

MINUTES OF THE METRO COUNCIL WORK SESSION MEETING

Tuesday, June 3, 2003
Metro Council Chamber

Councilors Present: David Bragdon (Council President), Susan McLain, Brian Newman, Rod Park, Rex Burkholder, Rod Monroe

Councilors Absent: Carl Hosticka (excused)

Council President Bragdon convened the Metro Council Work Session Meeting at 2:03 p.m.

1. SALEM LEGISLATIVE REPORT

Dan Cooper, Metro Attorney, said June 22, 2003 is supposed to be adjournment of the legislature. He spoke to the transportation-funding bill. Mr. Riggs was tracking the bill. He talked about an amendment concerning freight. There was discussion about a further amendment concerning Multnomah County. Councilor Newman asked about the money for road modernization. Councilor Burkholder asked about the freight amendment. Did Mr. Cooper feel confident that it had special transportation areas designated? Mr. Cooper said he thought the language was included. Councilor Burkholder asked about definition of highway. Mr. Cooper responded to his question. Councilor Burkholder expressed concern about the freight mobility piece. Councilors asked additional questions about the transportation bill. Councilor McLain asked about the Hillsboro landfill legislation. Mr. Cooper responded that he didn't know if the bill was dead or not. Councilor McLain asked about its status. Mr. Cooper spoke to the land use bills particularly periodic review. He noted that there was agreed-upon amendment language. There had also been further discussion about a sub-regional bill. The incentives bill for EFU and wildlife conservation has passed the House and moved onto the Senate.

2. DISCUSSION OF AGENDA FOR COUNCIL REGULAR MEETING, JUNE 5, 2003.

Council President Bragdon reviewed the upcoming agenda. He noted the technical amendments to the budget and reminded Council about the TSCC public hearing at 12:30 p.m. on June 5th. Councilor Newman asked about the list of questions provided to TSCC.

3. MERC PAY FOR PERFORMANCE UPDATE

Judy Rice, MERC Commission Chair, introduced the Pay for Performance Plan. MERC Commission passed the plan in 1998 and implemented it in 1999. Overall the Commission was very pleased with the plan. MERC depended 75% on enterprise revenues. Most of the services were discretionary services. They had added reasons to put in incentives for staff. Third, they had some tough economic years and wanted to be better able to manage their compensation. The plan was a work in progress. They wanted to review it after three years. She noted the issues with training. They needed to do a better job of training managers to administer the plan. When it was done appropriately, every employee in the organization understand their job and how they can contribute to the MERC goals. They recognized that it might have some application to Metro as well.

Mark Williams, MERC Manager, said Jeff Blosser was experienced in both plans and could share some specifics about the Pay for Performance Plan.

Councilor Park asked about longevity versus pay for performance. Tanya Collier said she would cover that in her presentation.

Tanya Collier, Human Resource Director, gave a power point presentation on the Pay for Performance Plan (a copy of which is found in the meeting record). Ms. Collier said she was a fan of the program. She had been the program manager for the past three years. The backbone of the program was the MERC Strategic Plan. They also had an implementation program. First, they set the facility's goals. She spoke to the main goals of the Convention Center. If an employee failed to meet their goal they have a work in progress to meet the goal. She spoke to scoring and weighting of different goals for both the facility and the individual. Mr. Williams noted that some employees were on the Pay for Performance and some were not. She noted the mid-year and end of the year evaluation. The annual evaluation also included a self-assessment tool. She spoke to overall ratings of the employee and how that translated to pay for performance.

Councilor Newman asked about base pay increases. Ms. Collier responded to his question. Councilor Park asked about the facility score and how it translated to individuals scoring. Mr. Williams said the success of the facility determined the amount of money available to reward employees. Ms. Rice spoke to the differences among facilities. Councilor McLain said everyone faced cost of living. In the same way this favored facilities that did better. Mr. Williams said it all went to how you structure the goals. Not all goals were financial. They tried to structure the goals and weighted of goals to adequately reflect the particular facility. Mr. Blosser said that was what the trend was for as well. Councilor McLain said there were some elements of trying to balance a staff. She asked about goals for unique skills and experience. Ms. Rice said the integrity of the program was maintained. Ms. Collier summarized the timeline. Councilor Burkholder asked about trending. Councilor Newman asked about an automatic increase. Ms. Collier explained that awards were given on a 3.0 or better. Ms. Rice spoke to the benefit side. Ms. Collier shared copies of the personnel policies. Councilor Burkholder asked about results. Have they been able to notice a difference in employee performance? Mr. Blosser said he had seen a change for the better. Councilor McLain suggested that the plan seemed complicated. She asked what kind of success had it been in writing the goals. Ms. Collier responded to her questions. She said they were tightening the goals and working on fine-tuning the goals. Councilor McLain asked about caps. Ms. Collier said they needed to figure out the market target. Ms. Rice spoke to the Commission's concerns. Councilor McLain asked about their estimates. Ms. Collier said they had never exceeded the 7% budgeted. The point was the right-spend money.

Councilor Newman asked if the employees were happy with the program. Ms. Collier said they had surveyed the employees about the program. The plan was a living breathing entity. She talked about some of the changes since the inception of the program. Michael Jordan, Chief Operating Officer, said this was one of the more sophisticated plans he had seen. He noted the linkage to the Strategic Plan. He asked about individuals within the same job description and the comparisons. There was a custom performance factors for every evaluation.

4. COMMUNITY MEDIA PROJECT

Mike Hogle, Solid Waste Recycling Director and Pam Peck, Public Affairs Department presented the Community Media Project. Mr. Hogle said he was chair of the Community Media Project. He talked about outreach processes such as "Lets Talk" activities. They had secured \$100,000 of federal highway fund to do a broadcast. He noted there was also \$25,000 of match funds provided by other jurisdictions and agencies.

Ms. Peck talked about the production phase of the project. She noted the participants' qualifications. (A copy of the project overview is included in the meeting record). She said the program would be primarily personal stories. She noted the goals of the project. She talked about the website. It would be a place to gather feedback, receive information, inter-change with other viewers. She talked about the timeline for the project. The film would be finished in early November. She spoke to how Council should be involved. Mr. Hoglund said this was also a model for other community media activities. Project advisory would bring a request to Council for discussion and feedback. Councilor McLain talked about her involvement. She liked the personal aspect. She liked the multiple aspects of the project. She also noted Ms. Peck's commitment to the project. Council President Bragdon said we needed to continue to look to ways to engage people. Councilor Newman made some suggestions about the transportation component. Mr. Hoglund said they were looking for connections. Ms. Peck spoke to the expectations of the federal government concerning how the money was spent. Mr. Jordan talked about personal choices and how often those choices line up with the right public policy. Councilor Park asked about additional funding.

5. OREGON MUSEUM OF SCIENCE AND INDUSTRY (OMSI) PROJECT

John Donovan, Public Affairs Department, talked about the OMSI project. Elizabeth Tucker, MCCI committee member initiated the project about a year ago. Mr. Donovan explained the project (a copy of which is included in the record). Mr. Donovan talked about the grant. It allowed Metro, as a partner, to play a meaningful role in how these elements could be designed. Mark Bosworth, DRC, said this was an opportunity to engage people in a different way. This was a wonderful platform for public outreach. He noted the partners involved in the project. The focus was how technology affected our lives. Paul Couey, DRC, spoke to the new technology and how it could be applied to planning. Mr. Donovan talked about leveraging the OMSI work and utilized it to help individuals visualize. He spoke to the implication of choices and possibilities of the project. Mr. Bosworth talked about the benefits of the technology and linkage. He said they were now designing the games. He talked about next steps. Councilors made suggestions about the project. OMSI was committed to this as a long-term project. They would continue to update Council on the project.

6. CITIZEN COMMUNICATION

There were none.

7. COUNCILOR COMMUNICATION

Council President Bragdon reminded Council of the Portland State University dinner. The Chief Operating Officer brought up issues concerning technical amendments to the budget and questions concerning cost of living.

There being no further business to come before the Metro Council, Council President Bragdon adjourned the meeting at 4:30 p.m.

Prepared by

Chris Billington
Clerk of the Council

ATTACHMENTS TO THE PUBLIC RECORD FOR THE MEETING OF JUNE 3, 2003

Item	Topic	Doc Date	Document Description	Doc. Number
2	Council Agenda	6/5/03	To: Metro Council From: Chris Billington Re: Regular Council Agenda for June 5, 2003	060303c-01
3	MERC Pay for Performance	6/3/03	To: Metro Council From: Tanya Collier, Project Manager for MERC Pay for Performance Plan Re: Pay for Performance Plans, Strategic Plan, Strategic Plan Implementation Program, Oregon Convention Center Questionnaire, MERC Personnel Policies	060303c-02
4	Community Media Project	5/20/03	To: Metro Council From: Pam Peck Re: Community Media Project Overview	060303c-03
5	OMSI Project	6/3/03	To: Metro Council From: Mark Bosworth, DRC and John Donovan, Public Affairs Department Re: Visualization Tool project with OMSI and Power Point Presentation on OMSI Project	060303c-04