



Work Session

WS

Milwaukie City Council

COUNCIL WORK SESSION

Zoom Video Conference
www.milwaukieoregon.gov

AGENDA

MARCH 2, 2021

Video Meeting: due to the governor's "Stay Home, Stay Healthy" order, the City Council will hold this meeting through Zoom video meetings. The public is invited to watch live on the [city's YouTube channel](#), Comcast Cable channel 30 in city limits, or join the Zoom webinar (visit <https://www.milwaukieoregon.gov/citycouncil/city-council-work-session-272> for details).

Written comments may be submitted by email to ocr@milwaukieoregon.gov. Council may take limited verbal comments. **To speak during the meeting**, see the Zoom webinar login information (see meeting page link above).

Note: agenda item times are estimates and are subject to change.

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|---|-----------|
| 1. Milwaukie Station Food Carts - Annual Update (4:00 p.m.)
Staff: Leila Aman, Community Development Director | 8 |
| 2. Volunteer of the Year 2020 Selection Process - Discussion (4:30 p.m.)
Staff: Jason Wachs, Community Engagement Coordinator | 11 |
| 3. Police Contract and Policy Review Process - Report (5:00 p.m.)
Staff: Ann Ober, City Manager | 13 |
| 4. Adjourn (5:30 p.m.) | |

Executive Session

After the work session Council will meet in executive session pursuant to Oregon Revised Statute (ORS) 192.660 (2)(d) to conduct deliberations with persons designated by the governing body to carry on labor negotiations.

Meeting Accessibility Services and Americans with Disabilities Act (ADA) Notice

The city is committed to providing equal access to public meetings. To request listening and mobility assistance services contact the Office of the City Recorder at least 48 hours before the meeting by email at ocr@milwaukieoregon.gov or phone at 503-786-7502. To request Spanish language translation services email espanol@milwaukieoregon.gov at least 48 hours before the meeting. Staff will do their best to respond in a timely manner and to accommodate requests. Most Council meetings are broadcast live on the [city's YouTube channel](#) and Comcast Channel 30 in city limits.

Servicios de Accesibilidad para Reuniones y Aviso de la Ley de Estadounidenses con Discapacidades (ADA)

La ciudad se compromete a proporcionar igualdad de acceso para reuniones públicas. Para solicitar servicios de asistencia auditiva y de movilidad, favor de comunicarse a la Oficina del Registro de la Ciudad con un mínimo de 48 horas antes de la reunión por correo electrónico a ocr@milwaukieoregon.gov o llame al 503-786-7502. Para solicitar servicios de traducción al español, envíe un correo electrónico a espanol@milwaukieoregon.gov al menos 48 horas antes de la reunión. El personal hará todo lo posible para responder de manera oportuna y atender las solicitudes. La mayoría de las reuniones del Consejo de la Ciudad se transmiten en vivo en el [canal de YouTube de la ciudad](#) y el Canal 30 de Comcast dentro de los límites de la ciudad.

Executive Sessions

The City Council may meet in executive session pursuant to Oregon Revised Statute (ORS) 192.660(2); all discussions are confidential; news media representatives may attend but may not disclose any information discussed. Final decisions and actions may not be taken in executive sessions.



COUNCIL WORK SESSION

Zoom Video Conference
www.milwaukieoregon.gov

MINUTES

MARCH 2, 2021

Council Present: Councilors Angel Falconer, Lisa Batey, Desi Nicodemus; Council President Kathy Hyzy; and Mayor Mark Gamba

Staff Present: Leila Aman, Community Development Dir.	Gary Rebello, Human Resources Director
Kelly Brooks, Assistant City Manager	Natalie Rogers, Climate Action & Sustainability Coord.
Justin Gericke, City Attorney	Scott Stauffer, City Recorder
Jon Hennington, Equity Manager	Luke Strait, Police Chief
Ann Ober, City Manager	Jason Wachs, Community Engagement Coord.

Mayor Gamba called the meeting to order at 4:02 p.m.

1. Milwaukie Station Food Carts – Annual Update

[Note: due to technical issues, the audio for this section of the meeting was not fully captured. See the meeting packet for the full 2020 annual report.]

Aman provided a report on the status of the food carts.

2. Volunteer of the Year 2020 Selection Process – Discussion

Wachs provided a history of the Volunteer of the Year award and reviewed the twelve nominees for the 2020 award. They explained the criteria for choosing the winner and noted how the winner would be honored. He observed the impacts that the COVID-19 pandemic had on the process. They confirmed the 2019 and 2020 winners would be honored at the next volunteer appreciation dinner when it could be held and explained how Council would vote by online survey. They noted that staff would announce the winner at the April 20 regular session.

Councilor Batey and **Council President Hyzy** commented on the number of worthy recipients nominated each year and observed that it was a tough choice.

Mayor Gamba recessed the meeting at 4:37 p.m. and reconvened at 4:57 p.m.

3. Police Contract and Policy Review Process – Report

Ober explained that staff had held conversations with Black, Indigenous, and People of Color (BIPOC) community members about police department policies and the Milwaukie Police Employee Association (MPEA) collective bargaining agreement (CBA) with the city. They reviewed that this work was part of the second phase of engagement for Council's diversity, equity, and inclusion (DEI) goal.

Members of the city's police policy working group introduced themselves and noted their connection to, and involvement with, Milwaukie. Working group members present included Corey Hester, Jason Nix, Hamid Shibata Bennett, Len Reed, Nikki Storm, Sabina Spicer, and Sara Vasquez.

Rebello, **Hennington**, **Strait**, and the city's labor attorney **Steven Schuback** introduced themselves.

Ober explained that the goals of the community review were to receive input on the MPEA CBA and discuss recommendations from the group on the city's administrative police policies. They described how the process had proceeded to-date and clarified that it was part of a larger ongoing discussions. The group was asked to share their comments on the experience.

Hester was thankful the process allowed for real conversations and the ability to dig into the policies to ensure law enforcement and community members are protected.

Nix appreciated the transparency in the process and the time dedicated by everyone involved to connect and understand each other.

Spicer appreciated the process and space to be vulnerable and ask questions. A takeaway was that power can change when the people who are in power welcome it.

Storm also appreciated the transparency in the process to understand how things work and why. They left the experience feeling a lot of trust in the community and its leaders.

Vasquez reflected on how much care had been brought to the difficult conversations and observed that care for the community made the biggest difference.

Shibata Bennett appreciated both that the city was receptive to feedback and the thoughtful responses and conversations that took place.

Reed observed how the process had enabled learning and the ability to look into the language used in documents and how they impact others.

Councilor Batey asked the working group if there was anything the city did not include that they believe the city should have. **Spicer** believed the group went through the amount of policies they could have in the allotted time. The question of if something was missed was a question to the public. **Hester** appreciated how the process was laid out and did not believe it felt rushed. They believed the policies were impactful and covered a wide area of concern.

Councilor Nicodemus commented on the over-policing of Black bodies which caused Black men to especially feel distrusting. **Nicodemus** asked if the community members, especially Black men, felt they were heard in this process and were able to fully express their concerns.

Nix confirmed that they felt heard during the process and appreciated learning more about police policies. **Nix** wondered if more meetings could be held between Black people and the police to have a better understanding for how to interact with each other, and to have mutual ground where they could speak together. **Mayor Gamba** asked how the city could help share with the community and to assist in better understanding police policies. **Ober** confirmed that individuals had volunteered to help her with a new city website dedicated to that ongoing work.

Hester reported that they felt heard during the process and appreciated the empathy and active listening from the group and Chief Strait. They noted their connection to the community and experience with Milwaukie police officers.

Reed agreed that everyone felt heard. They noted that with the union contract there was no guarantee where the suggested language would land and how it would be received by MPEA members. They appreciated that those who would sit in negotiations would try to promote the recommended language.

Ober confirmed the city's commitment to carry the proposed policy changes into CBA negotiations. They commented that the union's early feedback was very receptive to making the needed changes and appreciated the process from everyone.

Councilor Falconer wanted to make that no one in the working group felt like there was language left off the table, that there was nothing unresolved. **Reed** had questions around training and on-going implicit bias and anti-bias training. While they did get feedback around what that would look like, they did not feel confident and satisfied that it was enough.

Council President Hyzy and **Councilor Batey** thanked the group and hoped to see the community members stay engaged in the city through events and other activities.

4. Adjourn

Mayor Gamba announced that after the work session Council would meet in executive session pursuant to Oregon Revised Statute (ORS) 192.660 (2)(d) to conduct deliberations with persons designated by the governing body to carry on labor negotiations.

Mayor Gamba adjourned the meeting at 5:54 p.m.

Respectfully submitted,


Amy Aschenbrenner, Administrative Specialist II

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CITY OF MILWAUKIE

Memorandum

To: City Council
From: Leila Aman, Community Development Director
CC: Ann Ober, City Manager
Date: February 26, 2021
Re: Community Development Department Projects – City Council Update for March 2, 2021 Council meeting

Community Development/Economic Development/Housing	Planning	Building
▪ Covid-19-Related Business Relief ▪ ADU SDC Waiver ▪ Housing Update ▪ Rent Relief ▪ City Hall Blue Ribbon Committee	▪ Comprehensive Plan Implementation ▪ Planning Commission ▪ Design and Landmarks Committee ▪ Land Use/Development Review	▪ Jan 2021 review

COMMUNITY DEVELOPMENT/ECONOMIC DEVELOPMENT/HOUSING

COVID-19 Related Business Relief

- The Business Relief Fund awarded \$252,000 in total to local businesses. A survey was sent out to all grant recipients from Rounds 1-3 to provide feedback about the impact of the BRF and how the city can assist Milwaukie businesses in the future. Staff have followed up with all businesses to connect them with resources such as the Business Recovery Center, the Downtown Milwaukie Business Association, and other needs as listed in the survey.
- Staff contacted retail and food and drink businesses to share updates about the extension of Temporary Use Permits for Outdoor and Seating, availability of free personal protective equipment, information from Governor Brown's office regarding expanded indoor dining and an update on the North Clackamas Chamber's continuation of services through June 2021 for Milwaukie's local Business Recovery Center. Staff also contacted Milwaukie businesses to share information about the Biden-Harris administrations Small Business Administration Paycheck Protection Program (PPP) changes in effect on Wednesday, Feb 24 for a 14-day loan application period open exclusively to small businesses with 20 or fewer employees, among an announcement of other changes to the PPP that further promote equity.

ADU SDC Waiver

- To date 10 applicants have completed waiver forms and are in line for the program that is scheduled to end on June 30, 2020. Of these 10 allocations for waivers, seven have received

final approvals, two are pending building permit review and one is pending land use application or building permit review. Three remain on the waitlist and staff are no longer advertising the program or accepting new applications. Staff are tracking development of these 10 ADUS by requesting updates on construction and photographs of completed projects. For anyone interested in potential future funding or other ADU development news or resources they can email econdev@milwaukieoregon.gov or contact 503.786.7624 to receive updates.

Housing Update

- City Council renewed the housing emergency and renter protections until June 2021. Staff are providing an update and will provide council with options to consider for permanent renter protections at the City Council meeting on March 16.
- City Council approved temporary use code amendments to allow warming and cooling shelters for a period of 90 days and one additional 30-day extension over the course of a year.
- Staff met with City Council on January 19 to discuss goals for the Sparrow site in terms of levels of affordability and housing types desired or needed. The city purchased the site from TriMet for the purpose of land banking to support affordable housing. Staff plan to release an RFQ by this summer to select a development partner for site design and remedial action plan work to begin this fall. Staff shared that due diligence for site access on SE 25th, SE 26th, and SE Sparrow is being conducted. Staff continue to reach out to nearby property owners, TriMet, and the Island Station NDA to share information. Staff will return to City Council to discuss final development goals on March 16th, 2021 and anticipate Council adoption of goals at the following meeting on April 6, 2021.

Rent Relief

- The city and NHA finalized an agreement for Round 2 of \$25,000 in rent assistance to be disbursed to City of Milwaukie residents through this Winter and Spring.

City Hall Blue Ribbon Committee

- The final City Hall Blue Ribbon Committee (CHBRC) meeting was held on February 24. At the meeting the committee reviewed the draft development goals for the City Hall Request for Proposals (RFP) process, potential transaction structures, and selected committee members to sit on the RFP evaluation committee. Staff and members of the CHBRC will present draft goals and a committee final report at the March 16 City Council work session.

PLANNING

Comprehensive Plan Implementation

- The next CPIC meeting will be held on February 25 (rescheduled from February 18). This meeting will focus on code concepts and types of zoning code amendments which were developed based on the initial recommendations outlined in the code audit. The amendments are of various kinds—from those that are structural, and are needed to enable the other amendments, to those that were identified in the Code Audit package. Some of the amendments will involve re-mapping zones, and some amendments involve projects outside of the scope of this project, such as public works standards. A focus of the February 18 meeting will be an in-depth interactive exercise in break-out groups to help the committee members work through the options to help finalize the concepts for the larger public participation event in March.
- The arborist on the consultant team has been meeting with the Tree Board to understand the

board's priorities in development the tree code applicable to private residential property. The consultant met with the Tree Board on February 4 with an outline of the proposed code structure to discuss specific aspects of the clear and objective standards related to tree preservation and removal.

- The parking expert on the consulting team has been working on a residential on-street parking inventory and utilization study. A draft summary report of the inventory work has been submitted to the city for review. The field work for the utilization of the on-street parking in the study areas was completed on February 2 – 3. The findings of the analysis are in process.

Next steps:

- Continue planning next public outreach event –on-line participation and “meeting in a box” with smaller facilitated groups.
- Final synthesis report of recommended code concepts.
- Being planning next CPIC meeting and train facilitators for “meeting in a box” groups.

Planning Commission

- PD-2020-001 – The Planning Commission held a continued public hearing on January 12 for the application for a Planned Development at Waverly Woods. The proposal is for the phased development of four apartment buildings, a community center with a swimming pool, and a community room totaling 100 dwelling units. The Planning Commission voted 6-1 to recommend approval to the City Council. The City Council hearing date is scheduled for March 2 (rescheduled from February 16. Revised hearing notices were sent on February 19.
- The Planning Commission continued discussing proposed revisions to their bylaws on January 12, 2021 and will discuss the revisions with City Council on April 20 at the joint meeting.
- ZA-2020-002 – Proposed amendments to Title 18 (Flood Hazard Regulations), in order to stay current with updated regulations from the Federal Emergency Management Agency (FEMA) and maintain the City's eligibility to participate in the National Flood Insurance Program. The Planning Commission has recommended approval, and the City Council will hold a public hearing to consider adoption of the proposed amendments on March 2, 2021.
- PD-2020-002: A Type III application for preliminary planned development review for the Hillside Master Plan was submitted on November 17. The application was deemed incomplete on December 15. The applicant submitted additional information and the application was deemed complete on January 7. Referrals were sent out on January 13. The public hearing with the Planning Commission was tentatively scheduled for February 23, but in order to accommodate a meeting with the Ardenwald NDA, the applicant asked to move the hearing to March 9. Due to the widespread power and internet outages, the hearing notice could not be sent as required on February 17. The hearing has been rescheduled to March 23. Hearing notices will be sent out on March 3.
- DR-2021-001 (master file): A Type III application has been submitted for redevelopment of the City-owned Coho Point site at 11103 SE Main St. The project would construct a 6-story mixed-use building with ground-floor retail and restaurant space, off-street parking in the lower level, and 195 multifamily dwelling units on the upper floors. The submittal requires downtown design review, variance requests (including for building height, natural resource review, Willamette greenway review, parking modification, and transportation facilities review. The application is currently being reviewed for completeness, with a determination due by February 26.
- VR-2021-002: A Type III application has been submitted for a sign adjustment to allow an electronic readerboard sign at Milwaukie High School. The application is currently being

reviewed for completeness.

Design and Landmarks Committee

- The DLC's next regular meeting is scheduled for March 15, 2021, with a focus on design review for the Coho Point project (master file #DR-2021-001).

Land Use/Development Review¹

- EXT-2021-001: A decision to extend the expiring land use approval for the 170-unit senior housing development by Bonaventure Senior Living (master file #CU-2018-003) at 5801 SE Kellogg Creek Dr was issued on February 10, with the appeal period ending February 25. .

¹ Only land use applications requiring public notice are listed

BUILDING

Jan 2021 in review:

New Single Family – 2

New ADU issued – 1

Solar 2 Issued

Residential Alterations/Additions –4 issued

Commercial new - 0 issued

Commercial Alterations –1 issued

Demo's –1 issued

Valuation of permits issued:

\$661,423

\$2,500

\$140,300

\$37,000

\$0

\$50,000

Total number of permits issued (Structural, Mechanical, Plumbing, Electrical)

103

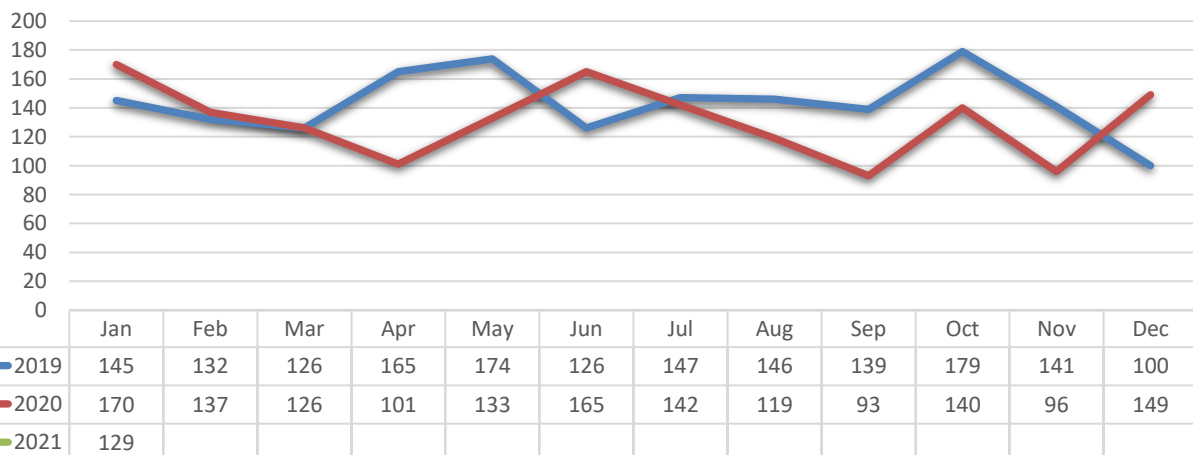
Total number of Inspections performed (Structural, Mechanical, Plumbing, Electrical)

281

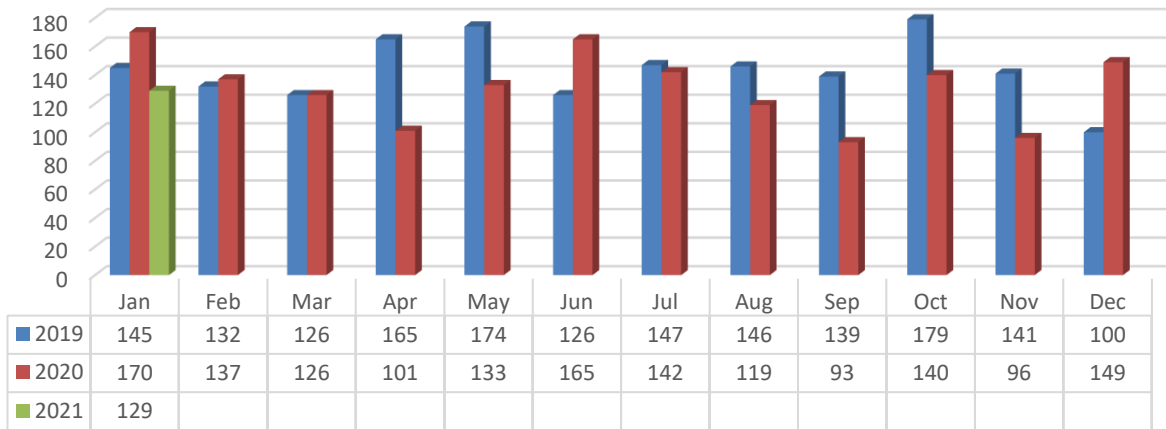
Number of active permits:

1,194

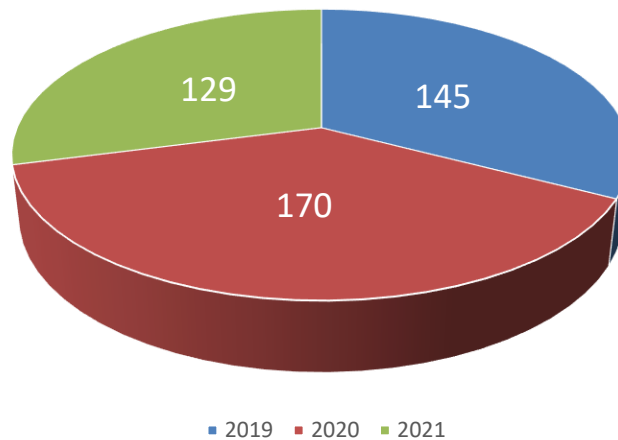
Permit Activity by Month (Issue Date)



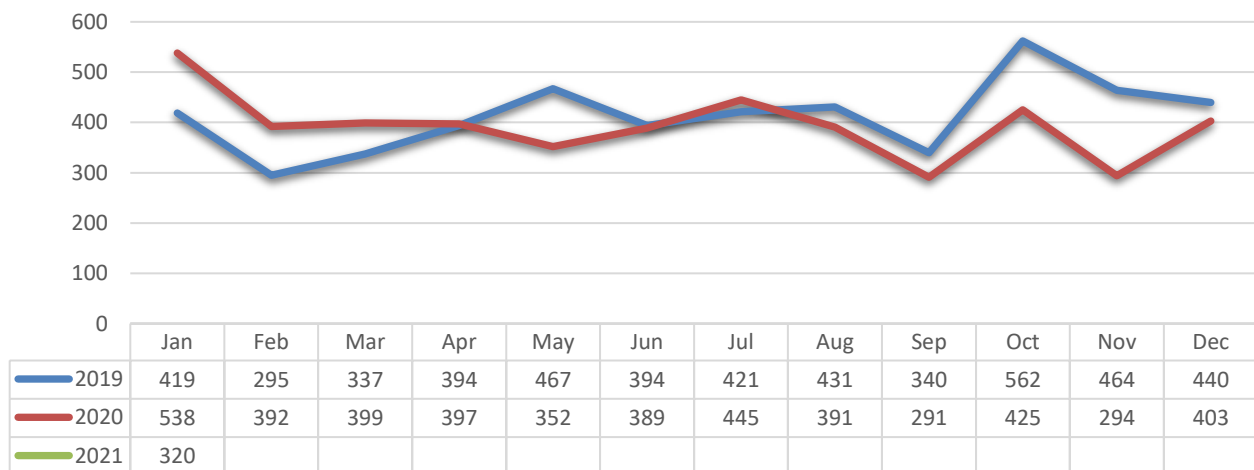
Permit Activity by Month (Issue Date)



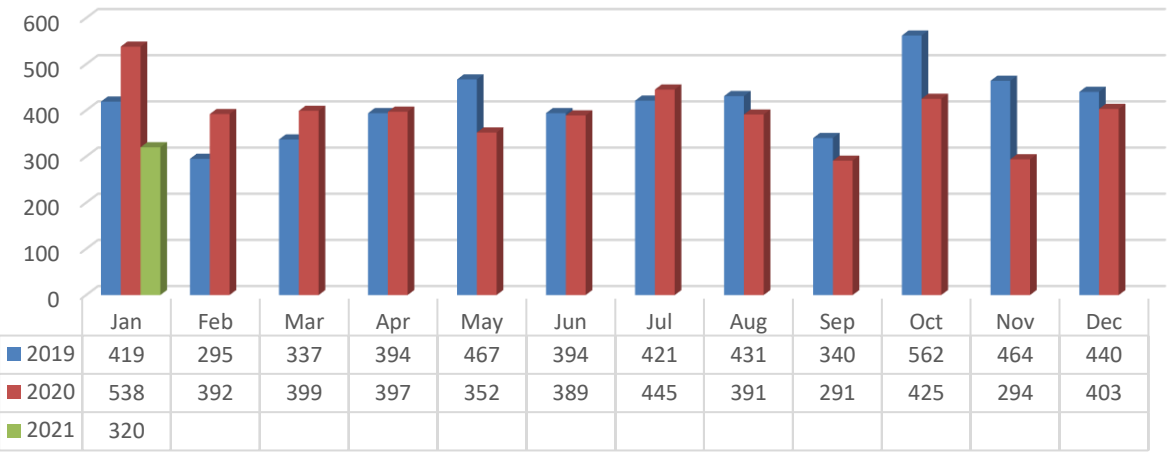
Permit Issuance Comparison By Year



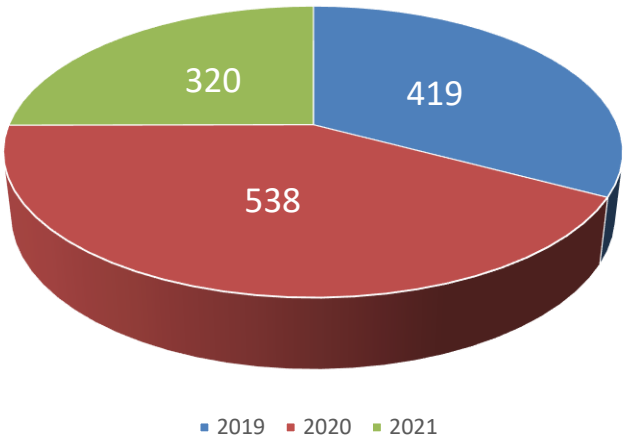
Inspection Activity by Month



Inspection Activity by Month



Inspection Comparison By Year



COUNCIL STAFF REPORT

To: Mayor and City Council
Ann Ober, City Manager

Date Written: Feb. 21, 2020

From: Leila Aman, Community Development Director

Subject: **Milwaukee Station Food Cart Pod Update**

ACTION REQUESTED

Council is asked to receive an annual update on the Milwaukee Station food cart pod.

HISTORY OF PRIOR ACTIONS AND DISCUSSIONS

[August 2, 2016:](#) Council entered a contract with Richard Johnson of the Johnson Group to manage and program the Milwaukee Station food cart pod.

[September 18, 2018:](#) Staff presented to Council a first-year review of the food cart pod.

[March 5, 2019:](#) Council approved a two-year contract extension with the Johnson Group.

[March 3, 2020:](#) Council received an update from staff and Mr. Johnson.

ANALYSIS

The Johnson Group prepared an annual report summarizing food cart operations during the last year. See Attachment 1.

BUDGET IMPACTS

None.

WORKLOAD IMPACTS

The community development director will continue to engage with the food cart pod manager to evaluate progress and provide resources as needed to ensure continued growth and success.

COORDINATION, CONCURRENCE, OR DISSENT

None.

STAFF RECOMMENDATION

Council is asked to receive this update and provide any necessary feedback and direction.

ALTERNATIVES

None.

ATTACHMENTS

1. Johnson Group Annual Report



JOHNSON GROUP LLC

2856 NW Wardway St, No. 4
Portland, Oregon 97210 USA

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F (630) 839.0329
JGroupPDX@gmail.com

February 2021

MILWAUKIE STATION FOOD CART POD – 2020 Annual Report

Like many businesses, especially those in the food service industry, 2020 was a year like no other and one we hope not to repeat. Winter is always a challenging time for food carts as outdoor dining loses its appeal and take-out business is relied on to carry them through till spring. After a challenging year in 2019 with less-than-ideal summer weather and lots of building and road construction in the area disrupting access and parking, everyone was really looking forward to a much better summer season in 2020.

But just as we were coming out of winter last year, the Governor mandated *Covid-19* lockdown went into effect in March and we all but closed. Most of our carts closed altogether, but two or three tried to remain open and survive on take-out, but even that business was down substantially compared to normal. To survive, we reduced variable costs such as toilet and garbage servicing to a minimum and lowered rents to the bare minimum cost of operations.

Fortunately, there were several grant programs available, including from the City of Milwaukie, and most of the carts were able to take advantage of at least one of them, which combined with the rent reduction helped with their survival. Once the lockdown was lifted, the weather improved and people became more used to life with Covid-19, things improved for a time until the metro area was inundated with wildfire smoke. In the fall there was another prohibition against sit-down dining, even outdoors, and it was back to take-out only for a few weeks. In the end business was down substantially for everyone, we lost four carts and are currently down to eight.

2021 Outlook

With restaurant dining options greatly reduced, some of the carts report that take-out business has been better than usual recently and with the uncertainty of when indoor dining will be permitted, or safe again, we are optimistic that this summer season could be a good one for food cart pods. In the hope that this happens we are planning on several improvements to the pod to help business. Two of our existing carts are partnering to open a beer, wine and cider cart to replace the one we lost and it is currently under construction and slated to open in March. And most importantly, for the benefit of the pod as a whole, it will maintain a regular and consistent operating schedule.

We are also planning on upgrading our canopy tents to provide more covered area in both winter and summer which should improve the customer experience. The City of Milwaukie has kindly agreed to assist in this acquisition and we plan on having a larger, more weather resistant structure in place by spring. It will have a metal roof, be more wind and snow resistant than the fabric covered structures we have now and it should be much more functional as well as larger. We are also working with Beckel Canvas in Milwaukie to make fabric sidewalls that can be installed in the winter. We will be rearranging some of the food carts and the new beer cart will have it's serving window inside the new structure and be located closer to the center of the pod.

We have two new carts that are considering locating in the pod, one that will do pizza and one with freshly made bagels. Counting the new beer cart that would bring us back up to 11 carts. With a consistently open beer cart and better year-round seating the pod should be even more attractive to prospective operators and hopefully we can maintain a full roster of carts.

Looking Towards the Future

Our current lease, with the recent one-year extension, runs until August 2022. That will give us one complete summer and part of another, but as always it is important to be able to plan, both for ourselves and for all the food carts who are always especially interested in their future at Milwaukie Station due to its designated "temporary" status from inception. Adding one year lease extensions with a year's notice is workable, and these are uncertain times, but it would be desirable for everyone to be able to do some longer-range planning.

One looming date in the not-too-distant future is January 1 2023 when the Oregon Health Authority will not allow food carts to use auxiliary off-cart storage tanks for gray water such as we do. Instead, they will require all carts to use only their on-board storage tanks (which have limited capacity- a day or less of water usage) or connect to a sanitary sewer system. This would be a major undertaking in design, execution and expense as it will require extensive excavation on the pod property as well as connection to the city sewer system in the street. This should be discussed sometime this year to determine the feasibility of compliance and thus the future of the pod after next year.

On a final note, on behalf of myself and all the operators at Milwaukie Station, we want to express our appreciation and thanks for all the support we have received from everyone at the City of Milwaukie. Obviously, this project wouldn't be possible without the City's willingness and support, but it has been an encouraging experience and I think one that demonstrates the benefit of public-private partnerships that provide both a community benefit and economic opportunity for a wide range of small business owners. We look forward to continuing for as long as possible.

JOHNSON GROUP LLC
Richard Johnson

COUNCIL STAFF REPORT

To: Mayor and City Council
Ann Ober, city manager

Date Written: Feb. 19, 2021

Reviewed: Kelly Brooks, Assistant City Manager, and
Brenna Cruz, Events and Emergency Management Coordinator

From: Jason Wachs, Community Engagement Coordinator

Subject: **2020 Volunteer of the Year Award Nominations**

ACTION REQUESTED

Council is asked to review nomination forms and select a winner to receive the 2020 award.

HISTORY OF PRIOR ACTIONS AND DISCUSSIONS

Staff opened the nomination process to the public on December 21, 2020. The nomination period closed on February 15, 2021.

Twelve nominations were received. Nine individuals and one couple were nominated. Three individuals were nominated more than once. Nominees are listed below in alphabetical order by last name. Staff provided Council with nomination forms on February 19.

- Alexis Barton
- Kim Campbell
- Pam Denham
- Ernesto Dominguez
- Brandi Johnson
- Brandi Johnson and Tom Johnson
- Zac Perry
- Hamid Shibata Bennett
- Sarah Smith
- Gabe Storm

Nominees could include anyone who resides in Milwaukie or members of a non-profit organization/business that serves the Milwaukie community. The winner will be chosen according to the following criteria:

- Longevity of service to the community;
- Volunteer service during calendar year 2020 within the nominee's total volunteer efforts; and
- Service within the city limits of Milwaukie.

The volunteer service for which the person(s) is nominated does not have to be specifically in a City of Milwaukie volunteer capacity (i.e., board, commission, committee, neighborhood district association (NDA), etc.). However, some contribution to a city-related activity within the nominee's total effort is preferred.

The 2020 Volunteer of the Year will be recognized at the 2021 Volunteer Appreciation Dinner at a date and time to be determined when it is safe to do so.

BUDGET AND WORKLOAD IMPACTS

The venue and annual dinner for 100 people to recognize the winner will cost approximately \$5,000 and will also be used to recognize and thank all the city's board, commission, and committee members and NDA officers. An already existing wooden plaque is engraved with the winner's name that is displayed in the lobby of City Hall at a cost to be determined. The other impact to the budget is primarily staff time to obtain nominations and organize the volunteer appreciation dinner.

CLIMATE IMPACT

None.

COORDINATION, CONCURRENCE, OR DISSENT

City manager and city recorder staff reviewed award nominee applications for accuracy, completeness, and compliance with program requirements.

ALTERNATIVES

1. Select a winner from the above nominations.

ATTACHMENTS

1. Nomination forms provided under separate cover.



2020 Volunteer of the Year Award

Background

- Volunteer of the Year Award began in 2012
- **Past winners:**
 - Lisa & Stephan Lashbrook - 2019
 - Greg Hemer - 2018
 - Lisa Gunion-Rinker - 2017
 - Joel Bergman - 2016
 - David Aschenbrenner - 2015
 - Alicia Hamilton - 2014
 - Dion Shepard - 2013
 - Ed Zumwalt – 2012



2020 Nominations

- The nomination process for 2020 began on Dec. 21, 2020 and ended on Feb. 15, 2021.
- Twelve nominations were received. Nine individuals and one couple were nominated. Three individuals were nominated more than once.
 - Alexis Barton
 - Kim Campbell
 - Pam Denham
 - Ernesto Dominguez
 - Brandi Johnson
 - Brandi Johnson & Tom Johnson
 - Zac Perry
 - Hamid Shibata Bennett
 - Sarah Smith
 - Gabe Storm





Criteria for Choosing the Winner

- Anyone who resides in Milwaukie or members of a non-profit organization/business that serves the Milwaukie community.
- Longevity of service to the community
- Some contribution of volunteer service in 2020 within the nominee's total volunteer efforts
- Service within the city limits of Milwaukie
- Some contribution to a city related activity within the total effort is preferred (i.e. board, commission, committee, NDA, etc.), but not required

Thanking and Honoring the Winner

- Recognized at the Annual Volunteer Appreciation Dinner
 - All members of boards, commissions, committees, and NDA officers are invited
 - No dinner was held in 2020 due to Covid-19
 - 2019 and 2020 winners will be honored at next dinner to be held when safe to do so
- Press release distributed to local media
- Featured in the Pilot newsletter
- Social media posts
- Added to the Volunteer of the Year plaque in the City Hall lobby
- Revered and honored with the title of Volunteer of the Year forever!

Lisa and Stephan Lashbrook Chosen as Milwaukie Volunteers of the Year



City Council selected Lisa and Stephan Lashbrook as Volunteers of the Year. Stephan and Lisa were nominated both as individuals and as a team. After careful consideration, their incomparable volunteerism in Milwaukie resulted in the award's first.

Lisa was nominated by several community members for her work on the city's Parks & Recreation Board (PARB) since 2017, the groundwork resulting in Milwaukie's designation as a National Land Use Committee member for the Lewelling Neighborhood Association (NDA). She has actively volunteered with the NDA for more than 20 years. One of her most impactful contributions has been her leadership at the annual Wildfire Preparedness Day.

at Milwaukie Bay Park, which the Lewelling NDA started more than 20 years ago. When asked what advice she has for anyone interested in volunteering, Lisa said, "Volunteering in Milwaukie can be very hands on. If you can effect real change and bring forth new ideas here. City staff and council welcome the input of the volunteers."

Lisa was also nominated for her work as a Milwaukie Parks Foundation member, a 4H Wildlife Steward, and a member of the City Council.



Greg Hemer Selected as Milwaukie's 2018 Volunteer of the Year



Next Steps

- Questions/discussion about history or criteria
- A Survey Monkey Survey will be sent to all councilors after this meeting.
 - Should a tie result from the first survey, a second survey will be sent.
- Staff will return to the April 20, 2021 Council Meeting to announce the winner!
- Winner will be featured in the June Pilot



COUNCIL STAFF REPORT

To: Mayor and City Council

Reviewed: Luke Strait, Police Chief,
Gary Rebello, Human Resources Director,
Jon Hennington, Equity Program Manager, and
Working Group Membership

From: Ann Ober, City Manager

Subject: **Police Union Contract and Policy Review Process**

Date Written: Feb. 21, 2021

ACTION REQUESTED

Council is asked to review the recommended changes to the city's police employee association contract and police policies.

HISTORY OF PRIOR ACTIONS AND DISCUSSIONS

[Aug. 18, 2020:](#) Council approved a resolution changing their Council goals to include equity, inclusion, and justice.

[Nov. 10, 2020:](#) At a Council study session, staff described the city's move into Phase II of its equity work, including community review of the police association contract and police Lexipol policies.

ANALYSIS

Starting in December 2020, the police chief and city manager spent several months reviewing and revising Milwaukie Police Department (MPD) policies to address considerations under Council's equity, inclusion, and justice goal. To improve the review process, the city contacted eight community members in the Black, Indigenous, and People of Color (BIPOC) community that expressed an interest in police reform and formed a BIPOC working group. The initial revisions were forwarded to the police association membership for their input. Feedback was received from the police association and was forwarded with the collective bargaining contract to the BIPOC working group for review.

The goals of the BIPOC working group were as follows:

- Through collaboration, achieve the most equitable policies possible, consistent with the law and considering current and emerging best practices.
- Advocate for the needs and safety of the BIPOC community and police staff.
- Strengthen trust between the MPD and the Milwaukie BIPOC community.

The BIPOC working group developed the following questions for their review of the Milwaukie Police Employee Association (MPEA) collective bargaining agreement and related MPD policies:

- Does the language accurately reflect current practice?
- Does the language protect the safety of all equitably?
- Is the language used inclusive and accessible to all?
- Does this remove unintended and unnecessary fear?

- Does it maximize respect?

The BIPOC working group originally planned four evenings for their review process, but a fifth evening was added to complete their review. In addition to reviewing the collective bargaining agreement, the working group reviewed several MPD policies including use of force, deadly force review, handcuffing and restraints, control devices and techniques, conducted energy device, officer involved shootings and deaths, search and seizure, temporary custody of a juvenile, hate crimes, standards of conduct, news media relations, off duty actions, bias, rapid deployment team, temporary holding facilities, custodial searches, and personnel complaints and discipline.

The changes and recommendations of the BIPOC working group will be the basis for negotiations with the MPEA this spring.

BUDGET, WORKLOAD, AND CLIMATE IMPACTS

There are no fiscal, workload, or climate impacts associated with the recommended actions.

COORDINATION, CONCURRENCE, OR DISSENT

This work was a collaborative effort between the city manager's office, police department, human resources department, and the city's labor attorney.

STAFF RECOMMENDATION

To hear from community members about the process.

ALTERNATIVES

Not applicable.

ATTACHMENTS

None.

Police Policy and Collective Bargaining Agreement

BIPOC Community Review Process

Council Update
March 2, 2021



Diversity, Equity, Inclusion and Justice

Phases of Engagement

LEARN, SUPPORT
AND SHARE



Phase I

June 2020 – October 2020

- Stakeholder Identification and Outreach
- Listening Sessions
- Visibility
- Data and Research
- Training
- Resource Identification

DEI & MILWAUKIE
POLICE DEPT.



Phase II

November 2020 – April 2021

- Community Conversations (Police Chief & Council)
- Policy Workshop with BIPOC Community Members
- City-wide Equity Plan Development
- Focus Groups (Tentative)

DEI ACROSS
THE CITY



Phase III

May 2021 – May 2022

- Equity Task Force
- Community Survey
- Budget Development and Adoption
- In-Person (Tentative)

Community member Introductions

Corey Hester

Curtis Mason

Hamid Shibata Bennett

Jason Nix

Len Reed

Nikki Storm

Sabina Spicer

Sara Vasquez

Staff
Introductions

Ann Ober

Gary Rebello

Jon Hennington

Luke Strait

Steven Schuback

Goal of This Work

Through collaboration, we worked to achieve the most equitable policies possible, consistent with law and considering current and emerging best practices.

We were committed to a process that advocated for the needs and assured the safety of the Black, Indigenous, and people of color (BIPOC) community and of our police staff.

We also entered the process with a believe that success would strengthen the trust between Milwaukie Police Department and the Milwaukie BIPOC community.

Process Design

City's Intention in Creating This Process:

- Receive input on our Police Association Collective Bargaining Agreement
- Discuss and receive recommendations from the group on the City's administrative police policies

What this was not:

- A discussion on all aspects of policing
- The end of our conversation

Resources Provided

- Collective Bargaining Agreement
- Amended City Police Policies
- Information from Campaign Zero regarding recommended Police Collective Bargaining Agreements

Questions We Asked

Does the language accurately reflect current practice?

Does the language protect the safety of all equitably?

Is the language used inclusive and accessible to all?

Does this remove unintended and unnecessary fear? Does it maximize respect?

Documents Reviewed & Edited

- Equal Employment Opportunity and Anti-Harassment Policy
- 300-Use of Force
- 302-Deadly Force Review
- 306-Handcuffing and Restraints
- 308-Control Device and Techniques
- 309-Conducted Energy Device (Taser)
- 310-Officer Involved Shootings and Deaths
- 323-Search and Seizure
- 325-Temporary Custody of Juveniles
- 337-Victim and Witness Assistance
- 339-Hate Crimes
- 341-Standards of Conduct (Previously Disciplinary Policy)
- 347-News Media Relations
- 388-Off Duty Actions
- 402-Bias
- 424-Rapid Deployment Team Policy
- 900-Temporary Holding Facility
- 902-Custodial Searches
- 1020-Personnel Complaints
- New Disciplinary Policy
- [Collective Bargaining Agreement](#)

Comments
from the
Participants



Questions?

Ann Ober – City Manager obera@milwaukieoregon.gov

Jon Hennington – Equity Program Manager henningtonj@milwaukieoregon.gov

Luke Strait – Chief of Police straitl@milwaukieoregon.gov