

MINUTES OF THE METRO COUNCIL WORK SESSION MEETING

Tuesday, June 14, 2005
Metro Council Chamber

Councilors Present: David Bragdon (Council President), Rod Park, Robert Liberty, Brian Newman, Susan McLain (excused)

Councilors Absent: Carl Hosticka (excused), Rex Burkholder (excused)

Council President Bragdon convened the Metro Council Work Session Meeting at 2:07 p.m.

1. ADMINISTRATIVE/CHIEF OPERATING OFFICER AND CITIZEN COMMUNICATIONS

Council President Bragdon reminded Council that there was no Council meeting this week. Michael Jordan, Chief Operating Officer (COO), said he wanted to talk about a situation in Forest Grove. Councilor Newman asked for a legislative update. Councilor McLain briefed the Council on the Forest Grove issue. Metro had received a request about a flood plain issue on the southeast area of Forest Grove. She provided a history of the issue. Councilor Liberty asked if the issue was where the flood plain was? Councilor McLain explained that a certified engineer was asked to come in and look at the flood plain line and map and determine where the line was. Councilor McLain was asked by several citizens to come out and explain the process. She had indicated that this was an administrative matter not a legislative matter. She testified before the Forest Grove City Council last night. She recommended to the Council that there should be a review by the Council if there was a difference of opinion among the parties. She suggested an appeal process before the Council. Councilor Newman asked about the line, when it was verbally described as well as drawn on the map, he assumed the map would take precedent. Mr. Jordan explained what had happened to date. Councilor McLain suggested looking at the Code as to what an administrative decision was. Councilor Liberty asked if we had a regulatory map of the Urban Growth Boundary. He suggested that we could have a higher level of mapping with the current information. Councilor Park asked Andy Cotugno, Planning Director, about the digital mapping that was occurring in Data Resource Center (DRC). Mr. Cotugno responded to his question. Councilor Liberty asked about the Code and the map. Mr. Jordan said the ambiguity wouldn't go away. They needed a process for resolving disputes. Councilor McLain said she had talked with staff about this issue. Then, we had a change of managers. She said they had been very careful as to how they proceeded. Councilor McLain suggested sponsoring a review of this administrative process. Mr. Jordan suggested that they would like to attempt to mediate a solution. Councilor Newman asked if the City Council was on record supporting one line?

Pam Beary, Forest Grove City Counsel and Jon Holan, City of Forest of Grove Community Development Director said the City Council met yesterday for the first time about this issue. They were working through trying to figure out what the right process was. Ms. Beary spoke to the problem. She urged an interim decision. Councilor McLain asked if she as a Councilor could sponsor an interim solution. Mr. Jordan said he would talk with the Metro Attorney about the issue. Council President Bragdon summarized the multiple issues. Councilor Park asked when this triggered Land Use Board of Appeals? Councilor Liberty responded to his question. Mr. Holan said because the clock was ticking, he would like to get a resolve as soon as possible. Mr. Jordan suggested referring calls that Councilors received to Office of Metro Attorney. Ms. Beary said she would supplement the appeal with a letter of stay.

2. METRO –WIDE PERFORMANCE EVALUATION PROJECT

Rachel Bertoni, Human Resource Department, introduced Bruce Lawson, Consultant, and said they were talking about the Performance Evaluation program for non-represented and represented staff. The process for evaluation will be the same. A second stage for non-represented staff would consider merit issues. She spoke to the Council's strategic planning goals and objectives and the ties to the evaluation process. She spoke to training for both managers and staff.

Mr. Lawson provided a wrap up of the project (a copy of the power point presentation is included in the record). He provided the background, the process, issue of merit pay for non-represented employees, training and the issue of continuous improvement. They tried to build a straight-forward and simple process. He said there had been extensive employee involvement on performance standards. He talked about employee briefings and that the materials were posted on the intranet. He talked about best practices. The Auditor's report did a good job of identifying best practices. It was thorough and kept the team on target as they went through the performance evaluation process. They worked with the advisory group to develop the evaluation tool. Council President Bragdon asked about training. Mr. Lawson said they trained the Human Resource staff to train others in the process. He spoke to the three categories all employees would be evaluated on with a three level rating scale. He noted the six occupational groups and the indicators for each group. He talked about stakeholders, which included both internal and external to the agency. He suggested a mid-year review. The process was designed around continuous communication and feedback. Councilor Liberty commented that the process could be very time consuming. He also asked about a self-evaluation component. Mr. Lawson said they had kept the process simple to help people get comfortable with the process.

Mr. Lawson spoke to the pay for performance piece, which was limited to non-representative staff. Councilor Newman expressed his concerns about average versus above average and noted the merit matrix. Ms. Bertoni explained rating analysis. Mr. Lawson commented on Cost of Living Adjustments (COLA) and said that COLA would go away in this process. He and Ms. Bertoni talked about the employees' contributions to the agency and rewards. They also spoke to the needs improvement group and how they could be helped. Mr. Jordan provided a timeline for upcoming events.

3. BREAK

4. NATURE IN NEIGHBORHOODS – HABITAT FRIENDLY DESIGN

Paul Ketcham, Planning Department, introduced Mike Faha from Greenworks and Joseph Readdy from Urbsworks. The main point was to hear from the final consultants on habitat friendly design solutions. Urbsworks would share residential development designs and Greenworks would share habitat-friendly development practices. They each provided a power point presentation on their work. Mr. Faha said the role he took was to implement habitat friendly development. He provided examples of these types of design throughout the region. Councilor Liberty said there had been an explosion of green design. Mr. Faha said most of the designs were driven by storm water regulations. Council President Bragdon asked about Table 8 in the Model Ordinance. Mr. Ketcham responded to his question. Malu Wilkinson, Planning Department, said Table 8 was in the Functional Plan and was encouraged. Mr. Faha commented on what was driving the green developers. Councilors discussed tangible effects like saving money on storm

water. Mr. Faha said engineers were looking at energy savings. Councilor Liberty spoke to savings on paving.

Mr. Readdy said they were charged with looking at case study objectives for the model ordinance. He provided a power point presentation on their work (a copy of which is included in the meeting record).

Council President Bragdon said the bigger the site, the more flexibility, the more opportunity to internalize the transfers. Mr. Readdy concurred with his comments. Councilors discussed the New Urbanist approach versus conventional subdivision. Councilor Newman asked about the Model Ordinance and if they experienced frustration. Mr. Readdy said it was a great opportunity to test the ordinance. He urged making it as simple as possible.

5. NATURE IN NEIGHBORHOODS TITLE 13 MODEL ORDINANCE REVIEW INTERIM UPDATE

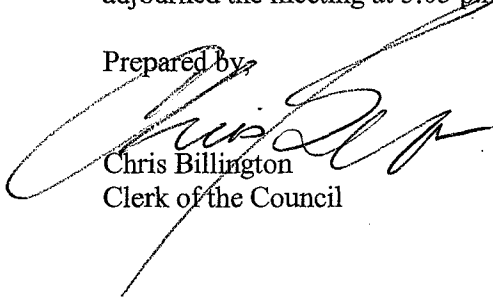
Malu Wilkinson, Planning Department, provided an update on the model ordinance. She explained the process they were working through. Some of the cities that were likely to adopt the model ordinance didn't have the staff to participate in the technical review of the ordinance. She spoke to the key issues. Metro Technical Advisory Committee (MTAC) will review their recommended changes and then those recommendations will come before Council in July. She provided a copy of the topics that the group was considering. Mr. Ketcham talked about the clear and objective approach versus discretionary review. Ms. Wilkinson said the ordinance had to fit in with the rest of the codes a city had. Councilor McLain suggested needing to know the issue or the goal, the COO recommendation and why the committee made a specific recommendation. Ms. Wilkinson said they were working from the adopted Council model ordinance. Councilor Liberty asked the consultants if the ordinance was hard to figure out. Mr. Readdy explained that the hardest part was translating the GIS information into the design. They talked about density transfers. Many cities didn't have that kind of clustering. For most cities they would have to adopt clustering. If this were to enhance adoptability, they would have to walk the cities through how to integrate this into their zoning. Council President Bragdon asked if the consultants' input was included in the presentation in MTAC? Mr. Ketcham said yes, they would be taking what they had learned to the subcommittee for input and review. Mr. Readdy clarified they did not use the discretionary approach, only the clear and objective approach. Mr. Readdy said they would put together a "lessons learned" summary for Council and staff.

6. COUNCIL BRIEFINGS/COMMUNICATIONS

Dan Cooper, Metro Attorney, provided a legislative update on SB 245.

There being no further business to come before the Metro Council, Council President Bragdon adjourned the meeting at 5:05 p.m.

Prepared by



Chris Billington
Clerk of the Council

ATTACHMENTS TO THE PUBLIC RECORD FOR THE MEETING OF JUNE 14, 2005

Item	Topic	Doc Date	Document Description	Doc. Number
2	Power point presentation	6/14/05	To: Metro Council From: Bruce Lawson, Fox Lawson and Associates Re: Final Report: Metro Performance Evaluation Project	061405c-01
5	Model Ordinance update	6/14/05	To: Metro Council From: Malu Wilkinson, Planning Department Re: Title 13 Nature in Neighborhoods Model Ordinance Technical Review Update	061405c-02
4	Power Point Presentation	May 2005	To: Metro Council From: Mike Faha, Greenworks PC Re: Nature in the Neighborhood Habitat Friendly Design Solutions	061405c-03
4	Power Point Presentation	6/14/05	To: Metro Council From: Joseph Raddy, Urbsworks Re: Power Point Presentation on Habitat Friendly Design	061405c-04