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OMF Labor Management Committee Meeting Recap

February 16, 2022

Zoom Meeting

Chaired by Paul Cone

Members Present

Paul Cone, BTS/PROTEC17/Co-Chair
Maty Sauter, Division of Asset Management
Eddie Barton, Local 701
Thomas Lannom, Revenue Director
Tom Rinehart, CAO/Co-Chair
Rachel Whiteside, PROTEC17
Jamaal Anthony, BHR
Eric Chitoubol, CityFleet (alt)
Iana Spada (alt), Revenue
Manish Thakore, PROTEC17

Heather Saby, P&D (alt)
Tim McCormack (alt), Facilities
Theo Leiataua, Facilities (Alt)
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
Roger Koppo, AFSCME/DCTU
Keith Drew (Alt), CityFleet
Alan Bates, CityFleet
Michael Roy, CityFleet Manager

Members Absent

Tony Bush, CityFleet
Steven Jordan, Facilities

Other Staff Present

Ethan Cirimo, OMF staff
Rachel Burlington, Parks

Updates from OMF LMCs

CityFleet (Eric Chitoubol)

Fleet had several safety kickoffs events for union members, and they are preparing for inventory soon. Fleet worked with Facilities recently, replacing some air exchangers. There are three new technicians with Fleet, and there is more recruitment to come. Lastly, Fleet recently rolled out new metrics for their service time projections, and supervisors can now base current work performance on a 5-year average.

BTS/P&D (Paul Cone)

The BTS LMC met on January 24th, but otherwise there isn't any significant news. There was discussion about balancing committee work with primary job responsibilities. It was also noted that the Equity Committee is losing members.

Facilities (Maty Sauter, Steven Jordan)

Facilities recently completed a re-organization of the O&M group, which oversees various team portfolios at work. They anticipate some staff moving between supervisors as work groups settle. They wanted to mention that they are working to match their staffing levels with the service levels they'd like to have at City facilities.

Revenue (Thomas Lannom, Iana Spader)

The Revenue LMC is still idle, though Iana and Thomas are meeting next week to discuss LMC. Otherwise, ITS made it through R3 successfully. Revenue is now gearing up for a busy tax season, and to that end they are having many of their employees return to in-person work slightly before the rest of the City (due to tax season). As usual, Thomas is seeing lots of movement internally as new employees settle.

CAO Update (Tom Rinehart)

Reentry: The policy team is working on our re-entry. Mask use will be a challenge as we approach a return to in-person work. Official requirements are starting to be loosened, and Council is united in coming back in a phased approach. Communications will announce a 6-week phased return, starting with one workday per week. There will be an exception process to this rule. We anticipate learning a great deal during the first phase and will likely have some adjustments to make.

Mask use: Opinion on this is all over the map. We don't necessarily want to require mask use if nobody else is and if official guidance states otherwise, but our exposure rate is incredibly low and our caution has paid off. We are working through a basic announcement of a phased return and planning on an April 4 start, after which there will be six weeks before employees must show up.

Revenue must come back a bit sooner (than April 4) because of the start of tax season. There are no requests for exceptions at this point.

Finally, the Revenue tax season opener breakfast, which has a long and storied tradition, will be celebrated again next year!

Will face covering recommendations mirror state recommendations?

There are two main opinions here: some want to follow in lockstep with the State, and others want to keep masks regardless. We don't yet know how our practices will differ (or if they differ) from national or State recommendations.

Budget: There is no new ongoing money, which is a strange spot to be in considering several contract agreements---otherwise Tom is working on the second installment of rescue plan money. We want to build a bridge to the future with the one-time money we are receiving.

Dealing with Work Stress (Maty Sauter)

Reports from employees both onsite and offsite are making it clear that this stress can change work performance. Taking time to yourself, lunch, coffee, etc., is helping employees manage stress and are diverging when it comes to work performance. Fleet is encouraging employees to take mental health breaks. Taking time to yourself, even if it's just a break for a few minutes, taking time to yourself can keep you clear-headed; you focus better when you are calm and relaxed.