



Office of Mayor Tom Potter
City of Portland

MEMORANDUM

DATE: May 16, 2007

TO: All City of Portland Employees

FROM: Mayor Tom Potter

SUBJECT: The Charter Review Commission Vote

Last night, Portlanders approved three of the four Charter Review Commission's recommendations to change the charter that has guided our City for the past 94 years.

The changes give citizens the right to review and, under certain conditions, vote on changes to the Charter every 10 years, beginning in 2009; simplify Civil Service provisions and exclude certain policy-makers from them; and subject the Portland Development Commission's budget to City Council oversight, if authorized by state law, as well as financial and performance audits by the City Auditor.

Some of you may have questions about the Civil Service reforms, which are designed to provide our employees with more consistent and predictable protections, and assure their right to collective bargaining. Changes include:

- The Civil Service appeals processes will be standardized. Appeal rights, however, remain the same.
- Outdated language will be removed, and Council will approve changes to administrative rules to provide consistency with Charter reform.
- Current provisions concerning temporary appointments will be removed, allowing for greater flexibility to manage our short term and seasonal workload needs.
- All current employees covered by Civil Service will remain in the system, but a small number of future employees with a major role in the formation of policy requiring the exercise of independent judgment may be excluded.
- While the Civil Service Board will continue its duties, its reporting duties are strengthened with quarterly meetings and an annual report on its activities to the City Council.

The changes take effect January 1, 2008.

I know that change can be unsettling. However, I want to assure each of you that *your* mission remains absolutely unchanged: To deliver to the people of Portland the highest quality services possible; to serve our customers with courtesy and respect; and to value the hard-earned tax dollars that our community entrusts to our care.

This is an exciting time for our city. What happened yesterday was not about determining winners and losers, but rather listening to the community as it decided the best course to make our city more successful.

I look forward to beginning that work with you.

Thank you.