



COUNCIL STUDY SESSION

City Hall Community Room, 10501 SE Main Street
& Zoom Video Conference (www.milwaukieoregon.gov)

MINUTES

MARCH 12, 2024

Council Present: Councilors Adam Khosroabadi, Shane Abma, Rebecca Stavenjord, and Council President Robert Massey, and Mayor Lisa Batey

Staff Present: Brent Husher, Library Director
Brandi Leos, Human Resource Director
Nicole Madigan, Deputy City Recorder
Emma Sagor, Assistant City Manager

Ann Ober, City Manager
Gabriela Santoyo Gutierrez, Equity and
Inclusion Coordinator
Scott Stauffer, City Recorder

Mayor Batey called the meeting to order at 5:28 p.m.

1. Council Goal Update: Equity – Report

Sagor and **Santoyo Gutierrez** provided an update on Council’s equity goal which included reviewing the timeline of events since the goal was adopted and the three-year equity plan. They noted what the Equity Steering Committee (ESC) would focus on for the upcoming year. **Sagor** noted next steps and asked Council if there was anything they would like to receive updates on or an area that of work they would like prioritized.

The group discussed metrics for measuring the success of the equity plan. **Councilor Stavenjord** asked how staff would like Council to help with the process and **Santoyo Gutierrez** suggested it would help to have Council speak to equity at community events and in conversations with other governments.

The group discussed equity improvements in hiring practices and how the city provided translation services. **Councilor Abma**, **Sagor**, and **Ober** commented on lowering barriers for community members in applying for grants. **Abma** noted the importance of using plain inclusive language and changing the city’s code for things like substituting “resident” for “citizen.”

Mayor Batey and **Santoyo Gutierrez** discussed the ESC’s recruitment status and the city’s employee resource group programs. **Batey** confirmed the city’s judge used Language Line Solutions during court when in person translation services were unavailable. **Batey** asked about the ESC’s role in hiring, retention, and recruitment and **Santoyo Gutierrez** explained how ESC members participated on interview panels and in a community job fair. **Sagor** added that ESC members were also interested in providing mentorship to staff and **Santoyo Gutierrez** noted that staff affinity groups and the ESC participated in a combined lunch meetup.

Ober praised Santoyo Gutierrez’s work.

Mayor Batey asked about exit interviews and **Leos** explained that all departing employees are offered an in person exit interview, but since the city is a small organization, it can be difficult to share data without exposing the individual who provided feedback. **Leos** noted that staff turnover rates are being tracked.

2. Council Reports

Councilor Khosroabadi reported on a recent Clackamas County Community Action Board (CAB) meeting where recruitment and providing a stipend to board participants was discussed.

Councilor Massey shared takeaways from a recent Park and Recreation Board (PARB) and reported that PARB was interested in sending a letter to the North Clackamas Park and Recreation District (NCPRD) Board regarding Milwaukie Bay Park. **Massey** noted that PARB had discussed whether they should be meeting less frequently but agreed to maintain their current schedule. As the Council liaison to the Audit Committee, **Massey** reported that the city's audit was late but complete. **Sagor** and **Ober** explained the audit process and how the city's most recent audit had differed from previous audits and noted that the audit would be submitted to the state March 13 along with the Redevelopment Commission's audit. The group discussed aspects of the recent audit.

Councilor Stavenjord reported on a recent Clackamas County Coordinating Committee (C4) meeting where the Committee had received an update from Housing Authority of Clackamas County (HACC) that focused on the relocation program. **Mayor Batey** noted a complaint had been received from a resident who was being relocated. **Stavenjord** expressed interest in having an updated presentation about the status of public housing. The group discussed the relocation program and how the city could help. **Stavenjord** also reported that during a recent Historic Milwaukie Neighborhood District Association (NDA) meeting members of the St. John's Episcopal Church shared plans for a pilot program that would provide shelter during severe weather for about 20 individuals. **Stavenjord** shared an update on the administration of voter-approved Measure 110 funds, noting that there would be about \$20 million available statewide.

Mayor Batey shared that there was a NCPRD District Advisory Committee (DAC) meeting on March 13 and asked Council to review the district budget and send any questions along for Batey to relay. **Batey** shared that Clackamas County Commissioner Paul Savas had reached out to discuss parks, but Batey had declined. **Councilor Massey** shared that Savas had approached Massey and believed that Council should remain united in its response on parks. **Batey** noted when the NCPRD Board would next meet observing that the meeting would likely be inundated with Wichita Center supporters.

Councilor Stavenjord added that the Clackamas County Sheriff's Office 23-hour stabilization center to be in Milwaukie had received additional funding from the state legislature. **Mayor Batey** and **Ober** commented on the amount of funds that would be received. **Batey** noted that the city was still waiting to see if the purchase of the childcare center along Highway 224 would be funded by the state.

3. Adjourn

Mayor Batey adjourned the meeting at 7:00 p.m.

Respectfully submitted,



Nicole Madigan, Deputy City Recorder