC given their time constraints.

In other news, Revenue has been surveying its employees for the past two years, and the understanding of employees regarding why and how the bureau is reorganizing has increased by about 20%. Tasks are handled differently thanks to ITS.

Questions

Tom: Is there any discussion about the obstacles of new employment while we are working from home? More guidance is necessary, but considering all the hiring, they are covering their bases. Probably 85% of Revenue will be on a 2-day return schedule.

CAO Update (Tom Rinehart)

The omicron variant has complicated our return-to-work scenarios. Right now, we are going to move ahead with a slow but accelerating reentry slotted to begin at the end of January. The return of employees to in-person work after they have gotten used to remote work is anticipated to be harder than going from in-person work to remote work. For now, the announcement will be released on Monday Dec. 6.

Questions

Paul: What is the policy for notification about exposures in the workplace? Who is leadership for exposure in a facility? In BDS's case, it was Chris Woo. Exposure is 15 minutes of contact with someone infected. If you are considered exposed, the idea is that you are contacted directly. Protocol needs to be updated. We want to be transparent, but not cause panic.

Eric: Are booster shots required? They are on the table, but guidance before Tom meets with leadership is unclear at this point. Right now, we are only strongly recommending it, but not requiring. Phase 1 will be one workday downtown per week. Phase 2 will be an increased number of days working downtown once a team makes an evaluation that determines the reentry process is working.