

Board of County Commissioners Business Meeting Minutes – **DRAFT**

A complete video copy and packet including staff reports of this meeting can be viewed at <https://www.clackamas.us/meetings/bcc/business>.

Thursday, July 13, 2023 – 6:00 PM

In person and via virtual technology (Zoom)

PRESENT: Chair Tootie Smith
Commissioner Mark Shull
Commissioner Paul Savas
Commissioner Martha Schrader
Commissioner Ben West

CALL TO ORDER

I. CONSENT AGENDA

A. Elected Officials

1. Approval of Previous Business Meeting Minutes – *BCC*

B. Transportation & Development

1. Approval to apply for a grant with the United States Department of Transportation for a supplemental planning grant for the Transportation Safety Action Plan. Grant value is \$330,000 with matching funding through Road Funds of \$83,905. No County General Funds are involved.
2. Approval of a Funding Agreement with the Willamette Falls Locks Authority. Agreement value is \$120,000 for 3 years. Funding is through County Lottery Dollars. No County General Funds are involved.
3. Approval of a Contract with Sierra Santa Fe Corporation for the Wilsonville Chip Seal Package. Contract value is \$342,442. Funding is through County HB2017 Road Funds. No County General Funds are involved.
4. Approval of a Contract with Brix Paving Northwest, Inc., for the Pilkington Neighborhood Paving Project. Contract value is \$399,714. Funding is through County HB2017 Road Funds. No County General Funds are involved.
5. Approval of a Contract with KNL Industries for the West Clackamas Paving Project. Total value of the project is \$997,011. Funding is through County HB2017 Road Funds. No County General Funds are involved.
6. Approval of a Board Order authorizing purchase of SHI-Open Gov's Cartegraph Operations Management software through a cooperative agreement. Total value of \$392,859.87 for three years. Funding through County Road Fund. No County General Funds are involved.
7. Approval of a Timber Sale Contract with Stella-Jones Corporation for the Sale of Approximately 1.748 Million Board Feet of Timber as Part of the Wild Trout Timber Sale. Total revenue is \$1,165,114.08 over 2 years. Funding through Stella-Jones Corporation. No County General Funds are involved.
8. Approval of a Contract with Sierra Santa Fe Corporation for the Estacada – Eagle Creek Chip Seal Package. Total value is \$1,112,442. Funding is through County HB2017 Road Funds. No County General Funds are involved.

C. Health, Housing, & Human Services

1. Approval of Amendment #2 adding funding to a Service Contract with The Father's Heart Street Ministry for Extreme Weather Center activities and to Provide Additional Bed Nights. Amendment value is \$60,389, agreement value is increased to \$311,949 for 1 year. Funding is through State of Oregon Out of the Cold funds and \$9,464 in Budgeted County General Funds.
2. Approval of Amendment #4 decreasing funding of a Subrecipient Intergovernmental Grant Agreement with the Oregon Department of Human Services for Older Americans Act and Oregon Project Independence Programs. Agreement value is reduced by \$400,000, agreement value is now \$10,364,143 for two years. Funding is through the US Department of Health and Human Services and the State of Oregon. No County General Funds are involved.
3. Approval of Amendment #1 increasing funding, extending the duration, and updating program language to a Revenue Intergovernmental Agreement with the Oregon Department of Human Services for the Job Opportunity and Basic Skills program. Amendment value is \$1,449,243.48 for 2 years, agreement value is now increased to \$2,599,794.23 for 4 years. Funding through the Oregon Department of Human Services. No County General Funds are involved.
4. Approval of Amendment #1 extending the duration and increasing funding of an Intergovernmental Agreement with South Metro Area Regional Transit for on-demand transportation services to Villebois Community Housing. Amendment value is \$80,000 for 12 months, agreement value is increased to \$222,140 for 3 years. Funding is through the Oregon Health Authority. No County General Funds are involved.
5. Approval of a Revenue Intergovernmental Agreement with the Oregon Department of Transportation for Operations and Capital Funding for Mt Hood Express services. Agreement value is \$366,592 for 4 years. Funding is through the Oregon Department of Transportation. No County General Funds are involved.
6. Approval of a Revenue Intergovernmental Agreement with the Oregon Department of Transportation to fund the Operations, Maintenance, and Planning for the Mt Hood Express. Agreement value is \$1,182,240 for 2 years. Funding is through the Oregon Department of Transportation. No County General Funds are involved.
7. Approval of Amendment #3 extending the duration, increasing funding and updating program language to an Administrative Services Contract with Trillium Community Health Plan, Inc. for behavioral health services. Amendment value is \$428,000 for 12 months, agreement value is increased to \$1,372,000 for 4 years. Funding is through the Oregon Health Plan. No County General Funds are involved.
8. Approval of a Contract with Alpha Energy Savers, Inc. providing weatherization services for eligible households. Total contract value is \$1,050,000 for 2 years. Funding is through Oregon Housing & Community Service grant funds. No County General Funds are involved.
9. Approval of a Contract with Electech Lighting and Electric Inc. for providing weatherization services for eligible households. Total contract value is \$1,050,000 for 2 years. Funding is through Oregon Housing & Community Services grant funds. No County General Funds are involved.
10. Approval of a Contract with Energy Comfort & Construction, LLC, for providing weatherization services for eligible households. Total contract value is \$1,050,000 for 2 years. Funding is through Oregon Housing & Community Services grant funds. No County General Funds are involved.

11. Approval of a Contract with Four Seasons Heating & Air Conditioning for providing weatherization services for eligible households. Total contract value is \$1,050,000 for 2 years. Funding is through Oregon Housing & Community Services grant funds. No County General Funds are involved.
12. Approval of a Contract with Good Energy Retrofit for Weatherization Services for eligible households. Total contract value is \$1,050,000 for 2 years. Funding is through Oregon Housing & Community Services grant fund. No County General Funds are involved.
13. Approval of a Contract with Richart Family, Inc. for weatherization services for eligible households. Total contract value is \$1,050,000 for 2 years. Funding is through Oregon Housing & Community Services grant funds. No County General Funds are involved.
14. Approval of a Contract with Sky Insulation, LLC for Weatherization Services for eligible households. Total contract value is \$1,050,000 for 2 years. Funding is through Oregon Housing & Community Service grant funds. No County General Funds are involved.
15. Approval of a Contract with Wirenut Enterprises, LLC for Weatherization Services for eligible households. Total contract value is \$1,050,000 for 2 years. Funding is through Oregon Housing & Community Service grant funds. No County General Funds are involved.
16. Approval of Amendment #3 expanding the scope of work and increasing the funding of a personal services contract with Northwest Family Services for adult and youth housing services. Amendment value is \$2,427,616 for 1 year, agreement value is increased to \$7,778,129 for 3 years. Funding is through Metro Supportive Housing Services Measure Funds. No County General Funds are involved.
17. Approval of Amendment #2 expanding the scope, increasing funding, and extending the duration of a personal services contract with Northwest Family Services for the operation of Casa Esperanza as housing navigation and shelter. Amendment value is \$872,581 for 1 year, agreement value is increased to \$1,309,668 for 2 years. Funding is through Metro Supportive Housing Services Measure Funds and \$117,225 in Budgeted County General Funds.

Clerk to the Board Tony Mayernik read the consent agenda.

Chair Smith asked if any Commissioner wished to remove any item from the consent agenda. No requests were received.

Commissioner West: "I move for approval of the consent agenda." Commissioner Shull seconded the motion.

Chair Smith asked if there was any further discussion. None was heard.

Clerk called the poll

Commissioner Schrader Aye

Commissioner Savas Aye

Commissioner Shull Aye

Commissioner West Aye

Chair Smith Aye; motion passes 5-0.

II. PUBLIC COMMUNICATION

Chair Smith opened the meeting for public testimony.

Ellen Burns (Gladstone) – Support for the Equity and Inclusion Office

Nancy Slavin (Oregon City) – Support for the Equity and Inclusion Office

Cris Waller (Milwaukie) – Support for the Equity and Inclusion Office

Dianne Cassidy (Lake Oswego) – Opposition to the Equity and Inclusion Office

Patrick Clasen (Oregon City) – Higher Cost of Living Adjustment for AFSCME-represented employees

Ezra Flaherty (Oregon City) – Higher Cost of Living Adjustment for AFSCME-represented employees

Chris Desiderati (Milwaukie) – Higher Cost of Living Adjustment for AFSCME-represented employees
Adam Carowell (Oregon City) – Higher Cost of Living Adjustment for AFSCME-represented employees
Paul Edgar (Oregon City) – Opposition to tolling
Otis Lundgren (Milwaukie) – Higher Cost of Living Adjustment for AFSCME-represented employees
Aubrey Patterson (Milwaukie) – Support for the Equity and Inclusion Office
Gabrielle Blaug (Gladstone) – Support for the Equity and Inclusion Office
Cassie Wilson (Boring) – Support for the Equity and Inclusion Office
Jeanette DeCastro (Clackamas) – Support for the Equity and Inclusion Office
Lorreina Guyett (Damascus) – Support for the Equity and Inclusion Office
Chair Smith closed the meeting for public testimony.

III. COUNTY ADMINISTRATOR UPDATE

County Administrator Gary Schmidt recognized Health, Housing, & Human Services staff for their work in assisting a Korean War veteran with obtaining housing.

IV. COMMISSIONER COMMUNICATION

Commissioner Shull made comments on the AFSCME bargaining process, the Equity & Inclusion office, the Boring & Dull Day Parade, tolling, warming centers, and wildfires.

Commissioner Schrader made comments on Water Environment Services, First City celebrations, Pride, childcare, addiction, her work on the Community, Economic, & Workforce Development Steering Committee at the National Association of Counties, local farmers' markets, and her dinner for the Oregon China Council.

Commissioner West made comments about community engagement, tolling, addiction, homelessness, mental health, the upcoming Blue Ribbon Panel, upcoming town halls, Oregon Senate Bill 933, the Oregon China Council dinner, his upcoming trip to the National Association of Counties conference and recovery centers in Texas, and his upcoming Navy drill.

Commissioner Savas made comments on economic and workforce issues, equity and inclusion, tolling, inflation, and the Oregon legislature.

Chair Smith made comments on Oregon Senate Bill 1013, courthouse funding, ZDO-283, and tolling.

Chair Smith adjourned the meeting at 7:23 PM.

Esteemed members of the Board

Thank you for granting me this opportunity to address you today. I stand before you to advocate for a fair and just resolution to the issue at hand: the need to increase our COLA to match the CPI.

First and foremost, I want to emphasize that the well-being of our community in Clackamas County is deeply intertwined with the well-being of the dedicated workforce at WES. These individuals work tirelessly to ensure the cleanliness and safety of our water ways, protecting the health of our residents and the environment in which they live and recreate. It is our collective responsibility to recognize and address the challenges they face.

Our employees are confronted with the harsh reality of rising costs in fuel, rent, food, and various other essential expenses. The increased cost of these day to day necessities are placing an immense strain on the workers ability to meet their basic needs and provide for their families. As public servants, they deserve wage adjustments that keep pace with the ever-increasing cost of living.

Moreover, it is crucial to acknowledge that many of our neighboring municipalities are currently paying higher salaries and providing appropriate COLAs. This puts us at a distinct disadvantage when it comes to attracting and retaining a skilled and dedicated workforce. In order to maintain a competitive edge and continue delivering top-quality services to our community, you must take action.

While we understand the county is currently facing budget challenges due to construction costs, we must not overlook the importance of investing in our workforce, while acknowledging that WES has zero direct impact on the general fund. Your employees should not have to worry about making ends meet tomorrow or having to seek alternative employment to meet their financial obligations due to an erosion of spending power created by a lack of keeping pace with inflation.

Our employees are not merely numbers on a spreadsheet or a line item in a budget; they are the heart and soul of this county. They are the ones who work diligently to maintain the integrity of our infrastructure, ensuring that our residents have access to clean and safe waterways. Without their tireless efforts the health and well-being of our citizens would be compromised.

Affording WES employees an adequate COLA is crucial to maintaining the high standards of service our counties residents deserve. Our employees possess invaluable knowledge and expertise. Failing to address their legitimate needs and adequately adjusting their COLA you risk losing their institutional knowledge, jeopardizing your ability to provide efficient and effective services.

Losing our talented employees to neighboring municipalities due to an inadequate COLA would be detrimental to our community's health and safety. Their commitment to their roles is admirable, we ask that you reciprocate by providing them with the necessary support and wage adjustments required to maintain a livelihood at a standard equal to that in which they can provide the items essential to living and raising a family in the community that they serve.

In conclusion, I implore each member of this esteemed Board to stand with us in advocating for an appropriate COLA for WES employees thereby protecting the health and safety of the counties waterways for your constituents in Clackamas County.

In an interview with a right-wing news source¹, Commissioner Shull stated "The woke ideology is about gaining political power, and [equity] is a tool for them to gain that power. The words equity, inclusion, and diversity are friendly words that naïve people are attracted to, but for the woke, the words really mean one thing: applying unequal standards to ensure preferential outcomes for individuals and groups based on race, color of skin, sex, or gender identity."

This shows that Commissioner Shull has no idea what the county's Equity and Inclusion office actually does.

The evidence is clear. The work of DEIA offices benefits job performance. According to executive strategist Gartner², "Gender-diverse and inclusive teams outperformed gender-homogeneous, less inclusive teams by 50%, on average."

According to the Harvard Business Review³, employees who feel like they belong experience a 56% increase in job performance, a 50% drop in turnover risk and a 75% reduction in sick days. The same study found that DEIA tools like finding empowerment were so powerful that employees who experienced them outperformed their peers.

In their research report, Delivering through Diversity⁴, McKinsey and Company, a performance management research firm, found that gender, ethnic, and cultural diversity, particularly within executive teams, was directly correlated with performance and hypothesized that more diverse companies are better able to attract top talent and to improve their customer and employee satisfaction. They found that strong DEIA offices were crucial to this success.

The evidence is clear. DEIA services strengthen a workplace. Employees who feel like they belong and like they are treated fairly perform better. Look beyond the right wing shibboleths and stalking horses and do what is right for this county.

Cris Waller

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¹ Washington Free Beacon, Liberal Nonprofit Finds Solution to Portland's Homeless Crisis: A Million Dollars for 'Equity and Inclusion'-

<https://freebeacon.com/politics/liberal-nonprofit-finds-solution-to-portlands-homeless-crisis-a-million-dollars-for-equity-and-inclusion/> July 12, 2023

² Gartner, Diversity and Inclusion Build High-Performance Teams-

<https://www.gartner.com/smarterwithgartner/diversity-and-inclusion-build-high-performance-teams>

³ Harvard Business Review, The Value of Belonging at Work

<https://hbr.org/2019/12/the-value-of-belonging-at-work>

⁴ McKinsey and Company, Delivering through diversity,

<https://www.mckinsey.com/capabilities/people-and-organizational-performance/our-insights/delivering-through-diversity>, Jan 8, 2018

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