

# Women in Leadership

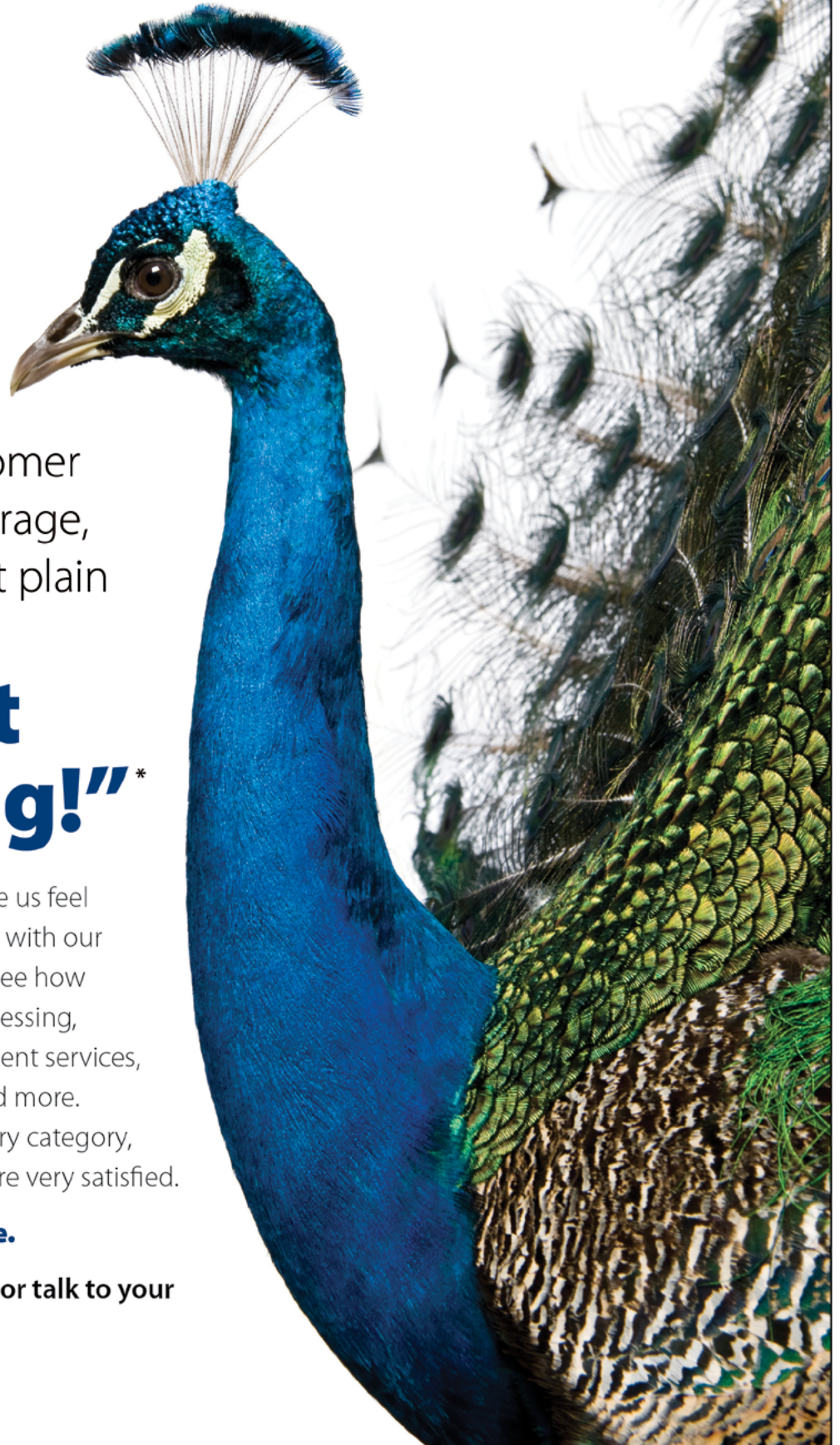


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### ON THE COVER

#### **20 Women in Leadership – Their Stories. Their Perspectives.**

This quarter we feature women serving in government leadership across the state, from the governor to a small-town mayor. They share their insights, inspirations, challenges and concerns.



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# Local Focus



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# From the Women of the LOC

In recognition of the critical and distinct role women play in government, the women of the LOC are writing the Director's Column for this edition of *Local Focus*. The LOC presently employs 16 full-time employees, 11 of whom are women, each of whom is integral to the success of the LOC and its support of local government officials across Oregon.

While the LOC is the trusted, go-to resource that helps Oregon city staff and elected leaders serve cities well and speak with one voice, it's our employees who give substance to this mission and fulfill the call for service. In each of the five divisions of LOC, regardless of our professional backgrounds and life experiences, women play an active role in providing core services to LOC members. Here are just a few examples:

- LOC's podcast, *City Focus*, which brings attention to the needs of cities across the state and advances the importance of local control is the brainchild and creation of Denise Nanke.
- The mastermind behind City Day at the Capitol is Jenna Jones.
- There is no better defender of municipal water rights or proponent for infrastructure investment than Tracy Rutten.
- LOC's training programs, conferences and affiliate relationships are all led by Megan George.
- Of the hundreds of member inquiries fielded by LOC each year, more often than not it is Jayme Hafner providing the needed assistance and guidance.
- Equity in the workforce is oftentimes difficult to achieve, but Ruth Mattox utilizes her skillset and years of experience to ensure that the policies and practices of Oregon cities meet statutory requirements.

Most of the women working for the LOC didn't grow up dreaming about one day working for an intergovernmental agency that protects and defends the principles of home rule. Truth be told, most of us never dreamed that a word like "pre-emption" would become a word used in our daily lives. But, like many women in government today, we found our way to this organization through a series of events and circumstances that centered around a strong desire to "do something," to "contribute."

And while no one at LOC is running a state agency, interpreting Oregon's constitution, or managing a multi-million-dollar municipal budget, we do believe we are making a difference, we are doing something. We may not be the governor, but she's given us a seat at her table and our voices are listened to and our opinions on major policy initiatives are given due regard. No, none of us is a mayor, championing ways to diversify a city's economic base; but, we are the ones giving that mayor a variety of economic development tools

to ensure diversification can occur. And while we aren't the financial wizards running numbers on how to purchase both a new fire truck and new playground equipment for the city's park, we are the team that teaches those financial experts on the nuances of Oregon's Local Budget Law. We may serve Oregon cities, and the state itself, in the background—but, we do contribute in meaningful ways.

- Megan George, Operations Director
- Jayme Hafner, Assistant General Counsel
- Debi Higgins, Administrative Assistant
- Jamie Johnson-Davis, Accountant
- Jenna Jones, Intergovernmental Relations Assistant
- Ruth Mattox, Senior Human Resources Consultant
- Patty Mulvihill, General Counsel
- Denise Nanke, Communications Specialist
- Julie Oke, Graphic Designer
- Tracy Rutten, Intergovernmental Relations Associate
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## Applications Sought for LOC Board of Directors

Continuing the quality programs provided by the LOC depends on the involvement of city leaders. One avenue for involvement is service on the LOC Board of Directors.

During this year's annual conference in Bend, LOC members will elect three directors at large and a treasurer to the LOC Board for 2020. The treasurer position leads to the office of LOC President. According to the LOC's bylaws, the treasurer position and two of the director positions shall be filled by an elected city official. One of the three director positions shall be filled by a city management employee, for which the LOC Nominating Committee will consider the recommendation of the Oregon City/County Management Association. For the first year of the three-year term, this city management position will be "director-elect" (non-voting).

The LOC's five-member Nominating Committee recommends candidates for open positions. During the annual business meeting on September 28, the entire membership will receive the recommendations of the Nominating Committee and make the final decision.

## Springfield Hosts LOC Board for June Meeting

The LOC Board of Directors met June 14 in Springfield. Here is an overview of what they did:

- Received a "first look" at the new LOC website;
- Adopted the Fiscal Year 2019-2020 budget;
- Received training on harassment from Citycounty Insurance Services' (CIS) Katie Kammer;
- Appointed Mayor Cathy Clark of Keizer to serve on the LOC Foundation Board of Directors;
- Extended the LOC pilot legal program in Eastern Oregon for an additional two years; and
- Increased Local Government Personnel Institute (LGPI) dues by 5%.

For more information on the LOC Board of Directors please visit [www.orcities.org](http://www.orcities.org).

The board's meeting calendar for the rest of the year has been slightly amended:

- Wednesday, September 25  
Riverhouse, Bend (9 a.m.-2 p.m.)
- Friday, December 6  
Local Government Center, Salem (10 a.m.-4 p.m.)

### How to Apply

City officials interested in running for the LOC Board are asked to complete the application form on the LOC's website (on the About tab under Who We Are and LOC Board) or send a note or email message to LOC Operations Director Megan George ([mgeorge@orcities.org](mailto:mgeorge@orcities.org)) to receive a hard copy application. Completed forms are due to the LOC office by **Thursday, August 29**. Applicants will make a presentation to the Nominating Committee during the annual conference on Thursday, September 26.

Serving on the LOC Board is both an honor and a responsibility. The board has the final say on LOC policies, both in terms of legislative issues and in programs and services. Your involvement will help the LOC reflect the values you and your citizens have in making cities a better place to live.

If you have any questions about the responsibilities of board service, please contact Megan George.



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Visit our website: [oregon.gov/deq/wq/cwsrf](http://oregon.gov/deq/wq/cwsrf)





## Thank You Jenni, Erin & Wendy for Your Service



The LOC would like to thank three staff members for their many years of service to our member cities.

Jenni Kistler joined the LOC in 2011 as a member of the administrative team, and eventually became a program manager for training, the annual conference and the Small Cities program. She recently accepted a position with SEDCOR.



Erin Doyle advocated for cities on land use issues for the past six years, joining the LOC just prior to the 2013 legislative session. She recently accepted a position as a lobbyist for Washington County.



Wendy Johnson advocated for cities on tax and finance issues for the past five years, joining the LOC prior to the 2015 session. She recently accepted a position with the Oregon Department of Justice.

Thank you for your hard work and commitment to our member cities. We wish you success in your future opportunities!



## Get Involved: Sign Up for an LOC Policy Committee

Help set the LOC legislative agenda for 2021 by joining one of our policy committees. The LOC Policy Committees cover topics such as: community development, energy, finance and taxation, general government, human resources, telecommunications, cable and broadband, transportation and water/wastewater.

Committee chairs and members will be appointed by the LOC president in November for two-year terms. The committees will meet approximately four times between January and June 2020, mostly between March and June, and thereafter on an as-needed basis.

### How to Apply for an LOC Policy Committee

Email Jenna Jones at [jjones@orcities.org](mailto:jjones@orcities.org) if you are interested in applying or check the LOC website as the application will be available on the Legislative and policy committee pages soon.

## In Memoriam

Former LOC lobbyist Willie Tiffany died unexpectedly on July 24 at the age of 48. Willie advocated for cities on water and environmental issues from 1999-2008, and later served as intergovernmental relations manager for Hillsboro's Water Department. For the past five years, he served as governmental affairs director for the Oregon Refuse and Recycling Association. Our deepest sympathies to his family.





## Are You Signed Up for the *LOC Bulletin*?

Each and every week, the LOC Bulletin brings the latest news of interest to Oregon's cities directly to your email inbox. To be added to the list, send a request to [loc@orcities.org](mailto:loc@orcities.org).



## 2019 Bill Summary Available Online Soon

The LOC's *2019 Legislative Session Summary of Bills* will be available soon online on the Legislative Advocacy page at [www.orcities.org](http://www.orcities.org). This publication provides a detailed look at the bills the LOC's advocacy team, often with valuable input and support from members, worked during the legislative session. The summary includes information about both passed and failed bills, and contains links to each bill described.

### Can't Wait? Check Out Our Legislative Recap Videos

Visit the LOC's YouTube channel for post-session recaps from the Intergovernmental Relations team on priority issues, including a high-level overview, state shared revenues, property taxes, mental health, PERS, housing and more.

View them at [www.youtube.com/leagueoforegoncities](http://www.youtube.com/leagueoforegoncities).



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# The LOC Supports the Diversity Dashboard Project

By Kirsten Wyatt, co-founder and executive director of ELGL

**E**LGL is the Engaging Local Government Leaders network, a big tent local government association that engages the brightest minds in local government. ELGL is based in West Linn, and has more than 4,800 members worldwide.

A major ELGL initiative is the Diversity Dashboard project. The Diversity Dashboard is the first ever data collection on the gender, race, age and veteran status of local government chief administrative officers and assistant chief administrative officers.

The adage “what gets measured, gets improved” is a driving concept behind the Diversity Dashboard project, which collects demographic leadership data across all forms of city and county local government organizations.

Data is arrayed in an easy to access and transparent format to allow for analysis across the United States. The dashboard is online at [DiversityDashboard.org](http://DiversityDashboard.org) for review and analysis of local government leadership demographics.

To populate the open data set, ELGL distributes a demographics survey to all local governments with a chief administrative officer (CAO) or assistant chief administrative officer (ACAO) in the United States and Canada. Local governments do not need to be members of ELGL to complete the survey. The survey is electronic and a link is available online for completion.

Data is compiled and shared without names and contact information into an OpenGov dashboard. OpenGov has configured their tool to share the demographic data of CAO and ACAOs in various formats including charts and maps at [www.elgl.opengov.com](http://www.elgl.opengov.com).

Thanks to targeted outreach from the League of Oregon Cities, local governments in Oregon show an increased number of data points in the 2019 Diversity Dashboard dataset. This willingness to share the survey and measure diversity showcases the LOC's commitment to diversity, equity and inclusion in Oregon local government.

If your local government's data is not yet included in the Diversity Dashboard, please share the survey link with your staff or elected leaders.

Sharing the survey at <https://publicinput.com/diversity> means that more local governments are included in the Diversity Dashboard, and more data means more stories about the demographics of local government leadership.

Also included online: a helpful outreach guide at [www.elgl.org/diversity-dashboard-outreach-tools](http://www.elgl.org/diversity-dashboard-outreach-tools) to encourage your network to complete a Diversity Dashboard at <https://publicinput.com/diversity> survey.

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# Small Cities Meetings Schedule

The Small Cities Network is a League program for cities with a population of 7,500 or less, with quarterly meetings to network and discuss common issues and solutions.

All meetings start at 11:00 a.m. RSVP to [dnanke@orcities.org](mailto:dnanke@orcities.org).

On the Web: [www.orcities.org/smallcities](http://www.orcities.org/smallcities)

## Upcoming Meetings

### North Coast (Region 1)

Warrenton – November 1

### Portland Metro (Region 2)

King City – September 19

### North Willamette Valley (Region 3)

Willamina – November 14

### South Willamette Valley (Region 4)

Scio – November 8

### Central Coast (Region 5)

Toledo – November 21

### South Coast (Region 6)

Coquille – November 20

### Southern Valley (Region 7)

Rogue River – September 12

### Columbia Gorge (Region 8)

Cascade Locks – September 19

### Central Oregon (Region 9)

Madras – September 20

### South Central Oregon (Region 10)

Malin – September 13

### Northeast Oregon (Region 11)

Boardman – October 16

### Eastern Oregon (Region 12)

TBD – October 17

## SAVE THE DATE!

### Municipal Fundamentals Training

Plan now to attend one of six half-day Municipal Fundamentals trainings. Topics include public records, ethics, public meetings and council roles. Registration opens in October at [www.orcities.org](http://www.orcities.org).

- December 5 – Forest Grove
- December 9 – Prineville
- December 11 – Central Point
- December 12 – Coos Bay
- December 12 – Pendleton
- December 19 – Nyssa



# Upcoming EVENTS

### OAMR Annual Conference

September 18-20 – Bend

### LOC Board Meeting

September 25 – Bend

### OMA (Mayors) Board Meeting

September 25 – Bend

### LOC Annual Conference

September 26-28 – Bend

### OCAA (Attorneys) Fall Workshop

September 27 – Central Oregon

### ICMA Annual Conference

October 20-23 – Nashville, Tenn.

### OGFOA Conference

October 28-30 – Portland

### NLC City Summit

November 20-23 – San Antonio, Texas

### LOC Board Retreat

December 5-6 – Salem

# 94<sup>TH</sup> ANNUAL CONFERENCE

SEPTEMBER 26-28 • RIVERHOUSE, BEND



## Register Today for the 94th Annual Conference

Join approximately 700 attendees – including mayors, city councilors, city managers, city recorders and city department directors – representing our 242 cities at the 94th LOC Conference, September 26-28, 2019 at the Riverhouse on the Deschutes in Bend. It's the one event city officials in Oregon cannot afford to miss!

**The registration deadline has been extended!** Cities have until September 18 at 5 p.m. to register their councils and staff for the conference. Register online at [www.orcities.org](http://www.orcities.org).

### Opening Keynote



#### Fire Chief Darby Allen, Fort McMurray, Alberta

We are excited to welcome Fire Chief Darby Allen as the Opening Keynote Speaker on Thursday afternoon.

Known as the face of the Alberta wildfires—and widely celebrated as a national hero—Darby Allen is an exem-

plar of selfless courage and level-headedness under pressure. Allen was Regional Fire Chief of the Regional Municipality of Wood Buffalo, an area that encompasses the community of Fort McMurray. In spring 2016, he spearheaded the evacuation of the city's entire population while the rest of the world watched.

Attendees will learn about developing unity in times of crisis, and Allen will share how an entire community can rally together during a crisis and persevere with resiliency and compassion. Plan now to attend—you will not want to miss this powerful talk.

### Closing Keynote



#### Ciaran O'Connor and John Wood, Jr. of Better Angels

Named in honor of the wise words of President Abraham Lincoln, Better Angels is a national citizens' movement to reduce political polarization in the U.S by bringing liberals and conservatives together to understand each other beyond stereotypes, forming red/blue community alliances, teaching practical skills for communicating across political differences, and making a strong public argument for depolarization. Rather than asking people to change their minds about key issues, Better Angels provides people with a chance to better understand each other, to absorb the values and experiences that inform our political philosophies, and to ultimately recognize our common humanity.





# There's an app for that!

Conference app coming soon! Registered attendees will receive an email with download instructions two weeks before the event.

## All-Day Human Resources Seminar

Thursday, 8:30 a.m. - 3:00 p.m.

*Pre-registration required.*

As employers, local governments are required to do two things: keep up-to-date with employment laws and best practices; and, ensure a vibrant, respectful, and innovative work place exists. Local government officials in the human resources field, or anyone who supervises government employees, should attend this one-day seminar. Attendees will receive the most current information on key employment laws, while simultaneously learning strategies and techniques for effectively and respectfully maintaining diverse workforces. HRCI, DPSST and CLE credits available.

## Pine Mountain Observatory Tour

Thursday, 5:30 p.m. - 10:00 p.m.



UNIVERSITY OF OREGON

*Pre-registration required. Space is limited.*

Join the LOC and the University of Oregon on a field trip to Pine Mountain Observatory, 34 miles southeast of Bend, and explore how the UO is enabling public safety and advancing research through the deployment of scientific infrastructure.

Attendees will learn how the Oregon Hazards Lab translates research into a safer Oregon, including ShakeAlert, ALERTWildfire, and the Pacific Northwest Seismic Network. Following the presentation, the group will enjoy the observatory and view the night sky through telescopes, including a 24-incher (clear skies permitting).

Transportation, a boxed dinner, and refreshments will be provided.

## Dine Around in Downtown Bend

Thursday, 6:30 p.m. - 9:30 p.m.



CITY OF BEND

Conference attendees are invited to dine out in downtown Bend Thursday evening. Free shuttles will pick you up at the Riverhouse and drop you off downtown, where you can sample some of the city's finest food and beverage offerings, including a free drink courtesy of Visit Bend!

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# Welcome to the

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- Get involved in a committee
- Review the benefits of LOC membership
- Read the latest news regarding cities



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- Keep up-to-date on the latest news and information with Local Focus, LOC Bulletin and City Focus podcast
- Find guidance documents in the Reference Library
- Review the latest research
- Look up contact information in the City Directory
- Search for products and services
- Post your city's job openings



**TIP: Use the handy search, filter and sorting tools to narrow the Reference Library to what's most important to you**

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League of Oregon Cities

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# new LOC website

orcities.org



## Find EDUCATION opportunities

- Search for trainings in your area
- Learn about and register for upcoming conferences
- View the schedule of Small Cities Network meetings
- Find out how to participate in the Local Government Management Certificate (LGMC) program



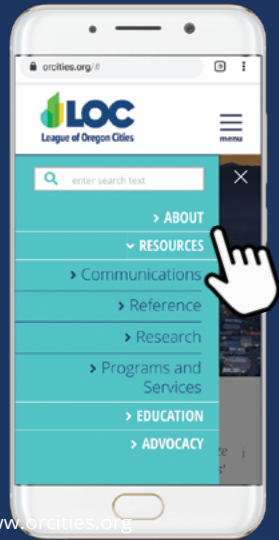
**TIP: Filter trainings by topic or location to find sessions just right for you**

## Learn about our ADVOCACY work

- Read about LOC's legislative priorities
- Keep up-to-date on legislation
- Sign up for a policy committee
- Learn about our legal advocacy efforts



**TIP: Find agenda packets for the eight LOC policy committees**



The new site is mobile-friendly so you can find information on the go!

Have suggestions or feedback on the new website? Let us know!  
Email [loc@orcities.org](mailto:loc@orcities.org)



## Q: What's the latest with the Oregon Equal Pay Act?

By Tamara E. Jones, Senior Pre-Loss Attorney and Pre-Loss Program Supervisor, CIS

**A:** Now that Oregon's Equal Pay Act is in full force and effect (for the most part), many of Oregon's cities have diligently reviewed their pay practices and adjusted found inequities. At Citycounty Insurance Services (CIS), meanwhile, equal pay act claims have not materialized to the extent expected, and the Oregon Bureau of Labor and Industries ("BOLI") recently announced that they have not yet engaged in any enforcement actions against noncomplying employers.

Having said all that, for those Oregon cities that have not yet considered whether their compensation practices are in compliance with this Oregon law, there is no time like the present to do so. The following is some background information about Oregon Equal Pay Act, and a discussion about the Oregon Legislature's enacted amendments to this law will also be addressed.

### Background Information on the Equal Pay Act

The Oregon Equal Pay Act requires Oregon employers to:

- Provide equal pay for equal work unless the salary or wages are based on one or more "bona fide" categories identified in the law;
- Not consider salary history when deciding whether to hire someone, or when attempting to figure out an opening salary offer for an applicant; and
- Not ask applicants or current employees for information about their salary histories.

The new law prohibits discrimination between employees who perform work of comparable character, on a basis of a protected class in the payment of wages or other compensation. Thus, under the Oregon Equal Pay Act, "protected class" includes race, color, religion, sex, sexual orientation, national origin, marital status, veteran status, disability or age. When BOLI promulgated new regulations in November 2018, the bureau expanded on the definition of "work of comparable character" and said that the phrase means work requiring substantially similar knowledge, skill, effort, responsibility, and working conditions in the perfor-

mance of work, regardless of job description or title. BOLI's regulations also provide a non-exhaustive list of factors that may be considered in determining whether employees have substantially similar knowledge, skill, effort, responsibility, or working conditions.

Finally, the act also defines "compensation" to include wages, salary, bonuses, benefits, fringe benefits, and "equity-based compensation," thereby providing employees with the opportunity to sue for disparities in compensation other than just straight wages. With respect to benefits, employees performing work of comparable character may be provided different benefits so long as the same benefit options are offered to all employees performing work of comparable character. Further, if an employee declines a benefit, the full cost of the benefit offered to the employee may be used to calculate the total amount of compensation paid to the employee under the Equal Pay Law.

### How Does the Law Apply to Applicants?

The Oregon Equal Pay Act prohibits employers from "screening" applicants based on their current or past compensation. This means that employers can no longer ask — on an application or in an interview — how much money the applicant has earned in past jobs. The law was recently clarified to state that the unsolicited disclosure of a job applicant's past compensation (whether by the applicant or former employer) does not constitute a violation of the law, so long as the information is not considered by the employer making the hiring decision.

### The "Bona Fide" Reasons for Pay Inequities

Under the Oregon Equal Pay Act, employers may pay employees different compensation if the differential is tied to a "bona fide factor" related to the employees' positions. Bona fide factors include:

- Seniority and merit systems;
- Systems that measure earnings by quantity or quality of production;



- Education, training and experience;
- Workplace location;
- Travel, if travel is “necessary and regular” for the employee; and
- Any combination of factors described above.

### What Damages Could an Employer Face for Not Complying with These Laws?

The law allows the affected employee to bring a lawsuit as a claim for unpaid wages, under Oregon’s wage and hour statutes, or as an unlawful employment action under Oregon’s discrimination laws. Under the wage and hour statutes, the employee would receive up to two years’ worth of back pay, liquidated damages (which mirrors the value of the back pay award), attorney fees and costs. Under the discrimination laws, a successful employee is entitled to two years’ back pay, back pay covering the period between the date the employee files a BOLI or court complaint and the date of the complaint’s resolution, compensatory damages (think: “emotional distress” damages), punitive damages (upon a particular showing of evidence by the plaintiff/employee), attorney fees and costs.

An employer’s adoption of an “equal-pay analysis” is a defense of sorts that the employer can use when

sued by an employee for wage discrimination, but only if the analysis is:





- Completed within three years before the date an employee filed a lawsuit or BOLI complaint;
- Completed in “good faith”;
- Reasonable “in detail and scope,” considering the size of the employer; and
- Successful, in that it eliminated the wage differentials for the plaintiff/employee and “has made reasonable and substantial progress toward eliminating wage differentials” for the plaintiff/employee’s protected class.

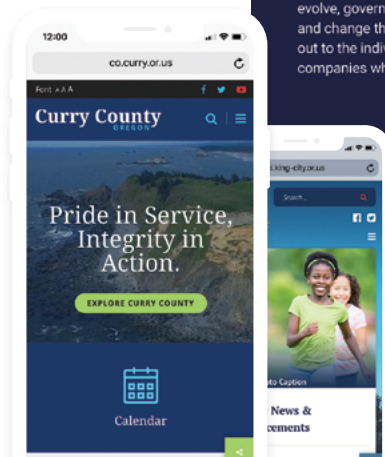
Unfortunately, neither the Oregon Legislature nor BOLI provided employers with information about what the law’s “equal pay analysis” should include. The law itself states only that an “equal-pay analysis” is an “evaluation process” that “asses[es] and correct[s] wage disparities among employees who perform work of comparable character.” In 2019, the Oregon Legislature did clarify that any pay equity analysis need not be related to the protected class of the plaintiff/employee who ultimately brings a claim against his/her employer. But the Legislature also made clear that an equal pay analysis must “include a review or practices designed to eliminate unlawful wage differentials.”

*(continued on page 18)*

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**What did the Oregon Legislature do in 2019 Regarding Oregon’s Equal Pay Act?**

On July 23, 2019, Governor Brown signed into law SB 123, a limited set of amendments to the Oregon Equal Pay Act that go into effect January 1, 2020.

First, it will not be unlawful to pay different levels of compensation when an employee is: (1) Performing modified/light-duty work because of a workers’ compensation injury; or (2) Temporarily performing modified work because of a medical condition that is either authorized by a licensed medical professional, or requested by the employee and authorized by the employer in a non-discriminatory manner.

Second, “System” (one of the “bona fide” factors that could lawfully support a pay inequity) is now defined as a “consistent and verifiable method in use at the time” that a violation of the equal pay law is alleged. For employers, that means that ad hoc decisions regarding and after-the-fact justifications for disparities will not be recognized by the law. The Legislature is essentially sending employers a reminder that as of January 1, 2020, they need to be on top of these issues before someone complains or makes a claim. The reminder is also a good practice, because an established, documented system shows consistency and is less likely to be deviated from if it’s established.

employer can pay employees for work of comparable character at different compensation levels if the differential is based on a “bona fide” category that is contained in a collective bargaining agreement.

**What Should My City Do Now?**

CIS-member employers should consult with the CIS Pre-Loss or Hire-to-Retire teams, or their outside counsel if they’re not a member, about any concerns they have now regarding possible pay inequities within their city. Proper vetting of existing issues could go a long way towards preventing Equal Pay Act claims, or at least putting the employer in a defensible position should such claims be made (especially if a pay-equity analysis is involved). Employers should also remove inquiries about an applicant’s current and past salary on an employment application.

For those employers without an established, verifiable “system” in place regarding pay practices, they should also document the reasons for pay differentials during a hiring process or when a performance evaluation results in a pay increase, if these changes are not based on existing pay scales, established policy, etc. Reviewing the compensation for newly-created or newly-vacated positions and comparing them to other positions of comparable character will also be a good start. ■

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# Women in Leadership

Their Stories. Their Perspectives.

**T**hroughout Oregon, women are exemplifying great leadership in government. In the following pages, you'll meet some of the leaders who are guiding our state, as well as individuals and teams that are charting exciting new pathways for cities of differing sizes and locations. You'll read about their personal experiences, their inspirations, and how they see the future for women in leadership.

# Women Leading Oregon



## *In their own words*

by *Melody Finnemore*

**O**regon is recognized nationally for the number of women leading state government, with more females than males filling the top offices. A few of them recently shared with *Local Focus* what motivated them to work in public service, what they enjoy most about their jobs, the challenges they face, and what advice they would offer for young women who want to be leaders in both the public and private sectors.

### **Governor Kate Brown**

A graduate of Lewis & Clark College's Northwestern School of Law, Governor Kate Brown earned a certificate in

environmental law with her law degree and said she was called to public service with the mission of giving a voice to the voiceless. "Making a difference, improving the lives and livelihoods of working families, and ensuring underrepresented and marginalized groups are heard all matter deeply to me," she said.

Brown noted that her campaigns have focused on adequate funding for education, and one of her biggest accomplishments to date was signing the Student Success Act into law during the 2018 legislative session. Such moments motivate her to continue her public service.

"That's why I will always fight for better jobs and schools. I will always be a fierce advocate of women's rights, equity and

equality. And I will continue to serve the people of my state by strengthening and expanding voter access," she said. "These are the things that keep me going, and I feel so privileged to be working in a career that I absolutely love."

Brown called being Oregon's governor "an immense honor," and said she most enjoys meeting people from across the state and hearing their perspectives and priorities. In Salem, however, the job is often daunting, as evidenced during the last session.

"I find it sad, disturbing and challenging that a collaborative Senate that in the past served as a model for others could have its fabric so frayed by this past session," she said, adding each person





who has the privilege of holding elected office has a duty to serve the people they represent.

“We have folks from all walks of life, and each holds their own perspectives—that is what makes Oregon so unique. That is the core principle of our form of government. No matter the differences, we must come together to steward the state. We need to focus on bringing people together and finding a path forward to a solution, not moving further apart,” Brown said.

With women holding four of the state’s five executive offices, Brown said she sees significant progress for female leaders and she’s inspired by the young women who are fighting to affect real change. While women are triumphing in Oregon and across the nation, it didn’t happen overnight, she noted.

“Our state has a proud lineage of strong, bold women who’ve inspired me, and I am proud of the progress we continue to make. I would say it is important for young women and professionals to have women mentors who can support and

guide them,” she said. “Governor Barbra Roberts, who broke a historic glass ceiling when she became Oregon’s first female governor, has been an outstanding mentor to me. I am also proud to call her a close friend.”

Years of activism, advocacy and bucking authority have led to more women leaders in state government, but more is needed to ensure progress on issues ranging from reproductive health and paid family leave to economic development and equity for women of color and women-identifying members of the LGBTQ community, Brown said.

“We also must continue to make our society one where women can feel safe while walking to the grocery store or while working in an office. As we grapple with the systemic issues brought to light by the #MeToo movement, we must continue to stand with survivors, ensure everyone feels safe and protected, and that we hold people accountable for their actions,” she said.

*(continued on page 24)*

“With more and more women serving in leadership roles in business, politics and in our communities, I hope young women know that they are powerful and that they can make a difference.”

—Governor Kate Brown





“Do your job as effectively as you can and if you have the opportunity to serve in government take good care of the people who elected you and make sure they come first. Don’t focus on your own ego.”

– Secretary of State Bev Clarno

Her advice for younger women is to seek the support of other women colleagues who may share their experience. “I have the great honor of having served with so many strong women throughout my career. They were able to give me the strength, uplifting laughter, and motivation to keep going,” Brown said. “With more and more women serving in leadership roles in business, politics and in our communities, I hope young women know that they are powerful and that they can make a difference.”

**Secretary of State Bev Clarno**

Bev Clarno earned her bachelor’s degree from Marylhurst University and worked as a hog farmer and cattle rancher, real estate broker and appraiser before entering public service. A negative experience with “intrusive and arrogant” state regulators who were examining her farm motivated her to run for a seat in the House of Representatives in 1988.

“When you’re trying to run a business on a farm you should be able to have help from the government and not be

criticized and penalized. I thought, ‘If I ever get to be part of the Legislature, I’m going to change that,’ and I did,” she said.

Clarno was re-elected three times, served as Speaker of the House from 1995-’97, was elected to the Senate in 2000, and served as Senate Republican Leader during the 2003 session. She was the first woman Republican Speaker of the House and the first Republican woman to lead her party in the Senate. Clarno also is the first woman to hold



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“We need to make sure that our elected officials look like the people they represent, so we need to work harder to have more racial diversity as well as gender diversity.”

— *BOLI Commissioner Val Hoyle*

leadership positions in both the Oregon House and Senate.

From serving in politics to volunteering for the Girl Scouts and teaching Sunday school, Clarno’s passion for community involvement is her favorite aspect of public service. “I enjoy working with people and, in the Legislature, it’s a joy to help people get through the red tape.”

Among the challenges of being the secretary of state is trying to help the state’s Audits Division recognize what they need to get done to help position legislators for success. “The goal I have is to make sure we have a good working relationship so the legislators can get their jobs done,” she said.

Clarno has served in politics when her party is in the majority, the minority, and when the numbers on both sides were tied. In her experience, she said, the system works better when neither party is

in control and partisanship cannot force a stranglehold on state government.

“I hope people can return to a more positive working relationship and let each party have an opportunity to share the concerns from their constituents because all partisanship does is make the urban/rural gap wider,” she said.

Clarno said that while it’s exciting to see more women filling leadership positions in Oregon’s government, it’s important to continue encouraging young women to run for office and seek leadership positions.

Her advice for young women: “Do your job as effectively as you can and if you have the opportunity to serve in government take good care of the people who elected you and make sure they come first. Don’t focus on your own ego.”

For women leading in the private sector, Clarno advised them to learn everything they possibly can and then “be the best steward of the business or the opportunities you have.”

### **Commissioner of Labor and Industries Val Hoyle**

Val Hoyle credits her professional success to growing up in a proud union household in New England, where community involvement and political activism were encouraged. She earned a bachelor’s degree in political science with a concentration in international studies from Emmanuel College in Boston and worked in the outdoor industry for 25 years, specializing in domestic and international sales.

When she and her family moved to Eugene in 1999, they looked forward to their children attending a stellar school. Instead, they discovered the school had three portable trailers, one of which was infested with nutria, and her son continually had a strep infection because of the school’s air quality.

“I wanted more for my kids,” she said, adding she got involved in local politics to support public education. “I thought that was the best possible way to help not just my kids but the Oregon education system. I grew up knowing that my voice mattered in the process so it was natural for me when I came to Oregon to think that if I wanted to get some-

thing done, I needed to get involved and be part of the process.”

Hoyle went on to serve as the state representative for West Eugene and Junction City. In 2012, she was elected by her legislative colleagues as House Majority Leader and served in that role through the 2015 session. She then worked with the University of Oregon Wayne Morse Center for Law and Politics until last May, when she was elected to be the Commissioner of the Bureau of Labor and Industries. With strong labor ties and a background in business, Hoyle said she feels like her role as the bureau’s commissioner is a natural fit.

“I feel like this is exactly where I’m supposed to be,” she said. “I get to do what I love and what I grew up with, which is being able to stand up for people who don’t have a voice. I feel like I’m making a difference. I’ve been across the whole state and we’re working on investing in the agency, the workforce, the people and how to be more attentive.”

Noting that the bureau is often the last stop for people who cannot afford an attorney, Hoyle said she is working to ensure her “incredible team of mission-driven people” have the resources to do their jobs effectively. While the bureau previously did not have adequate funding, the Legislature has invested in upgrades for its technology and other systems, including an improved website.

“Every day is a new challenge. We’re looking at the work that is being done and how we can do it better so that the customer is at the center,” she said. “That’s what drives me every day. I put my head down, get the job done and I’m grateful for the opportunity to be able to be engaged and have my voice be heard.”

Hoyle commended the female leaders who came before her for paving the way for her and the other women filling Oregon’s government offices.

“It took a lot of work to build those steps to support women to get to this place where they felt like they could run. When you see so many people who look like you and so many women in leadership, it seems natural that my daughter looks at going into politics or business and says, ‘I can do this,’” she said. “What we can do differently is we need to make

*(continued on page 26)*



“We’re still not equal to men and that’s embarrassing. We have so many great women lawyers and we should make sure we’re taking care of them. We’re still trying to achieve that.”

– *Attorney General Ellen Rosenblum*

sure that our elected officials look like the people they represent, so we need to work harder to have more racial diversity as well as gender diversity.”

Hoyle encouraged young women to get involved in political campaigns if they would like to work in public service, and for young women to seek out good mentors no matter what kind of career they would like to establish.

“Find someone who looks like they are doing well and having fun and are successful,” she said. “Find people who will take the time to help you learn and be better. Stay away from people who tear you down and find those who build you up. Those people are like gold.”

### **Attorney General Ellen Rosenblum**

With a father who was a law professor and seven siblings, Ellen Rosenblum grew up among dinner conversations that centered around equal protection, due process and other civic topics. She earned a bachelor’s degree in sociology before graduating from the University of Oregon’s law school, where she was inspired to practice public interest law and spent a summer as an intern for OSPIRG.

“That really was an influential time for me and I think it set the tone for my career,” she said, adding her generation was the first group of UO law school grads with more than just a few women in the class.

Rosenblum had hoped to work for OSPIRG after law school, but the job market led her to a small firm in Eugene. She went on to work as a public defender, federal prosecutor, and state and appellate judge before becoming Oregon’s first female attorney general in 2012.

“There are so many things I love about my work. I enjoy the confluence of policy and politics and law. I had already done a lot with law. I hadn’t done that much with policy and I had been constrained from expressing my opinions about things I feel strongly about,” she said. “It’s a really great opportunity now to kind of have a bully pulpit on issues I care about and also protect consumers and look out for the most vulnerable in our community, and there are so many these days.”

In addition to consumer protection, Rosenblum’s priorities include civil rights, advocating for children, seniors, immigrants, crime victims and people saddled with education-related debt. She noted that her team handles myriad abuse and neglect cases, and ensures that \$1 million in child support is collected each day.

“We do so much and I’m so proud of the work we do,” she said. “It’s that type of work I find incredibly rewarding to be able to do and to have the great staff I do. I love working with really fine people. I have a great team and I love the teamwork aspect of it.”

Among the hurdles, resources are always an issue and Rosenblum’s office has filed several lawsuits against the Trump administration regarding federal mandates that potentially threaten the civil rights of Oregon residents.

“That has been a challenge because we’ve had to add that to our plate without any additional resources,” she said.

Rosenblum said she is excited about the growing number of women filling top positions in public service, but much progress still needs to be made in the private sector, including better work-life balance for young women who want to have families.

“You look at our city government, our county government, our courts and our Legislature and we’re doing pretty darn good here, but in the private sector and in our legislative delegation we could do better,” she said, adding a glass ceiling still exists when it comes to female leadership and wages in law firms. “We’re still not equal to men and that’s embarrassing. We have so many great women lawyers and we should make sure we’re taking care of them. We’re still trying to achieve that.”

Noting that much of her career success stemmed from networking and relationships, Rosenblum advised young professionals, both female and male, to seek out opportunities to build relationships.

“You have to see how the world works and be a player in it, and pay it forward.”



“I really want to thank the people who participate at the local level. I believe people can see how government works best when they are engaged at that level.”

– *Chief Justice Martha Walters*

You don't have to wait until you're at my stage in a career to be a mentor and encourage others," she said. "I always encourage women to run for office, but I know a lot of women don't want to run for office. If you're not going to be the candidate, you should encourage and support the candidate."

### **Oregon Supreme Court Chief Justice Martha Walters**

Martha Walters was working in daycare and wanted to make a difference by helping children understand how smart and capable they were so they would develop self-confidence. She realized that making the world a better place is slow going when it's on an individual basis, so she began exploring how she could accomplish that through the justice system.

After earning a bachelor's degree from the University of Michigan, Walters graduated from the UO School of Law and practiced with two Eugene law firms. Over 30 years in private practice, she specialized in employment law, civil litigation and general civil practice. Her work in employment law included confronting discrimination and sexual harassment in the workplace and ensuring that people with disabilities had the necessary accommodations to do their jobs.

"When I was in private practice, I represented people who had a statutory right or a constitutional right they

were trying to assert," she said. "The law doesn't have any life to it unless it's enforced and people stand up and say, 'This is how it should be,' so when I was in private practice I was doing something of import."

Walters added that as president of the law firm Walters Romm Chanti & Dickens P.C., she was able to experience being an employer, providing jobs to the community and offering a workplace where people would feel comfortable and want to be each day, which is a form of public service. Her work in Eugene also exposed her to leaders in local government and she learned much from the city and surrounding communities.

"People are closest to their local government and it's important work," she said. "I really want to thank the people who participate at the local level. I believe people can see how government works best when they are engaged at that level."

Walters joined the Oregon Supreme Court as an associate justice in 2006, and the following year became the first woman president of the National Conference of Commissioners on Uniform State Laws. Walters, elected by her colleagues to serve as Chief Justice of the Oregon Supreme Court in July 2018, said serving on the bench has given her a unique perspective on the legal profession.

"Being on the Supreme Court, there are two different aspects of my job. As Chief Justice I have an opportunity to form relationships with the other branches of government and work on issues that impact all branches of government," she said. "I love listening to the cases that come before us and working with my colleagues to decide what the right result is. I also love being able to write opinions and craft opinions that help support the law."

Like other branches of state government, resources are tight. "We're really making progress in that answers to these questions have to be addressed in partnership. We can't have silos all over the state trying individually to address these challenges. We have to reach out and work together so that we can achieve the best results," she said.

Walters pointed out that the number of women in government leadership positions is a sea change from when she started practicing law in 1977.

"It's fabulous and one thing we need to do is try to make it more feasible for women with children to be able to continue their careers," she said, adding her advice to young women is "just jump in and we need you." ■





Rep. Shelly Boshart Davis (left) and Rep. Karin Power

# Across the Aisle

*Bipartisan effort leads to passage of bills benefiting working mothers, environment*

**R**ep. Karin Power, D-Milwaukie, is associate general counsel for The Freshwater Trust and was updating its employment handbook when she discovered that Oregon's laws regarding breastfeeding and pumping breast milk in the workplace had not been updated in more than a decade.

She saw that the laws benefited some employees but, for example, not those who worked for companies with 25 people or fewer. "It was entirely byzantine and archaic," said Power, a working mom who pumped breast milk during her first legislative session in 2017.

Power set about updating those regulations in HB 2593 while also improving workplace accommodations for pregnant women in HB 2341. Both bills were introduced before the

House Committee on Business and Labor, where Power met a key ally in committee member Rep. Shelly Boshart Davis, R-Albany, Millersburg, Tangent.

The pair differ in many ways beyond their political affiliations. Power grew up in New Jersey and spent time in Geneva, Washington, D.C., Boston, Seattle and Portland before settling in Milwaukie with her wife and son. She is the first LGBT woman elected to serve House District 41.

Boshart Davis grew up on her family's farm in the Tangent area and helped grow it into a global presence that ships agricultural products as far as Japan and South Korea. She and her husband, Geoff, have three daughters who are active in 4-H and FFA, and they raise hogs to show at the Linn County Fair. Both found common ground in parenthood, and Power said she appreciated the feedback Boshart Davis provided when

“It was not us alone. It was with a great deal of help from women lobbyists in the building who work with businesses and other sectors, and helped us figure out how to make these policies work for everyone involved.” – *Rep. Karin Power*

she introduced the two bills related to workplace accommodations for working moms.

“We talked about having kids and what it was like to be actively working while parenting and being a new mom,” she said. “I think that shared experience gave us the ability to figure out how to make it work for both businesses and advocates for workplace-friendly practices.”

Boshart Davis said she enjoyed the ability to listen to business owners and advocates for improved workplace policies with Power, and find a balance that ultimately led to bipartisan support for both bills.

“Being able to see both sides and say, ‘How is this going to work in this environment?’ and also being able to accommodate working moms was really rewarding,” she said.

HB 2593 brings the state’s laws up to date with federal law, which doesn’t limit breaks for pumping breast milk and requires employers of all sizes to provide breaks for pumping. Under the law, employers don’t have to pay workers during those breaks beyond what they would normally pay for required rest periods. HB 2341 requires employers of all sizes to provide accommodations for pregnant women, such as more frequent bathroom breaks and the ability to put their feet up or sit during the workday. It also provides a needed opportunity for an undue hardship exception for employers with 10 or fewer employees.

“This was important to me to recognize some small businesses simply would not be able to comply,” Boshart Davis said.

Power said support for the two bills gained momentum due to a team effort. “It was not us alone. It was with a great deal of help from women lobbyists in the building who work with businesses and other sectors, and helped us figure out how to make these policies work for everyone involved.”

She added that the growing number of women in politics equals likely passage of more legislation that supports working women and families in the future.

“There are a lot of women in both parties who have kids and have day jobs, and having that number of women in the workplace helped to build support,” Power said.

A more challenging piece of legislation for the pair was HB 2007, which regulates diesel trucks in the Portland metro area.

“That was probably our toughest one because Shelly is a grass seed farmer and the daughter of a truck driver, and we’d been working on ways to use VW’s emissions settlement fund,” Power said, adding she respects the homework Boshart Davis did on the bill and her effort to find compromise.

“We were really communicative, so if we reached an impasse at times we’d explain why and that level of communication helps you develop trust even when you disagree with each other. That

helped us navigate the bill so we could work on building support together,” she said.

Boshart Davis added, “I knew that any regulation on the trucking industry would be extremely burdensome as we are the most expensive state in the nation to run a truck. This bill had to be extremely narrow, exempt those that most needed it, and focus on how to use the VW’s emissions settlement funds. In addition, the Legislature recently passed the Transportation Package in 2017 which was and will continue to be very costly for the trucking industry. We must take this into consideration when looking at any legislation on an important section of our economy—one we all rely on.”

Power noted that the Senate had worked on a similar bill for several years and was unable to move it beyond the committee level. “I think getting this bill passed after so many years of trying was a testament to the Republican women who work in the Legislature. They were a pleasure to work with.”

Given the current political climate, Power said, many people may think Oregon’s Democrats and Republicans disagree more often than not. “There’s often the misunderstanding that what we do is partisan when it’s mostly bipartisan,” she said.

Boshart Davis, who just completed her first legislative session, said Power’s position as co-chair of the Joint Committee on Carbon Reduction created an opportunity for her to learn more about the state’s legislative process.

“She is very smart, she runs committees well and she is extremely thoughtful, so being able to work with her on a multitude of bills was a great experience,” Boshart Davis said. “It’s very encouraging to see that two people from both sides of the aisle could work together.”

While the national political dialogue appeared to swing either far right or far left during her campaign, Boshart Davis said she repeatedly hears from constituents that they appreciate her collaborative approach.

“When I work with town halls or talk to people in the district, most of them are in the middle and I think most of us live in the middle,” she said. “The comments I hear are, ‘Thank you, Shelly, for being willing to work with others and not just being in The Party of No.’”

Another lesson learned from her first session is the need to help her constituents and others better understand the legislative process.

“I did communication well, not just with the district but with the public, but I would like to do even better in the future,” Boshart Davis said. “I think a lot of people don’t understand the process of the legislature, and we need to get more people involved in what is going on, why it’s happening and how it’s happening.” ■



# “She Wanted to Make Sure Everyone Worked Together”

## *In Memoriam: Senator Jackie Winters*



**O**regonians across the state mourned the passing of Sen. Jackie Winters, R-Salem, who died from lung cancer May 29 at the age of 82.

Winters was born in Topeka, Kan., and attended Oregon State University Systems of Continuing Education and Portland Community College. She began her public sector career as a clerk typist at Oregon Health Sciences Center when she was 22 and went on to own Jackie's Ribs in Salem. She served as a supervisor for the late Gov. Tom McCall's Economic Opportunity Office and, while working as an assistant to the late Gov. Vic Atiyeh, helped create the Oregon Food Share program.

Winters became the first African-American Republican elected to the Oregon Legislature when she was elected to the House of Representatives in 1999. She was elected to the state Senate in 2003. Her legislative district included parts of Salem, Monmouth and rural portions of Polk and Marion County. She rose through the Senate ranks to become vice chairwoman of the Joint Ways and Means Committee, and in 2017 became the first African-American to serve as the Senate Republican leader.

Oregon Senate President Peter Courtney, D-Salem, wrote in a guest column for *The Oregonian* that he had lost a partner and a friend with Winters' passing.

“We were a tag team. We didn't think of ourselves as Democrats or Republicans. We functioned more like brother and sister. I never had any sisters, but I think that's what brothers and sisters do. We always looked out for each other,” Courtney wrote.

He noted that Winters was one of six children and had a life-long love of learning new things, she was a history buff, and she was proud of the accomplishments of the relatives who came before her. She also was part Choctaw and part Blackfoot and was honored by her Native American heritage.

Courtney described Winters' husband, Ted, as a former prison inmate with a rough past. “His determination and drive to better himself reinforced many of Jackie's beliefs. Through her great love, she became convinced people deserve second chances, especially youths who get in trouble young,” he wrote.

Courtney also pointed out that Winters' last bill on the floor of the Senate was SB 1008, and that she determinedly came on the floor to carry the bill. SB 1008, which gives judges more discretion when sentencing juveniles, passed with bipartisan support.

“Jackie Winters made sure (her Republican colleagues) understood how important it was that this had to pass,” Sen. Lew Frederick (D-Portland) told *OPB*. “She wanted to make sure everyone worked together.”



“It was an emotional moment when the bill passed,” Courtney wrote. “As was her style, Jackie remained committed to those most in need up to the end. She didn’t care about how she would be characterized in history. She just cared about giving advantage to those who’d never known it.”

### Paying Tribute to a True Public Servant

In the wake of her passing, government leaders at the federal, state and local level, along with media and past colleagues, took to social media to honor the life and career of Sen. Winters:



**Suzanne Bonamici** ✓  
@RepBonamici

I am saddened to learn that my former colleague, State Sen. Jackie Winters, has passed away after a courageous battle w/ cancer. My heart goes out to her loved ones as they grieve & remember a passionate, path-breaking lawmaker, friend, and family member. May she rest in peace.



**Chris Lehman** ✓  
@CapitolCurrents

Remember who spoke the very first words from the Senate dais during the 2019 legislative session? Senator Jackie Winters. She had the gavel until the formalities of electing Peter Courtney as President were complete. #orleg #orpol



**Senator Ginny Burdick** ✓  
@SenBurdick

(1/2) Jackie Winters is a true Oregon legend. She always let principle stand ahead of partisan politics. She advocated passionately for her fellow Oregonians, especially the disenfranchised and disadvantaged among us. #orpol #orleg



**Senator Ginny Burdick** @SenBurdick · May 29  
Replying to @SenBurdick

(2/2) I was her friend and admirer long before either of us served in the Senate. I will miss her. Oregon is better because of Senator Jackie Winters. #orpol #orleg



**OR House Republicans** ✓  
@OregonHouseGOP

Our hearts are extremely heavy with the news of the passing of our long term colleague Sen. Jackie Winters. She was an amazing woman and served this state well. Our thoughts and prayers are with her family and loved ones. #orpol #orleg



**Mayor Shane Bemis** ✓  
@MayorShaneBemis

Senator Jackie Winters led her life as a fighter for justice, a bulwark for the most vulnerable and a friend to everyone she encountered. Her grace, dignity, and common sense approach in the Oregon Legislature have demonstrated what the "Oregon Way" should be.



## 2019 Bullard Law Annual Briefing

### When:

October 24, 2019  
8:30 a.m. - noon

### Where:

Oregon Convention Center,  
Portland, OR

### Program highlights:

Legislative Update

OR and WA Paid Family  
Medical Leave

Labor Law Update

Workplace Fairness Act

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Tigard Police Chief Kathy McAlpine

# Blazing the Trail

*Tigard's municipal leaders share inspirations, motivations and advice for future generations*

**T**igard is one of several cities across the state in which women fill the top government leadership positions, and they talked with *Local Focus* about what inspired them to work in public service, how they stay motivated to serve, and what they find most rewarding about their work.

## **Police Chief Kathy McAlpine**

Kathy McAlpine was a college athlete in Tacoma and was considering being a physical therapist when she was introduced to two police officers who encouraged her to pursue a career in law enforcement.

“It was a natural fit right from the get-go. It fit my personality, had a combination of athletics and intelligence and it’s working with people, which I enjoy,” said McAlpine, adding she has learned much from the variety of cases she has worked on as she moved through the ranks to become a detective and police chief.

“Probably one of the most rewarding aspects is when I’m working to resolve some quality-of-life issues for a community,” she said. “It’s a pretty powerful and impactful thing to be part of.”



While Tigard has a strong group of female leaders in government and there are more women serving as police chiefs across the country, McAlpine sees that much more gender equity is needed. She attended the International Association of Chiefs of Police Conference last year, and during a breakout session with fellow female police chiefs, one shared that a city councilor in her community had asked her, “Which Charlie’s Angel are you?”

“There’s still stigma, there’s still work to be done but I have definitely seen over my 30 years in law enforcement that progress has been made,” she said.

McAlpine recalled visiting Tigard’s Summerfield Estates Retirement Community shortly after she was hired, and several female residents were excited to meet her and have their pictures taken with her. “They’re the trail blazers of us breaking the norms, so we don’t take it lightly that we’re here to represent all of us.”

She advises other women working in public service to continue to push themselves and grow. “If you are interested in something, ask and take the reins and be actively engaged. Don’t be afraid to get out of your comfort zone,” she said. “Find mentors out there—people you respect and value—and now is the time to pay it forward and be a mentor yourself.”

### City Councilor Heidi Lueb

Heidi Lueb was involved in student government during high school and college and knew she wanted to continue public service as an adult. A comptroller at Grady Britton, Lueb applied to the Tigard Budget Committee because she thought her experience in finance would be helpful. Former Mayor John Cook and current Mayor Jason Snider encouraged her to apply for an open seat on the city council as well.

During a July interview, Lueb said she found joining the council meant a “steep learning curve” and was starting to feel more comfortable in the role after the first six months.

“Any government position is hard because you can’t please everybody, but it’s an opportunity to figure out the big picture and the best solution long term,” she said. “I can’t fix the world right now, but I can certainly get in and start with my own neighborhood.”

Lueb said she has enjoyed the chance to talk with citizens about their pride in their community and how they want to see it change and grow. She also appreciates the opportunity to be part of a team of female leaders.

“The current national political environment has been both a blessing and a curse. It’s encouraged a lot of women to get involved,” she said, adding that, in order to get more women to the table, more options for helping them balance work, family and other responsibilities are necessary. “I’m really excited to be a part of it and see the next generation coming up and getting involved. It’s really important to get involved and have a voice about how their neighborhoods are taking shape.”

Lueb advised other women interested in public service to ask questions, listen and be engaged.



Tigard Councilor Heidi Lueb

“There are a lot of big issues going on and we have the weight of the world on our shoulders, but get involved at the local level because it’s really rewarding to dig in and see progress about what you are passionate about.”

### City Councilor Liz Newton

Liz Newton was already a familiar face when she joined Tigard’s City Council earlier this year. She was an urban planning intern for the city in 1980 and was hired full-time after graduating from Portland State University. Over the next four decades, she was promoted within the Planning Department, became the city’s first assistant to the city manager and then its first assistant city manager.

“It was a small enough staff with the city that any interdepartmental committees that evolved I would volunteer for, and I always encouraged others to do that because it’s interesting and it also gives people in other departments a chance to see you in a different light,” she said.

Newton also served as the city’s human resources director, helped co-lead the library and was interim city manager before Tigard hired current City Manager Marty Wine.

“I just tried to expose myself to different opportunities. I was fortunate in that had I just been a planner I might not have stayed, but changes every three years or so kept me there,” she said. “I liked working with the community, going to meetings and doing public outreach to help community members understand their role in the process.”

When Newton retired in 2017 after nearly 37 years with the city, she knew she still wanted to be involved in public service. She had applied to work with the budget committee shortly after she retired and now is enjoying her role on the city council.

*(continued on page 34)*





Tigard Councilor Liz Newton

“I ran for city council because I missed the community connection,” she said. “As HR director I had a lot on my plate, so the community engagement duties were taken away and I missed them horribly.”

Over the years, Newton has met many women who were smart and assertive but didn’t really advocate for themselves. She’d like to see more women not only be better advocates for themselves, but also mentors and advocates for others.

“One of the key things I did was volunteer for other opportunities within the organization,” she said, noting it allowed her to learn new skills, meet new people, hear different perspectives and add variety to her work. “I would encourage folks to find something they are passionate about that they don’t consider to be work.”

### Assistant City Manager Kathy Nyland

Kathy Nyland’s journey into public service began about 10 years ago when she got involved in neighborhood and political activism in Seattle. “We were in an up-and-coming neighborhood and a lot of issues were happening that were not favorable. I’ve always been one to raise my hand and get involved.”

During that process, she got to know some of the city’s policymakers. She also helped run a campaign for a council member who won and then hired Nyland as chief of staff. Four years later, the mayor hired her to work on neighborhood and land use issues for the city and she served as a strategic adviser with Seattle Parks & Recreation.

“I really like making an impact and being that bridge between government and community. Everyone has a voice and it’s our job to hear them,” she said.

After a decade with Seattle’s city government, Nyland became interested in relocating to Tigard.

“One of the reasons Tigard was appealing to me was because my family lives nearby but also because Marty Wine was the city manager,” said Newton, who knew about Wine from her work as assistant chief administrative officer in Renton, just

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Tigard Assistant City Manager Kathy Nyland



Tigard City Manager Marty Wine

southeast of Seattle. “Less than 18 percent of city managers are female and I knew she was one of the best.”

Though she’s been in Tigard a short time, Nyland said she already appreciates the differences in living in a smaller community. Seattle, as a larger city with a larger staff, means things take more time to accomplish. By comparison, Tigard’s government is nimble.

“But sometimes people want things faster than possible. I would say we want to do it ‘right’ instead of ‘right now,’ and there are issues I worked on in Seattle that took eight years,” she said. “When you see things come to fruition you think, ‘Yeah, we started that conversation and that might have been years ago but it’s happening.’”

Nyland noted that while gender equity in government should continue to improve, she sees positive signs every day. “One of my happiest things is I have a niece who is 23 and when she graduated a couple years ago she was figuring out what she wanted to do and now works for government.”

Her advice for other women considering a career in government: “Figure out what you like to do and try it. You can change lanes at any time in your career. Network, meet people, ask questions, ask people out for coffee, explore, and know there is no wrong answer.”

### City Manager Marty Wine

Marty Wine grew up with a mother who was a public school teacher and a father who worked for the Port of Seattle. She earned a bachelor’s degree in political science and a master’s degree in public administration with the full intention of a career in public service.

“My intention was always to be a part of government because I have a belief that if public service is managed well it can be very important,” she said. “I enjoy the variety, in particular being a city manager, because no one day is like the next one. There’s always something that needs to be done or someone who needs to be responded to or services that can be improved.”

Wine added, “I’m a believer that local government, cities, counties and schools touch residents’ lives most directly, so that’s another thing I like about working for a city. We provide a whole range of services and you can easily see the impact of those services on the community.”

She noted that many women have a skillset that enhances their ability to succeed when they take on leadership roles in both public- and private-sector jobs.

“Women have a certain way of including people and decision making, and I think I would call it progress that there are more women’s voices in that process, not just holding jobs like mine but in the community and how deliberations happen,” Wine said.

She added that she has seen more female engagement in volunteer positions on boards and committees, all of which have benefited by their involvement. Her advice to women, whether it comes to careers or volunteer public service, is to “jump in.”

“Local government is really fun and is part of making an impact on your community,” Wine said. ■



Boardman Mayor Sandy Toms (center front) and community members after they installed a new playground

# Taking Care of her Community

*Boardman Mayor Sandy Toms has found success in responding to the needs of local residents*

**S**andy Toms got her introduction to public service attending school board meetings with her father, who served on the local school board. In high school, she unsuccessfully ran for class office and, when she didn't win, put her political ambitions aside and moved on to raising a family.

While living in Metolius, Toms rediscovered her interest in public service and ran for mayor. She was elected and served for seven years until job changes brought she and her husband to Boardman. She introduced herself to the community by serving on the city's planning commission. It wasn't long before people began asking her to run for mayor and she was elected in 2011.

"I like taking care of our community," she said. "We have a really special community here in Boardman and we're growing every day, especially with the port business, and I think working with the commissions, the businesses and the port has been really successful."

Toms said one of the city's biggest challenges, similar to other cities, is finding an adequate supply of affordable housing. The Port of Morrow is located in Boardman, and acts as a major economic driver for the entire eastern Oregon and Washington region. It was estimated that at one time, 1,400 employees worked for the port and its associated businesses, but 60-70 percent of that workforce commuted from neighboring areas such as Hermiston and the Tri-Cities. Boardman suffered

a clear jobs-housing imbalance, where workers drove long distances and were unable to find or afford housing near their jobs.

In response, the Boardman Workforce Housing and Community Development Project sought solutions to the development of new, affordable workforce housing options. The goal is to improve the jobs-housing imbalance, reduce emissions and traffic, and provide economic development and community prosperity opportunities.

Toms, who retired about a year ago, began her career as a corrections officer before joining the Oregon Department of Justice in the child support division as an investigator, process server and case manager. As she continues on with her public service, she said she has seen strides being made in terms of women in government leadership positions.

"I see more women running for positions in politics and they are doing really good things," she said. "I think women are getting more courageous and speaking out for each other and doing good things for their communities."

Toms noted that women are inspirational, care about their communities and make valuable contributions through both their words and actions.

"I think men are starting to realize that," she said. "I think young women should not be afraid to be who they are. They should always strive to be themselves and go for the gusto." ■



# Overcoming Challenges

*While Coquille Interim City Manager Roberta Vanderwall has seen advancement for women in leadership, there is still more to be done.*

**R**oberta Vanderwall has garnered a diverse array of experience that has complemented her government leadership skills. She studied business in college and started her career with the Oregon State Police. She worked for the courts and a district attorney before joining a couple of CPA firms.

“It’s kind of a combination of all my jobs that got me where I am. I love working with people and teambuilding,” she said.

In 1993, Vanderwall became city recorder for North Powder and served as city administrator before moving to Mt. Angel, where she was city manager for five years. She led Lakeview and Nyssa as city manager, and recently became interim city manager in Coquille. With perspective from several communities, Vanderwall noted, “Cities have different faces but similar issues.”

Among the challenges many cities have in common is the need for infrastructure improvements and the funding to pay for them. Nyssa is among those that needed to raise money for new wastewater and water treatment plants.

“They finished after I left, but that was a big issue,” Vanderwall said, adding Lakeview also had to build a new water treatment plant after citizens complained about the poor water quality. “In some towns you qualify for CDBG grants (Community Development Block Grants), which we did in Nyssa, but we didn’t in Lakeview so that was interesting.”

Another challenge Vanderwall has encountered is when city councilors and mayors direct orders to staff members rather than communicating to the city manager.

“One of my next goals is to train councilors and mayors because that is the city manager’s job, not theirs. Employees are caught in the middle and it’s confusing for them, so we need an organizational chart that shows how things run.”

Her work on behalf of several cities also has allowed Vanderwall to see the advances that have been made for women in government leadership and, at the same time, how little progress has happened in some communities. In Nyssa, for example, she recommended that the city offices close at 1 p.m. on Fridays and received backlash. But once a man made the suggestion, the city adopted the plan.



Interim City Manager Roberta Vanderwall and Mayor Kathryn Simonetti at Coquille’s National Night Out event

“It’s really difficult still, and depending on what town you’re in, there is still a good-old-boy way and they don’t want women coming in and telling them what to do,” she said. “But you have to do your job well and prove that you can do it so that you will be accepted.”

Her advice for young women considering a career in public service is to be persistent in achieving their goals.

“I would definitely encourage them to know it’s a battle and you have to be a strong person, but you can win the battle. You need to be assertive but not overly aggressive. Just do it low key and you’ll get it done,” Vanderwall said. ■

An advertisement for radarsign speed signs. The background is black with a green border. At the top left is the radarsign logo with the tagline 'MAKING ROADS SAFER'. On the right side, three different speed sign models are shown: TC-400 (11 inch LED Display), TC-600 (13 inch LED Display), and TC-1000 (17 inch LED Display). Each sign shows 'YOUR SPEED' at the top and a large digital '30' in the center. The text on the left lists features: AC and Solar Models, Flashing Speed Violator Alerts, 100% MUTCD Compliant, Vandal, Weather and Bullet Resistant, Wi-Fi Enabled, Proven Long Term Effectiveness, and Traffic Data Reports Available. At the bottom, it says 'Call for a Quote Today! 678-965-4814' and 'www.radarsign.com'.

# Generations of Service

*Inspired by her mother's public service, Springfield Mayor Christine Lundberg now inspires her daughter, and other women, to be leaders.*



**C**hristine Lundberg attributes her dedication to public service to her mother, who followed state and national politics and taught her to give to her community and stand up for what she believed in.

"I inherited her respect for folks who took on public positions, so I started to volunteer," said Lundberg, a Springfield native. "When my children were young, I began to work on community issues and then got involved with bond measures."

The bond measures passed, resulting in the construction of two elementary schools, a fire station and the restoration of the Mill Race. The Mill Race was instrumental in developing Springfield's timber industry, supplying water that sawmills needed in the city's early days. As part of its restoration, the Mill Race was recreated with a meandering channel, higher terraces along each bank, seasonal wetland ponds, and a multi-use path for walkers and cyclists.

Continuing her volunteer service, Lundberg was elected to the Springfield City Council in 1999 and served the Gateway Area for more than a decade. During that time, the PeaceHealth Hospital at Riverbend was built and transportation improvements to Interstate 5 and Beltline were planned. The first bus rapid transit route, called EmX (Emerald Express), from downtown Eugene to downtown Springfield became a reality as well as the addition of the Pioneer Parkway route.

Lundberg, who became mayor in 2010 and won re-election in 2012 and 2016, said she is honored to serve the people she represents.

"I most enjoy working on behalf of the people in Springfield and trying to make a community that is safe and open," she said. "Springfield has a great quality of life, and children can actually get a good education and stay here and have a good paying job. Those are some of the things that make me feel the best."

Lundberg served in the Navy after high school, at a time when few women enlisted. Since then, she has seen women become increasingly involved in public service.

"What I notice is young women who feel comfortable being at the table, and a long time ago when I was in the Navy it was very different. It was still an atmosphere when someone could openly tell you that you didn't belong there. Not that it wouldn't happen today, but it's pretty much frowned on," she said.

Lundberg said her daughter, who has worked for Rep. Peter DeFazio in Washington, D.C., "feels comfortable at pretty much any table," and she recently advised a group of young women who were graduating from high school to follow this advice from Eleanor Roosevelt: "Do one thing every day that scares you," and "No one can make you feel inferior without your consent."

"Being able to push themselves and not expecting anything less than being respected is something they will need as they get out in the world and find that the big world is going to treat them differently than high school," Lundberg said. ■





Central Point Councilor Tanea Browning (center) at the 2019 Oregon Cheese Guild Festival

# Finding Common Ground

*Central Point Councilor Tanea Browning seeks solutions to bring her community together*

**T**anea Browning became interested in politics nearly a decade ago, when she attended a presentation about the impacts of GMOs on agriculture.

“What I noticed was that there was a group of people who seemed to be driving the talk and they seemed to be very informed about the issues and were bringing interesting things to the (Rogue) Valley. I thought ‘I’m going to go talk to them,’” she said.

She learned that the people involved in Project Rogue Valley came from a variety of backgrounds and held differing political views, but were united in their focus on what changes they could make to achieve a GMO-free community. Browning joined the group with an interest in helping to change policy.

“I thought, ‘Instead of picketing against it, let’s see about sitting at the table to talk about how we can change it,’” she said.

Browning, who has lived in the Rogue Valley for more than 25 years, started attending city council meetings and went on to be appointed to the council in 2015 and elected the following year.

“I really enjoy getting to meet people and find out what we have in common. I think watching people discover gently that we have more in common than that we don’t agree on, it’s pretty magical to see that happen,” she said. “I think my job in my community, and I think it’s true for everyone in their community, is that we’re supposed to bring people together and listen and answer questions when asked. I don’t feel like I’m paid to give my opinion.”

Browning counts herself fortunate to work for a city that is fiscally secure and has budgeted well—so well that it is building a community center with no additional public funding—and that nearby Medford provides jobs for its residents. She said the biggest challenge now is nurturing civility in politics amid a contentious climate at the state and national levels.

“As elected officials that is our job. You have to make great policies, but show people you can be kind at the same time,” she said.

Noting that progress for women in government leadership is relative, Browning said more could always be done to increase the number of female leaders and to build support for them among their male counterparts. She advised the next generation of potential leaders to be persistent in striving for their goals.

“I think what I would also tell my son and anyone we want the best for is never give up and just look at what is in front of you and how to solve one issue at a time. Then it’s not as overwhelming,” she said. “If it was easy everyone would do it. Yes, it’s going to be hard, life is hard, and how you deal with that is how to be an effective person.”

In addition to her role as a city councilor, Browning is founder of the nonprofit Direct Involvement Recreation Teaching (DIRT), executive director for the Central Point Chamber of Commerce, a director with the Crater Foundation and a director for the League of Oregon Cities, among other public service positions. ■

# A History of Giving Back

*Public service runs in the family for Metolius Councilor Candy Canga-Picar and her mother, Madras Councilor Rose Canga*

**T**he Canga family has a long history of giving back to the community, whether through their medical skills, public service or charitable contributions. Candy Canga-Picar and her mother, Rosalind (Rose) Canga, are continuing that tradition through their volunteer service as city councilors.

Canga-Picar, chief nursing officer for St. Charles Health System, joined the Metolius City Council three years ago. She previously lived in large cities in California, and her move to Metolius was her first experience of living and working in a rural area. She said she was excited to share the administrative skills she has developed over the years with her new colleagues with the city and community members.

“I’ve always enjoyed my responsibility of taking care of the health of the community because my background is in nursing leadership,” she said, adding she helped guide the city’s leadership and staff in a four-hour teambuilding activity to improve communication. “I enjoyed that because it made a huge impact for the team.”

Canga-Picar said the biggest challenge in Metolius is non-compliance with codes for keeping junk and trash near residential areas. “I’m concerned as a health care leader and I have to consider the social determinants of health,” she said. “Some of them are living in poverty and others are the elderly population who can’t clean their yards. The third group is people who choose to live in an unhealthy environment.”

In an effort to improve compliance and clean up the community, Canga-Picar encouraged the Metolius City Council to hire a retired police officer who moved from Los Angeles to Metolius and buy a car at auction that he uses to make the rounds and enforce the rules.

“I’m so proud we’re making progress,” she said, adding that as she walks her dog in the mornings she talks to residents and praises people who are cleaning their front yards. She and others on the City Council also are exploring ways to help the elderly and people who cannot afford to clean up.

“I don’t want to punish people—I want them to be successful.



Metolius Councilor Candy Canga-Picar (left) and Madras Councilor Rose Canga with Governor Kate Brown

We should ask first what we can do to help rather than penalizing them,” Canga-Picar said.

Rose Canga is a retired nurse who moved from the Philippines to the U.S. in 2010 and to Madras in 2014. She was unanimously appointed by the Madras City Council in October 2017.

“Madras is a beautiful city; it has views of beautiful mountains, lakes and shorelines,” Canga said in *The Madras Pioneer* shortly after she was appointed. “There’s peace and quiet, absence of violence and friendliness of people. I appreciate the diversity of the people living here. It is an ideal place for retirees to live where volunteer opportunities are numerous.”

In Danao, Philippines, Canga was a member and president of the Catholic Women’s League; executive vice president of the Danao Professionals Organization; second vice president of the Danao City Women’s Club; president of the Parish Pastoral Council; and served on other school organizations and councils. After her husband’s death in 2004, she took over his position as a board member for the Cebu Electric Cooperative, where she served from 2005-10 before permanently moving to the U.S.

When she relocated to Madras, Canga began volunteering for the Patient-Family Advisory Council for St. Charles Health System and the Madras LINC (Love and Compassion in Christ) by organizing donations for distribution.

“I decided to volunteer to serve on the Madras City Council because this position will give me an enormous opportunity to serve the community,” she said in *The Madras Pioneer*. “I bring a unique gift to the ethnic minority group, with my past experiences belonging to the minority myself.” ■





Donald City Manager Heidi Bell (left) at the opening of the Donald Community Center

# Making Things Happen

*Donald City Manager Heidi Bell finds ways to make an impact with limited resources*

**H**eidi Bell knew from an early age that she wanted to work in public service so, after graduating from Amity High School, she went to Linfield College to earn a political science degree and the University of Oregon for a master's in public administration. She also has a certification in mediation.

"Since I was young, I've always been interested in policy and administration at the public level and how policy affects our lives locally," she said. "You think about cities and they offer so many services that are essential to people's lives, whether it's drinking water and sewer systems or other important services."

Bell said she enjoys working in public service for many reasons, and finds it particularly rewarding when city government makes people's lives better.

"In Donald we're lucky because we have so many volunteers who step forward. We have a small staff, but we have a lot of volunteers who step up to get the work done and they have a smile on their faces. It's really nice to be part of something so positive," she said.

While limited resources and funds often pose challenges, Donald's staff strives to be proactive in maintaining the city's systems and infrastructure, has a plan for how to handle problems when they do arise, and has established priorities for how to spend money when it's necessary. Bell and her team of staff and volunteers also write grants to avoid spending public money when possible. Among them, in 2016 she received a

\$10,000 grant to renovate the old city hall building into a community center.

Bell, who became Donald's city manager in 2012, recalled being not only one of the few women attending public meetings at the time, but also one of the few younger people.

"Just the other day I went to a meeting and I looked around and saw how many women and people of different ages were there, so it's neat to see the change. The more people we can have that reflect how our community looks, the better the community is because of that diversity," she said, adding she has also seen more women in government leadership.

"I think it's really encouraging. I don't know what the trend is or why people are stepping forward," Bell said, noting she sees not just retired women but also working women and those raising families getting involved. "When we have people from different backgrounds making policies that affect people's lives, that's going to be the best government."

Her advice to other women considering careers in public service is to network and make connections with potential mentors who are working in their field of interest.

"I always tell people to follow their gut and if it feels good put your passion and your effort in there, but don't be so driven that you're not taking advice from others," Bell said. "Find your mentor and talk about things out loud, ask why things are this way." ■



Eugene Public Works Director Sarah Medary (right) during the city's Public Works Day event

# Striving for Diversity

*Eugene Public Works Director Sarah Medary is working to elevate female leadership*

**S**arah Medary initially planned to be a landscape architect and joined Eugene's parks and recreation services to gain experience as she earned her degree at the University of Oregon.

"Once I started and experienced what it was like to serve the community, I was so surprised and so inspired by my co-workers and I thought, 'This is such a great career,'" she said.

She started working for the city as a part-time maintenance worker in 1996, and since then has worn several hats, including working in the Planning and Development Department and as assistant city manager before filling the role of public works director. With each job, she has experienced a host of positive interactions with colleagues and the community.

"I'm a very team-oriented person so anytime we have difficult problems to solve, I know I have a group of people who will come up with innovative solutions," she said.

Eugene, like many cities, is dealing with the challenges of housing affordability, poverty and homelessness. In addition, the City Council has established ambitious goals related to climate change, alternative transportation and how the city should grow, and implementing solutions to meet those goals can sometimes be complex, Medary said.

Women are leading much of the effort to address Eugene's challenges and accomplish its goals as, for the first time in its history, females lead the majority of the city's departments. Still, there are other gains that need to be made, she noted.

"I always struggle with the question of progress because I feel like there's more that needs to be done to bring more equity across the board, and not just women in leadership positions," Medary said. "In public works, in particular, we have had good diversity at the leadership level but it gets more challenging to fill the gap in the middle. We have no legacy leadership, but we have young people still gaining experience."

While people are talking more about gender equity at work than ever before, the time for diversity committees has passed, she added.

"I think our workplace does look and act a lot different now, but that approach is not getting us anywhere. We need to explore other ways to advance, like diving deep into topics that are sometimes awkward to discuss," Medary said. "I think it's exciting to see that we're going to have to lead things differently now so that we can have more equity at the leadership level."

Medary previously was on a task force that evaluated female leadership in the workplace and the task force saw a dynamic that is well supported by research.

"Women tend not to put their hat in the ring unless they are positive they can do everything first, so my advice is to jump in before you're ready. Try something before you think you're ready, so put in for a promotion before you think you're actually qualified for it," she advised. ■



# Investing in the Future

*Florence City Manager Erin Reynolds supports mentoring young people in public service*

**W**ith her sights set on working as an accountant in private practice, Erin Reynolds earned a degree in business administration with an emphasis on accounting and finance from Oregon State University. She later joined a small firm near Albany that specialized in handling finances for municipal governments, where she enjoyed learning about property taxes, audits and other aspects of that specialty.

Reynolds then gained experience with a firm near Eugene while she and her husband raised their children before moving to Florence in 2011, when she was hired as its finance director. As part of the coastal city's leadership team, she learned all aspects of the organization and how to stand in as interim city manager. In 2015, the city council named her city manager.

"I really, really like knowing what's going on in my community. I've always kind of been a know-it-all, busybody about my community," Reynolds said of her interest in public service. "As city manager, I love being able to see a problem and help find a solution that works for the entire community."

While the work has its challenges, Reynolds said she appreciates the opportunity to see the small successes, and it keeps her motivated to continue working in public service. "Every day I can see some aspect of that coming to life," she said.

Noting that she has had valuable mentors of both genders, though mostly male, Reynolds said she sees more women filling leadership roles in city government.

"I'm a walking testament to that. Early in my career I had a few people invest in me. I don't think they saw gender, they just saw someone who was willing to work hard and had a bright mind and they were willing to invest in me as long as I was willing to give back," she said.



"I've been giving back to society my entire life and I'm indebted to those people."

Reynolds added that Florence has a culture of supporting anyone who wants to advance and, while its city council is made up of mostly men, its leadership team has an equal number of women and men. An area where she sees room for improvement is work-life balance for women.

"Especially with women in their child-rearing days there continues to be more of a responsibility on the woman, and it's important to be able to provide some meaningful flexibility for both the organization and the individual so they can be successful in their career and at home," she said. "That's going to be an individual experience because that's not going to look the same for everybody."

Her advice for young people of both genders is to be open to new experiences. "Everybody should keep their options open for their career because it could lead you to local government and we need all aspects of experience from both men and women," Reynolds said. "This career is really fulfilling and it's a neat option to help your community." ■

# A Love of Local Government

*Former Salem City Manager Linda Norris enjoyed seeing the results of her work in the community*

**L**inda Norris advises young women to gain a wide range of experience while developing their careers, no matter what they do, and it's a strategy that led her to success in both the public and private sectors.

Her work has primarily centered on city management, human resources, risk management, labor relations and organizational development. Norris started her career with the federal government and worked for the cities of Fort Collins and Greeley, Colo., before being recruited by the city of Eugene in 1988. She said the financial difficulties the city experienced during that era's recession were among the most challenging aspects of her work.

"We had to adapt our operations to maintain our critical services and financial integrity, and I think finances in Oregon are always challenging, even without a recession," she said.

Norris, who went on to join Hynix Semiconductor Inc., noted, "I wanted to get some private-sector experience and it was an opportunity to work for an international firm." The job led her into management consulting with private companies, public agencies and nonprofit organizations.

Norris returned to public service in 2004, when she became Salem's assistant city manager. She was promoted to city manager just a few years later and served in that role until her retirement in 2015.

"I love municipal government. Working in local government you really have opportunities to make improvements to the community and see the results of those improvements. I like the close connection you have in local government with the citizens," she said.



Norris said she has seen a growing number of women leading in government, though more needs to be done. "I have seen progress but it's slower than I would have anticipated, and I think it's up to everyone to make sure we provide mentoring and encouragement to women coming into management jobs."

For women who are early in their careers, Norris advises them to learn as much as they can to prepare for management positions.

"I think the best advice for people in any organization is to learn as much as you can about it, to volunteer for work assignments so you are taking on as many challenges as you can, and get as much experience with the organization as you can," she said.

While she's retired, Norris continues her public service in a variety of ways. They include serving on the board of directors for Marion Polk Food Share, Salem-Kawagoe Sister Cities and her homeowners association, as well as volunteering with kindergartners in the SMART Program, assisting at Verona Studio Theater and participating in the Salem Downtown Rotary. ■





# Leadership Academy Helps Women Advance

**T**he NW Women's Leadership Academy (NWWLA) is a program established to advance women from a variety of backgrounds in local government into leadership roles. The academy is a six-month professional development cohort for emerging leaders in Oregon that provides opportunities to enhance skills and competencies, build confidence, network, and expand professional connections through career mentoring and moral support.

The NWWLA seeks to close the gap in the number of women who aspire to be the chief administrative officer for a local government.

"One of the goals of the academy is to create a pipeline of women ready to move into leadership positions in local government," said Hood River City Manager Rachael Fuller, one of the founders of the academy. "I was continually impressed by the smart, talented and capable women in the cohort already making an impact in their local communities."

The NWWLA completed a successful inaugural program in November of 2018. Now in its second year, the academy will build upon the successes of 2018 in order to continue offering a quality learning experience as well as more opportunities to network and expand professional connections.

"The NW Women's Leadership Academy provided me with a unique opportunity to identify and refine my own strengths, acquire new knowledge and network with women working in local government from around the state," said Alexandra Rains, assistant to the city manager for the city of Scappoose. "I'm now serving on the leadership team responsible for playing a lead role in organizing the 2019/2020 NWWLA session because I believe it's important that more women are provided the same opportunity to participate in the Academy experience."

Participants are nominated by their city manager and then asked to submit an application to the academy. A selection committee reviews the applications and makes the final determinations of who is admitted.

This year, the selected cohort will begin their learning experience in September with an overnight retreat at the Riverhouse on the Deschutes in Bend. All remaining sessions for the duration of the academy will be one-day learning experiences held on Fridays in different jurisdictions in Oregon. Academy tuition covers meals, speakers and materials, and partial scholarships for lodging and tuition are offered.

The 2019/2020 curriculum will include the following topics: Leadership Development; Relationships with the Governing Board; Cultural Inclusion; Budgeting and Finance; Human Resources and Labor Relations; Interviewing and Negotiations;

*(continued on page 42)*

“A few years ago, the statistic came out revealing that only 13% of local government city administrative officers are women, but NWWLA has inspired and shown me that we can be well on our way to changing that.”

Process Improvement; and Land Use. Plus, the academy will feature a panel of women leaders and host a guest graduation speaker.

In the inaugural year, 30 women in local government from a variety of backgrounds and a variety of cities across the state participated in the 10-month leadership program. The participants said they most appreciated the high quality instructors and speakers, the personal insights gained from a Strengths Deployment Inventory (<https://totalsdi.com/>) and the cohort structure itself, which provided an opportunity to build relationships and network with other women in local government. The 2018 speakers included city managers, attorneys, human resource professionals, and elected officials.

“Many of the sessions were women teaching women, sharing their stories and expertise,” said Christina Fadenrecht, administrative specialist for the city of Milwaukie and member of the 2018 cohort.

The International City/County Management Association recently reported that not as many women aspire to reach the chief administrative officer (CAO) role. Member surveys show that while 75% of male members identify the CAO role as their ultimate career goal, only one-half of female members do—and women are much more likely than men to set their sights on an ACAO or director role. (<https://bit.ly/2E2hhU5>)

“My own nominating city manager taught a session about the value of staff engagement and others volunteered time out of their busy schedules to teach us both soft and hard skills in these invaluable all-day learning and networking sessions. The academy allowed us to engage in important discussions, ranging from work life

balance and self-care to learning about effective bargaining, Oregon land use and budget preparation. A few years ago, the statistic came out revealing that only 13% of local government city administrative officers are women, but NWWLA has inspired and shown me that we can be well on our way to changing that.”

For more information visit <https://www.occma.org/nwwla>. Be on the lookout for a call for nominations for the 2020/2021 cohort in Spring of 2020. ■

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# Virginia Beach Is Sad Reminder to Stay Vigilant

By Patrick Priest, CIS Executive Director and Janie McCollister, CIS HR Manager/HR Risk Management Consultant

On May 31, shortly after 4 p.m., gunfire erupted at the offices of the city of Virginia Beach on the East Coast. When it was all over 13 people were killed, including the gunman. Four others were wounded. At the time, it was the worst mass shooting of 2019.

So, what drove a long-time city employee—considered to be in good standing—to resign and then open fire? We may never know.

What can city staff do to prevent, or at least be prepared, should this happen closer to home? One answer is to be prepared.

Throughout her years as a human resource professional, during difficult disciplinary actions, or terminations, CIS Risk Management Consultant Janie McCollister has had employees threaten to:

- Meet her in a dark alley to beat her up;
- Wait with a gun at her car; and
- Enter the facility and shoot her and anyone else involved in the personnel action.

Thankfully, none followed through with their serious threats.

So, are there things we can do to prevent tragedies? What can make someone snap and do the unthinkable?

Situations such as having a challenging disciplinary meeting or meeting with an employee to terminate them are both risk factors.

During these difficult disciplinary action or termination meetings, employers should make sure to have a check list. And the first box of that list is titled “personal safety.”

## So How Can City Staff Minimize the Risk?

CIS offers the following tips to help keep staff safe:

- Work with law enforcement personnel to establish a thorough process, including multiple contingencies that range from low-risk to the high-risk (active shooter).
- Conduct workplace violence training for all employees.
- Conduct terminations off-site, in a secure facility that has a metal detector. At a minimum, the meeting should take place in a private setting near an outside exit, and with more than one way to exit the room.
- Avoid a termination on a birthdate or hire date anniversary, which have special meaning to the employee.
- Choose a weekday that allows the employee time to start a new job search, file for unemployment, or talk with a counselor. No Friday afternoon terminations, please.
- Conduct the meeting at the end of the day.
- Use a delivery service to send personal items, and other items such as a final check—and avoid giving the employee a reason to return to the workplace.
- Consider informing others (on a need-to-know basis) before the meeting takes place.

*(continued on page 48)*

- Have security or law enforcement personnel nearby during the meeting (especially if an employee’s past behavior indicates risk potential).
- Make sure security or law enforcement personnel are close enough for them to hear and act if needed. Except for unusually high-risk situations, security is not usually in the meeting room. Meeting participants might also consider wearing or carrying an emergency whistle, to alert security that help is needed.
- Make sure employees can identify a location where they can shelter in place if necessary. Safety Committee members can help identify locations where employees can shelter in place.
- Decide who will be in the room with you. Always have at least one witness present (usually another HR professional or manager), preferably not an intern.
- Act respectfully towards the employee (no matter the circumstances) and keep calm in the face of anger. Allow the employee to briefly vent.
- Keep the meeting short, and don’t allow breaks. A break could give the employee an opportunity to retrieve a weapon.
- Assess whether onsite and/or offsite security is needed to protect employees immediately following the meeting.

### OSHA General Duty Clause

Remember, cities are required to provide a safe workplace free from hazards that are likely to cause death or serious physical harm—a violent employee might be considered a hazard. Is the city prepared to defend itself in a lawsuit where the plaintiff suggests that the city didn’t do enough to prevent the hazard of workplace violence? Would a jury believe that city leaders exercised due diligence before the employee was hired as well as after he or she was fired?

Back in October 2012, there was an Accent Signage workplace shooting incident in Minnesota. The shooting resulted in a lawsuit where the plaintiffs claimed that the shootings were, “reasonably foreseeable based on the employee’s past incidents of employment misconduct and his known propensity for abuse and violence.”



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## CIS' Workers' Compensation Members Receive Additional Training and Support

CIS has a robust Workers' Compensation program that offers many services. One benefit is a two-hour workplace-violence training, which could provide employees with the tools that may help save their lives.

The program also provides its workers' comp members with special coverage to help resolve conflicts in the workplace—as well as to respond to critical incidents. Other benefits include reimbursing a member—up to an annual per-member limit of \$1,500—for a professional mediator to try and resolve workplace disputes. The dispute must be significant enough to cause emotional anxiety in the workplace.

And, finally, if a tragedy does strike, CIS will reimburse its workers' comp member up to an annual per-member limit of \$5,000 for a work-related critical incident in which the member obtains mental health counseling for staff. In this case, a critical incident would involve a significant event which causes dramatic emotional distress with city staff.

Please believe it can happen—and be prepared beforehand.

For additional information about how CIS can help minimize the risk of violence in the workplace, please contact Public Safety/Risk Management Officer Dave Nelson, or a CIS risk management consultant at 503-763-3800.

## Janie McCollister

With over 30 years of experience, Janie has worked in both the public and private sector in human resources, employee benefits, manufacturing operations, and finance. She has had many leadership roles, including serving as the chair of the Chairs for Oregon's Workforce Quality Committees, and as a Civil Rights Equal Opportunity Officer. She has also chaired the Oregon Employer's Council, and served on the National Association of Workforce Security Agency (NASWA) Employment and Training Committee. Janie graduated from Linfield College, with a degree in Business Management; she holds the following certifications: SHRM-SCP, SPHR, IPMA-SCP, CPDM, CLMS, and AWI-CH. She joined CIS in 2007.

## Patrick Priest

CIS' Executive Director Patrick Priest has worked in public risk pooling for over 20 years. He comes to the Pacific Northwest after serving as assistant director and long-time chief financial officer at the Colorado Intergovernmental Risk Sharing Agency (CIRSA). Patrick is a certified public accountant (CPA), holds an associate in risk management for public entities and is a graduate of the University of Colorado. ■



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# 2019 LEGISLATIVE SESSION

## Bills for City Review, Action and Awareness

Oregon's 80th Legislative Assembly adjourned *sine die* on June 30. Cities now need to review legislation enacted during the session to determine actions that must be taken to comply with new state law. The League's "2019 Legislative Session Summary of Bills" will be available in September and will provide comprehensive coverage of bills of interest to cities.

Until then, in order to further assist cities in understanding the impact of bills that have been or soon will be enacted, the following is a summary of legislation requiring city action or review.

### **HB 2001: Missing Middle Housing**

*Effective Date: Upon Governor's Signature*

HB 2001 creates mandates for larger cities and cities within the Metro region related to zoning. It also amends how cities calculate the capacity of the land available for housing development. The changes required are highly technical and extensive. Other sections of the bill: creates a new process for approving an alternative method for conversion of single-family residences to triplexes or quadplexes; prevents regulations of accessory dwelling units (ADUs) that require off-street parking or owner-occupancy; and limits deed restrictions on new developments that would prevent middle housing construction.

The bill includes technical assistance funds and requires the Oregon Department of Land Conservation and Development (DLCD) to create model codes to assist cities undertaking this work.

#### **What Cities Must Do:**

Cities outside the Metro region with a population between 10,000 and 24,999 must amend their code in zones that allow for development of a single-family dwelling to also allow a duplex on any lot or parcel by June 30, 2021. Cities in Metro with a population greater than 1,000 and cities outside Metro with a population greater than 25,000 must amend their zoning



codes for areas that allow development of a single-family dwelling to also allow a duplex on any lot or parcel and allow the development of triplexes, quadplexes, cottage clusters or townhomes within these zones by June 30, 2022. All cities may review the sufficiency of the transportation, water, sewer and storm drainage in these areas and seek an exemption in a process that will be established by the DLCD.

Cities undertaking buildable land inventories and capacity calculations should review the new standards and adjust to the new requirements. Cities over 2,500 in population must also review any development requirements for ADUs to ensure they comply with the new "reasonable" standards. Finally, cities with building inspection programs must establish a process for appeals of denied applications for conversions of single-family dwellings into duplexes, triplexes or quadplexes.

### **HB 2003: Housing Production Strategy**

*Effective Date: Upon Governor's Signature*

HB 2003 requires the state to create and perform a regional housing needs analysis for each Regional Solutions area statewide. In addition, the bill requires cities with a population greater than 10,000 to create a "housing production strategy" every eight years; cities inside Metro must create a strategy every six years. The DLCD will set the schedule for cities to complete the strategy, establish the rules for approving adopted strategies, and undertake an enforcement proceeding if a city fails to work toward the concepts included in their strategy. HB 2003 also requires the DLCD to set a schedule for large cities to complete a land supply calculation two years prior to the required housing production strategy. The bill also included technical assistance financing for the first biennium's work on these analyses and plans.





### What Cities Must Do:

Upon the establishment of the schedule by the DLCD, cities must prepare housing land supply analyses and housing production strategies based on that schedule. Cities should pay attention to rulemaking by the DLCD to ensure they comply with the requirements.

### HB 2007: Clean Diesel Vehicles

*Effective Date: Multiple*

HB 2007 implements “clean diesel” standards for medium and heavy-duty trucks registered in Washington, Clackamas and Multnomah counties.

The requirements are as follows:

- **As of January 1, 2025** - Oregon Department of Transportation (ODOT) may not issue a certificate of title for model year 2009 or older engines for medium duty trucks (weighing between 14,000-26,000 pounds) and model year 2006 or older engines for heavy-duty trucks (defined as weighing greater than 26,000 pounds).
- **As of January 1, 2023** - ODOT may not issue a registration or renewal of registration for medium-duty trucks or heavy-duty trucks with diesel engines that are model year 1996 or older.
- **As of January 1, 2029** - ODOT may not issue a registration or renewal of registration for:
  - Medium-duty trucks with 2009 or older diesel engines;
  - Heavy-duty trucks with 2006 or older diesel engines (unless the heavy-duty truck is owned by a public body);
  - Heavy-duty trucks that are owned by a public body, including a city, that are powered by a model year 2009 or older diesel engine.

The bill includes numerous exemptions from the requirements, including an exemption for emergency vehicles and ambulances.

### What Cities Must Do:

If a city is in Washington, Clackamas or Multnomah County and has adopted a vehicle replacement schedule or policy, those schedules and policies should be reviewed and potentially revised to reflect the requirements in HB 2007. Cities in the impacted counties should be aware of HB 2007 and may want to begin budgeting for potential vehicle replacements or retrofits.

### HB 2016: Collective Bargaining Changes

*Effective Date: January 1, 2020*

Requires public employers to allow persons designated by a bargaining unit to conduct union related activities during their normal work hours. Further, the bill requires employers to deduct union dues of employees who are on a list the collective bargaining unit provides. It also requires employers to allow meetings hosted by the bargaining unit in workplace common areas and allow the bargaining unit access to new employees after they are hired.

### What Cities Must Do:

Cities must allow employees designated by the bargaining unit to perform certain union related activities on the clock and make new hires available to union representatives. The bill specifically states that upon request from an exclusive representative, cities must reopen their existing collective bargaining agreements to deal with the release time (see Section 4(3)). The LOC is recommending consultation with LGPI or a city’s labor attorney on implementing this new law.

### HB 2118: Consumer Price Index

*Effective Date: January 1, 2020*

HB 2118 replaces state statutory and session law references to the Portland-Salem consumer price index (CPI) with references to the West Region CPI. In 2018, the U.S. Bureau of Labor Statistics discontinued calculating a monthly Portland-Salem consumer price index (CPI) and the West Region CPI is now the most applicable.

### What Cities Must Do:

Cities are not required to use the West Region CPI, but may have references to now discontinued CPI references in their bargaining agreements, human resource materials, etc. Cities should consider making an update. The West Region CPI info can be found at [www.bls.gov/regions/west](http://www.bls.gov/regions/west).

### HB 2174: Urban Renewal

*Effective Date: September 29, 2019*

HB 2174 requires concurrence of each proposed “public building project” in an urban renewal plan by at least three of the four overlapping taxing districts that are estimated to forgo the most property tax revenues with tax increment financing. The definition of “public building project” is narrowly de-

*(continued on page 52)*



fined in the bill. The bill makes numerous technical changes to the urban renewal statutes. HB 2174 clarifies substantial amendment triggers associated with land area additions (1% is cumulative calculation). Lastly, the bill makes changes to improve urban renewal plan transparency and communications with overlapping taxing districts.

### What Cities Must Do:

Cities adopting a new urban renewal plan must follow the new notice and public building project concurrence requirements of HB 2174. Projects in existing urban renewal plans are grandfathered, but certain amendments to plans may trigger the new requirements. The required annual urban renewal statement (due January 31), must contain additional maximum indebtedness information next year, and the report must be distributed to all affected taxing districts. In addition, a representative from the urban renewal agency must be made available to consult with the affected taxing districts and respond to questions each year.

## HB 2306: Building Permits Upon Substantial Completion

*Effective Date: January 1, 2020*

HB 2306 prevents a city from denying a building permit on the basis that all the infrastructure is not completed in a subdivision. If a residential subdivision is built, the city must have a process to allow the builder to seek building permits upon “substantial completion” of the infrastructure required as a condition of development. HB 2306 established a ceiling for how substantial completion is defined, but allows a city to require fewer improvements be completed. The developer must also provide a financial guarantee, such as a bond, for the incomplete work. A certificate of occupancy may be withheld if all conditions for development are not met.

### What Cities Must Do:

By January 1, 2020, cities must establish a process for certification of “substantial completion” when a subdivision is developed pursuant to a development agreement or conditional approval that includes the construction of public improvements. This includes coordinating with other agencies to ensure improvements are approved through inspections or testing, and confirmation that the financial guarantee is obtained prior to any building permit being issued. Finally, there must also be a process to prevent the issuance of certificates of occupancy until all improvements are completed. These last steps are significant for cities that do not manage all infrastructure systems or the local building permitting process.

## HB 2390: Public Funds Law

*Effective Date: January 1, 2020*

To comply with existing public funds law when partnering with a third party vendor for collection, a public body must ensure that the third party vendor at all times: 1) segregates the public body’s funds from all other funds; 2) holds the public body’s funds in a segregated account on behalf of the public

body; and 3) deposits the public body’s funds with a qualified public funds depository. Compliance relieves a public official of personal liability for the loss of public funds in the official’s custody or control. The bill, requested by the state treasurer’s office, authorizes alternatives for when a vender does not bank with a qualified public funds depository or funds are not properly segregated for the public body. For example, a vender could post cash, a surety bond, or a letter of credit, as collateral to protect public funds not held in a qualified depository.

### What Cities Must Do:

Cities seeking to use an alternative method to comply with public funds law must work with the noncomplying vender to fully secure the public funds, and the method used must be approved with findings made by official action of the governing body or an appropriate public official. See Section 30 of the bill for details.

## HB 2415: Retainage Withholding Mandate

*Effective Date: January 1, 2020*

Current law authorizes a contractor or subcontractor to request that retainage withheld be placed in an interest-bearing account. HB 2415 now requires public contracting agencies, including cities, and construction contractors to deposit retainage funds into an escrow account if a project value exceeds \$500,000.

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### What Cities Must Do:

Review local contracting rules, ordinances and policies to ensure they comply with requirements in the bill.

### HB 2496: Green Energy Technology Mandate Modifications

*Effective Date: September 29, 2019*

HB 2496 modifies current state law which requires public contracting agencies, including cities, to reserve 1.5% of the total contract price for certain public building projects to incorporate green energy technology as part of the project. The bill increases the project threshold for required compliance from \$1 million to \$5 million and modifies the definition of “total contract price” to provide additional clarity. HB 2496 also allows the 1.5% funds to be used for battery storage or passive solar energy efficiency that reduces energy use from other sources by at least 10% (the current passive solar provision requires reductions of at least 20%).

### What Cities Must Do:

If cities are planning to construct or reconstruct a public building, they should be familiar with ORS 279C.527 and ORS 279C.528 and the changes included in HB 2496. Cities can also contact the Oregon Department of Energy to inquire whether the mandate to include green energy technology applies to a specific public building project.

### HB 2509: Single-Use Bag Ban

*Effective Date: January 1, 2020*

HB 2509 creates a statewide policy on single-use bags for restaurants and retail establishments, and requires a minimum fee of no less than 5 cents for each paper bag provided at retail establishments, including grocery stores. Existing ordinances that differ from HB 2509, with the exception of requiring a fee higher than 5 cents for bags and stiffer penalties than those imposed by the bill, are void.

### What Cities Must Do:

Local ordinances, charter provisions and resolutions will need to be reviewed to determine consistency with the definitions, requirements and restrictions of those established in the bill. Local governments can adopt, amend and enforce penalties for violations of bag-ban provisions that differ from the enforcement provisions included in the bill and can require a restaurant or retail establishment to charge a fee of more than 5 cents.

### HB 2769: Modifications to Qualification-Based Selection Requirements

*Effective Date: September 29, 2019*

HB 2769 provides local contracting agencies, including cities, with an optional, alternative qualification-based selection (QBS) process for procuring certain professional services, including architectural and engineering services. The existing QBS process, outlined in ORS 279C.110, requires contracting

## Things Cities Cannot Do

**1.HB 2270 – Vaping Tax:** If voters approve HB 2270 in the November 2020 general election, cities may not impose a tax on “inhalant delivery systems” (devices, liquid, etc.) as that term is defined. The legislative referral bill includes such vaping products in the prior definition of “tobacco products”; cities have long been preempted from taxing tobacco products. See ORS 323.640.

**2.HB 3273 – Drug Take-Back:** HB 3273 creates a statewide, industry funded safe disposal program for unwanted medications. However, the legislation prevents cities and counties from developing a local program. The preemption does not extend to a city operated take-back box or event if they chose to offer such a service on their own.

**3.HB 3427 – Corporate Activities Tax (CAT):** Except for grandfathered taxes, cities may not impose a corporate activities tax. HB 3427 (Section 67), as later modified in HB 2164 (Section 56), provides that cities may not impose a tax upon commercial activity or upon receipts from grocery sales as provided for in those bills.

**4.SB 90 – Statewide Plastic Straw Policy:** SB 90 implements a statewide “ask first” policy for single-use straws. In addition, the bill very broadly pre-empts local governments from enacting any ordinance, resolution, regulation, rule or other laws, after June 13, 2019, with requirements that differ from the provisions set forth in the bill.

agencies to rank prospective consultants based solely on qualifications, and does not allow for the consideration of pricing information until a contracting agency has entered into a negotiation with the top-ranked firm. Under the current process, the contracting agency may terminate any negotiation and enter into a subsequent negotiation with the next firm on the ranked list until the agency makes a final selection.

It is important for cities to note that the existing QBS process remains in statute, meaning cities can continue to use that process if they choose. The new, optional process outlined in the bill would allow for the selection of up to three prospective consultants, based on qualifications. Pricing information could then be received from all three firms but could be weighted no more than 15 percent in the final evaluation and score. In addition, the bill clarifies that a prospective consultant has the right to protest solicitation documents or the agency’s selection of a consultant.

*(continued on page 53)*



## What Cities Must Do:

If a city wishes to use the new optional process, they may need to review and potentially revise local public contracting rules/ordinances.

## Lodging Taxes

### HB 3136

*Effective Date: September 29, 2019*

### HB 3137

*Effective Date: January 1, 2020*

### HB 3138

*Effective Date: September 29, 2019*

HB 3136 provides an appropriation for costs (up to \$900,000) associated with implementing a program for the state to collect and enforce local lodging taxes for local governments at the same time they collect the state lodging taxes. The program, authorized in the 2017 legislative session, will be permissive, and cities would opt-in by an intergovernmental agreement (akin to the marijuana tax collection agreements). The program will require state staff hiring and implementation time. Thus, the Oregon Department of Revenue collection for local governments will likely not begin until 2021.

HB 3137 clarified that taxes will be due AFTER a stay, and not when the stay is booked.

HB 3138 provides that if a lodging provider uses a lodging intermediary, taxes are due on day one (the less than 30 days in a year exception does not apply).

## What Cities Must Do:

To take advantage of the new law, and be ready for state collection, cities must synchronize their ordinance definitions and provisions with the state transient lodging provisions as the state will not accept coverage variances (except for tax rate). The two lodging tax law clarifications made via HB 3137 and HB 3138 may require further city ordinance adjustments. Cities are reminded that local ordinance intermediary definitions (from HB 4120 passed in the 2018 legislative session) should be updated as well.

## HB 3431: Vending Opportunities for Blind Persons

*Effective Date: June 25, 2019*

HB 3431 clarifies that certain “visitor venues” are exempt from an existing state mandate that requires state agencies, departments and local governments (as defined in ORS 174.116) to provide priority or preference for the operation of vending facilities to persons who are blind. The bill defines the term “visitor venue” as a public building or property that is a: convention center, event center, exposition center, or zoo; a performing arts center; a museum; a golf course; a facility primarily used for sporting events; or a commercial airport owned and operated by a city or a port district. The bill does require cities to grant a priority for the operation of vending machines at visitor venues to persons who are blind and who are licensed under ORS 346.510 to 346.570 by the Oregon Commission for the Blind. Other types of vending facilities, including cafeterias, are now exempt from the statutory requirements.

## What Cities Must Do:

Cities should review and potentially revise local public contracting rules/ordinances to ensure compliance with the revised requirements.

## SB 423: Psychiatric Screening

*Effective Date: September 29, 2019*

SB 423 requires that a licensed mental health professional screen all potential police hires and requires the Oregon Department of Public Safety Standards and Training to implement rules to carry out this directive. More information will become available as rule making proceeds.

## What Cities Must Do:

Cities must have all recruits for police departments screened by a qualified mental health professional prior to hiring. Cities should review and potentially revise local hiring practices.

## SB 424: Police Mental Health Maintenance

*Effective Date: January 1, 2020*

SB 424 requires that a police agency have a policy in place to protect and monitor the mental health of police officers, but leaves the nature of the program up to the agency to determine. The Oregon Association of Chiefs of Police have an officer wellness working group established, and the LOC looks forward to working with them to determine a best practice.

## What Cities Must Do:

Establish a mental health wellness program.

## SB 479/726: Harassment and Discrimination in the Workplace

*Effective Date: Multiple*

SB 726 and SB 479 place a number of requirements on employers to prevent and investigate claims of discrimination and sexual misconduct. The bills require cities to have policies in place and made available to employees that discourage mistreatment of others based on their membership in a particular class and require them to investigate and take action when such behavior occurs. SB 726 and SB 479 also extend the statute of limitations on claims of this nature from one to five years.

- For SB 479, Sections 1, 2 and 3 become operative on January 1, 2020, and Section 4, 7 and 8 (for section 7 and 8 it's only those portions that amend ORS 659A.885) become operative on October 1, 2020.
- For SB 726, Sections 2, 3 and 4 become operative on October 1, 2020. Sections 7 and 8 (those portions that amend ORS 659A.885) become operative on October 1, 2020.

## What Cities Must Do:

Write and implement policies to discourage, investigate and remedy harassment and discrimination in the workplace. Review existing policies and procedures to ensure compliance with provisions of both bills. Cities are also encouraged to consult with CIS or their legal counsel to ensure sufficiency of their policies. ■





## Reedsport Centennial Celebration Kicks Off

The residents of Reedsport have seen a lot over the last 100 years, from the boom of the timber and logging industries to the economic hardship that followed when those resources could no longer support the community. As the city kicks off its centennial celebration, however, a new era has begun.

“We’re kind of in a rebound now,” said City Manager Jonathan Wright. “We have the largest manufacturer of fishing vessels in the country and they have well over 100 employees. We have a number of new industries moving into the area and it’s a very diverse array, from firearms manufacturing to hemp production.”

Reedsport currently boasts a commercial building vacancy rate of 30 percent, whereas five years ago that vacancy rate was at 90 percent. It recently initiated a \$1.3 million boat launch upgrade, and is working on multiple grant allocations for levee improvements. The city also touts both enterprise and opportunity zone tax incentives which have also helped spur on investments in the community.

In addition, Reedsport is utilizing a \$2.2 million state transportation enhancement grant to construct streetscape improvements downtown that should be completed before it holds its centennial celebration events this summer.

Wright said that during an open house, members of the community offered many ideas about events they would enjoy during the celebration, ranging from a scavenger hunt and frisbee golf tournament to burying a time capsule.

Emily Bradley, Reedsport’s Main Street coordinator, said volunteers will plant 100 trees to mark the centennial. In June, celebration events included an art challenge and community cleanup. Other events slated for the summer were a birthday party and barbecue, a dinner hosted by the Coastal Douglas Arts & Business Alliance, and a carnival with a live concert on the waterfront.

“There are a lot of events to celebrate Reedsport and how far we’ve come in 100 years,” she said.

Wright added that the city is creating four collectible coins that feature its centennial logo on one side and images depicting its history on the other. Each of the four coins will be produced in 100-coin batches, for a total of 400 that will be sold along with commemorative pins to help raise funds for the celebration.

Reedsport alum and bronze artist Devon Rowe is working with city leaders to create a Roosevelt elk statue that will stand near the post office and serve as a gateway into the town. City leaders also are working with the Coastal Douglas Arts & Business Alliance to add murals downtown that depict the city’s history.

“We really have a lot to look forward to as a community,” Wright said.



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# Cornelius

## 2019 All-America City Award

Cornelius is one of 10 cities nationwide to receive a 2019 All-America City Award. The city was honored for responding to changing demographics by bringing residents together to enhance economic development through a comprehensive downtown redevelopment plan, build a new library and learning center, and reform its police department.

The awards were presented in Denver by the National Civic League in June, after the finalists provided community presentations to an awards jury panel. Cornelius City Manager Rob Drake said the jury panel was particularly impressed by the way the city disbanded its police department amid management deficiencies and public distrust, and contracted with the Washington County Sheriff's Office to provide law enforcement services.

With a population that is more than half Latino and Hispanic, city leaders organized multiple Spanish-speaking Town Halls that were held jointly with Centro Cultural and attracted more than 100 members of the Latino community. Washington County Sheriff Pat Garrett attended several town halls and spoke entirely in Spanish to the attendees. In 2014, a three-year contract was approved unanimously and was extended by five years in 2017.

Cornelius' delegation also highlighted the community's involvement in developing the city's downtown plan. Nearly 500 surveys were returned to the city, and multiple poster boards were placed at high foot-traffic locations and netted nearly 1,300 responses. Bilingual teams at 12 large community events solicited responses, opinions and ideas. The process reached hundreds of individuals and households through a Vision Ideation Session, online survey, community conversations, stakeholder interviews and intercept surveys at local events. The city's Youth Advisory Council held a special nighttime meeting to provide valuable input for the project.

Residents were asked what they wanted in their new downtown urban core, how it should look, and what could be done to encourage more private investment and employment growth in the core. Key findings included these ideas: build on existing assets, diversify amenities and services, improve traffic congestion and safety, add community spaces and events, and enhance livability for all residents.



The plan is still being implemented, but so far the community has been able to undertake projects to reduce traffic congestion and improve walkability. The city also has formed a stronger chamber of commerce with a neighboring city and reestablished its Economic Development Commission to be more reflective of the city's diverse community and businesses.

The All-America City Award also recognized Cornelius' new library and learning center. With years of volunteer support for the project, the city partnered with a nonprofit, low-income housing developer to share expenses for the mixed-use Cornelius Place project. The community has raised \$5.2 million to date, with more than 200 individuals and 44 businesses contributing. Oregon Foundations, public funding and the city covered the remaining shortfall.

The newly constructed building opened in late March and houses a library and learning center on the first floor and 45 units of affordable senior housing on the second and third floors. The new library is located in the town center on a bus line and within walking distance of almost all residents. To increase inclusiveness and equity, the library recruits bilingual and Latino volunteers and staff.

"We are very excited about everything that's going on and it's really heart-warming to see how the community has all come together," Drake said. "We're not done yet. There's a lot of work to do and we have a community that wants to help more. So, I would call this award a great plateau and a nice recognition of a community that has picked itself up by its bootstraps, but we have a lot more to accomplish."

He noted that 1,300 home sites have been approved or are in development and Cornelius expects another 4,000 residents over next few years. City leaders will strive to accommodate the growth while retaining the close sense of community that has been built.



# Warrenton

## CEDR Honored for Business & Community Building

Clatsop Economic Development Resources (CEDR) recently recognized the city of Warrenton with an award for business and community building, and highlighted several successful initiatives that city staff, the business community, the city commission and residents have united to achieve.

CEDR noted the synergy between the city's departments and the public, including "Coffee with the Mayor" events held each Monday morning as a forum for members of the public to speak with individual department heads.

Warrenton has relocated its library, which resulted in a 10 percent increase in card holders; cleaned up 35 nuisance properties; and undertaken a large water line construction and purchased a new fire department tender truck, both via arrangements that saved taxpayers money, according to the Coast River Business Journal.

In addition, the city has made progress on its Rural Development Initiative Downtown Development Project, which explores how to revitalize the downtown core. City Manager Linda Engbretson started the \$60,000 study, and an application for Warrenton to be a Main Street City is underway.

During the annual CEDR awards ceremony, Executive Director Kevin Leahy described the honor as a "very special award, as it does not fit the model of a 'traditional' CEDR Business Award," the Coast River Business Journal reported.



*(Top) Warrenton Mayor Henry Balensifer and City Manager Linda Engbretson received the award from CEDR Executive Director Kevin Leahy during the organization's annual banquet.*

*(Bottom) City staff celebrated the award after City Manager Linda Engbretson presented it to them during a staff meeting.*

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# Monroe

## City Launches New Events, Development

After hosting a successful inaugural wine festival and celebrating the opening of a new brewpub and farmer's market, the city of Monroe continues to build momentum with a pair of major development projects.

A handful of new homes already have been built, and developer R Hill Development LLC, based in Stayton, is selling build-ready lots in a subdivision called Red Hills Estates that could include up to 55 houses near the city's grade school, according to the *Register-Guard*.

With a population of 625 people, the subdivision has the potential to boost Monroe's population by nearly 25 percent. Monroe Community Development Coordinator Taylor Evans said the city's location between Eugene and Corvallis is a plus for people looking to buy a home, rent or stay for a short visit.

"I've already heard that our Airbnb rates are tremendous," she said. "I really see this as a place people want to come and hang out, especially people who visit Eugene and Corvallis. This is the perfect little hideaway."

Monroe also is updating its comprehensive plan and will finalize its Riverside District Plan by the fall of 2020. The plan outlines a timeline for developing the city's Riverside District, and how to best integrate commercial, industrial, residential, parks and public spaces as the city's population grows. Monroe received grant funding from the Oregon Department of Transportation to help develop the plan.

In addition, the city is seeing improvements to the Long Tom River at the Monroe drop structure with federal grant funding from the U.S. Army Corps of Engineers through the Continuing Authorities Program. The improvements would benefit fish passage and enhance the ecosystem's health for the city's source of drinking water. The project also could include trails, boating access and a pedestrian bridge, which would help boost tourism and recreational development, City Administrator Rick Hohnbaum told the *Register-Guard*.

Evans said that while some residents were initially hesitant about some of the changes happening in Monroe, they have been pleased to see the results so far.

"The public is really excited about all these new things that are happening," she said.



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Email us your copy (500 words max.) detailing your city's notable achievement (i.e., a project, initiative, award or individual honor), preferably with an image.

**Contact:** Kevin Toon, [ktoon@orcities.org](mailto:ktoon@orcities.org)



# City Events

**Note:** With the transition of Local Focus to a quarterly magazine, City Events will be published online and promoted on a regular basis in the weekly *LOC Bulletin* e-newsletter. Please continue to share your city's events by sending them to Julie Oke at [jmoke@orcities.org](mailto:jmoke@orcities.org).



Hells Canyon Mule Days

## September

- 6-7 **Halfway** – Pine Fest Music Festival ([www.pinefest.org](http://www.pinefest.org))
- 6-8 **Enterprise** – 38th Annual Hells Canyon Mule Days ([www.hellscanyonmuledays.com](http://www.hellscanyonmuledays.com))
- 11-15 **Joseph** – Wallowa Valley Festival of the Arts ([www.wallowavalleyarts.org](http://www.wallowavalleyarts.org))
- 12-15 **Mt. Angel** – Mt. Angel Oktoberfest ([www.oktoberfest.org](http://www.oktoberfest.org))
- 13-15 **Klamath Falls** – Klamath Independent Film Festival ([www.klamathfilm.org](http://www.klamathfilm.org))
- 14-15 **North Bend** – 16th Annual Mill-Luck Salmon Celebration ([www.oregonsadventurecoast.com](http://www.oregonsadventurecoast.com))
- 20-22 **Cannon Beach** – Earth & Ocean Arts Festival ([www.cbgallerygroup.com](http://www.cbgallerygroup.com))
- 21 **Forest Grove** – Sidewalk Chalk Art Festival ([www.valleyart.org/chalkart](http://www.valleyart.org/chalkart))
- 21 **Forest Grove** – Corn Roast and Fall Festival ([www.visitforestgrove.com](http://www.visitforestgrove.com))
- 21-22 **Coos Bay** – Bay Area Fun Festival ([www.oregonsadventurecoast.com](http://www.oregonsadventurecoast.com))
- 27-29 **Canby** – Flock and Fiber Festival ([www.flockandfiberfestival.com](http://www.flockandfiberfestival.com))
- 28 **Estacada** – Harvest Festival ([www.cityofestacada.org](http://www.cityofestacada.org))
- 28-29 **Corvallis** – Fall Festival ([www.corvallisfallfestival.org](http://www.corvallisfallfestival.org))

## October

- 18-19 **Merrill** – Klamath basin Potato Festival ([www.klamathbasinpotatofestival.com](http://www.klamathbasinpotatofestival.com))
- 18-20 **Yachats** – Village Mushroom Fest ([www.yachats.org](http://www.yachats.org))
- 19 **Tualatin** – West Coast Giant Pumpkin Regatta ([www.tualatinoregon.gov](http://www.tualatinoregon.gov))

## November

- 1-3 **Cannon Beach** – Stormy Weather Arts Festival ([www.cannonbeach.org](http://www.cannonbeach.org))
- 2 **Huntington** – Weather Festival and Celtic Games ([www.bmkdthrowers.com](http://www.bmkdthrowers.com))
- 2 **Portland** – 11th Annual Dia De Los Muertos Celebration ([www.facebook.com/muertospdx](http://www.facebook.com/muertospdx))
- 8-10 **Yachats** – Celtic Music Festival ([www.yachats.org](http://www.yachats.org))
- 11 **Albany** – Veterans Day Parade ([www.albanyvisitors.com](http://www.albanyvisitors.com))
- 22 **Seaside** – Yuletide in Seaside ([www.seasidechamber.com](http://www.seasidechamber.com))
- 29 **The Dalles** – Starlight Parade and Community Tree Lighting ([www.thedallescchamber.com](http://www.thedallescchamber.com))
- 29 **West Linn** – Community Tree Lighting ([www.westlinnoregon.gov](http://www.westlinnoregon.gov))

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