

# Government Transition Advisory Committee

**Government Transition Advisory Committee Meeting #24**  
**October 8, 2024, 6:00 p.m.**  
**Minutes**

## Attendance

Committee Members					
Name	Present	Absent	Name	Present	Absent
Leah Benson		Excused	Juliet Hyams	X	
Brian Belica	X		Zach Kearl	X	
Jane DeMarco		Excused	William Kinsey	X	
Jose Gamero Georgeson	X		Destiny Magaña-Pablo	X	
Terry Harris	X		Fred Neal	X	
Lory Hefele	X		Amy Randel	X	
Joe Hertzberg	X		Juanita Santana	X	

## Staff / Guests Present

Julia Meier, Transition Team  
Guillermo Rebolledo Salgado, Transition Team  
Tate White, Transition Team  
Shoshanah Oppenheim, Transition Team  
Lori Bocker, Council Operations  
Orlando Williams, Motus Recruiting  
Christopher Parra, City's Bureau of Human Resources

## Welcome & Committee Business

Julia welcomed everyone and provided Zoom logistics. She noted that co-chairs Bill Kinsey and Destiny Magaña-Pablo will facilitate the meeting and added that we had Spanish interpretation, American Sign language, and closed captioning.

**Motion.** Bill as a co-chair noted that Zach moved to approve the September 11 meeting summary, with Amy seconding. Juliet and Juanita offered minor edits, accepted by the Zach and Amy.

- Motion from: Committee Member Zach
- Second: Committee Member Amy
- None opposed, meeting minutes approved as edited.

Bill reviewed the working agreements.

## Public Comment

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- Julia allowed time for public comment but there was none. She added that there are many ways to give us public comment beyond verbal public comment at our full meeting and folks can call 311 or email us at [transition@portlandoregon.gov](mailto:transition@portlandoregon.gov) or use the online public comment form on the transition web page.

## City Administrator Recruitment

Destiny noted that the GTAC's role is to advise on the job description and the recruitment process timeline.

Orlando Williams, Motus Recruiting, briefly recapped their work to-date and presented on the ideal recruitment profile and recruitment process timeline.

### Position Description Discussion:

- Orlando clarified that the position description combines attributes from the community engagement with the information provided by the City.
- Joe suggested adding building partnerships with community-based organizations and demonstrated ability to build those partnerships.
- Juliet asked how Motus invited folks to the listening sessions.
  - Motus curated a list of leaders of organizations – partnered with City's communications team – went to leaders and public directly; lots of folks self-selected out so the survey became important.
- Juliet asked whether Motus got comments about change management or organizational development.
  - Motus said they did receive information about it but in a unique way: what other cities around the country addressed similar challenges in innovative ways – demonstrated experience and not in awe of the amount of change.
- Juanita expressed concern that the job description doesn't specify reporting/supervisory responsibilities between the mayor and council – does the city administrator need to respond to two different groups of people? Who evaluates the city administrator and gives them feedback? Who does the day-to-day supervision?
  - Shoshanah said this is something the City has been talking a lot about. The mayor appoints, the council confirms. The mayor can remove the city administrator and so too can a supermajority of the council. Shoshanah said they can revise the language to be clearer. The person needs to have a 360 view of the City. Day-to-day management of the city administrator will be through the mayor.
- Juanita expressed concern that the job description asks for only a BA and recommend a master's degree in business or public administration with more than five years' experience.

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- Juanita thinks experience with change management is a requirement and that candidates provide examples of the size of their change management experience.
- Juanita asked what the mayor will be doing and asked whether there is a job description for the mayor to compare the job descriptions side-by-side.
  - Shoshanah noted that it would be helpful to share the sections of the charter that describe the roles and responsibilities of the mayor and the city administrator together.
- Fred expressed concern that there isn't any mention of the working relationships with the six service areas and deputy city administrators and suggested more vigorous language about bureau collaboration and coordination, and making the City work better.
- Shoshanah said it might be useful to talk about how the documents work together – the classification, the position description, the job announcement, and the recruitment plan
  - Motus said that the position description offers detail about the day-to-day work, the announcement to talk about additional elements, the City's compliance document – we use all these to talk to the candidates.
- Terry said that the only real requirements are in the charter. A city administrator just requires mayor appointment and seven votes on council. The council could create an ordinance that puts requirements into code for the city administrator. This work requires political buy-in.
- Zach agrees with the current degree requirement and doesn't think we should add a master's requirement because it doesn't make one more qualified than experience.
- Zach asked about the education for candidates – like org chart, mayor's team, etc.
  - Motus said they will communicate this verbally and in written form. Also used as part of rubric to determine whether candidates have done the preparatory work.
- Zach asked if Motus was looking to the GTAC to shape the candidate questions.
  - Motus said they will use the discussion today and invited specific input.
- Amy was curious how many people fit the role and asked whether Motus has been identifying candidates.
  - Motus said they always have candidates in the pipeline, but they want to be careful because there could be a difference direction in January. Motus direct sources – candidates who are passively looking and not actively applying for positions who are aligned with the position and bringing them in.
  - Motus said it isn't a large pool that fits the role. Shoshanah said that there are organizations across the country, like ICMA, that are professional networks of folks like this – doesn't agree that the pool is small.
  - Joe said that there a lot of people who fit this role.

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- Motus said it comes down to folks who love the City of Portland. How do we narrow down the large pool.
  - Juanita said that the love for Portland shouldn't be rated – all candidates can say they love Portland. Hopes recruitment is national.

## Recruitment Process Timeline Discussion

- Joe asked what Better Best means.
  - Motus described an inclusive experience for the candidate and interviewers – minimize the performative elements – not amount who performs the best but who will do the best.
- Fred suggested that GTAC be utilized as a resource in the process because it serves until March.
  - Shoshanah said that today's meeting is the most significant input GTAC can give.
- Zach advised that the interview panels include people outside of the City such as another elected official, e.g., County Chair, and a community-based organization, e.g., Coalition of Communities of Color.
  - Motus hasn't gotten to interview panels yet, but it typically constructs panels based on diversity and said they could have sub-panels.
- Destiny asked that GTAC be able to see an updated job description before it's posted, any updates to the hiring strategy, and hiring questions.
  - Shoshanah suggested that instead of sharing interview questions, the City share the themes of the questions. There's not a lot of opportunity for additional feedback when the new mayor is in office.
- Bill asked how Motus narrow the field of those who are qualified.
  - Motus said it will start with the top 10 that will be narrowed down to five by internal screening process based on competencies with a scoring rubric. Depends on how much of Motus' plan will be adopted.
- Zach wondered how impervious the process is to a mayor who wants to not follow the proposed process.
  - Shoshanah said that the council is the check.
  - Zach suggested GTAC make a recommendation to the future city council to ensure that council confirmation is uplifted as a strong check on the mayor's ability to not follow the proposed process and direct appoint.

**Motion.** Zach moved that a working group from GTAC draft a recommendation that recommends our future mayor and city council be briefed on and support the process that has been outlined by Motus for hiring the city administrator. Terry seconded.

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Terry said the recommendation should say its important to do it this way – maybe not the specifics – but to garner public support for a process.

Bill – Yes, Brian – Yes, Juanita – Yes, Amy – Yes, Fred – Yes, Zach – Yes, Destiny – Yes, Juliet – Yes, Joe – Yes, Lory – Yes, Terry – Yes, Jose – Yes, Leah – absent, Jane – absent

## **Motion passes.**

Destiny requested folks interested in participating in the workgroup put their names in the chat.

## **Onboarding Update**

An updated draft onboarding plan was shared last week with the GTAC and posted online.

Tate White shared some key updates. The City is providing space and compensation for council aides in December. The City is exploring some daytime options and will reach out to contest winners to ask their preferences. Agenda for welcoming orientation continues to be refined based on leadership team feedback; working with consultant on the agenda for the morning focused on folks meeting each other. GTAC has 15 minutes to present. Portland State University will be hosting a couple of sessions – policy development and effective government and council leadership effectiveness training. Once the Council President is chosen, Julia can meet with them to discuss GTAC interaction in 2025.

## **Onboarding Discussion**

- Joe asked if the 15-minute presentation time for GTAC is the only the City envisions GTAC interacting with the new elected officials.
  - Tate said yes, for the City-hosted onboarding sessions.
- Joe asked if GTAC members could attend the onboarding sessions.
  - Tate said that the 2025 sessions will often be public, but no for 2024.
- Joe asked if GTAC can review the briefing booklet and materials.
  - Tate said the booklet is in its final stages of review and will be public, but GTAC cannot review.
- Bill asked if the 15-minutes could be longer.
  - Tate noted it's the same amount of time given to Deputy City Administrators.
- Juanita thanked the City for including team-building because it's critical but expressed concern that it is only two-hours and no mention of any follow-up. She suggested increasing the time to four-hours and adding follow-up, e.g., every six months to check in with each other, not necessarily with staff.

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- Tate said team building is also a focus of one of PSU's sessions that includes three to four hours more. In addition, all the December sessions should have elements of team building. City is also looking at times for council to be together informally.
- Juanita asked that the above be incorporated in writing into the plan. Tate said that the PSU portion isn't included in the plan because the City doesn't have ownership.
- Juanita appreciates the anxiety staff must feel to ensure council is educated on so many things, but it is a promising practice to start team building as an ongoing process. It would demonstrate that the City is forward thinking and implementing important management practices.
- Terry requested that GTAC be in the room for several sessions: Day Two re best practices of effective councils, Day Seven re policy development, and Day Eight re legislative process. GTAC can offer community perspective.
  - Tate said that the time for that is 2025.
  - Terry that he thinks that the early 2025 council calendar is too slow.
  - Tate said that the provided calendars are onboarding-specific.
  - Lori Brocker said that the City can provide guidance and frameworks, but the people elected will decide. Lori is already working with the City Attorney on the resolution that will create council committees.
  - Shoshanah suggested that the GTAC will have opportunities to engage with new council using GTAC relationships.

## **Engagement Report & Strategies Moving Forward**

The co-chairs noted that this agenda item had to be cut short. Destiny apologized for the brevity and overviewed GTAC's presentations to date. GTAC has done 118 presentations including 41% with communities historically left out of City Hall decision-making.

Guillermo noted that GTAC is close to meetings its 50% goal and suggested the following: November-December 2024, revise the community presentation, conduct targeted outreach, and schedule presentations, then January-March 2025, provide about seven presentations per month with communities historically left out of City Hall decision-making. Guillermo offered his assistance to help GTAC meet its goal.

Destiny shared some co-chair ideas for how to conduct the targeted outreach.

## **Engagement Report and Strategies Discussion**

- Lori asked about the purpose of 2025 presentations and wants to ensure we aren't chasing an indicator.

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- Guillermo shared some ideas including how can people engage with the new councilors, feedback about RCV election, but noted that we want member recommendations about the new content.
- Zach said we can't give up on community education and appreciated Guillermo's suggestions. Zach also noted that Multnomah County's 2026 election will use RCV. Content about how to engage with new electeds might depend on who they are. Include how to stay engaged in City Hall decision-making if possible. Can we work with the voter education grantees to do follow up about RCV feedback?
- Jose suggested we help elected officials engage with their communities before January 1, 2025. Can we set up town halls with the new electeds? Jose offered to help get some new folks to the table.
- Amy hopes that these can be warm handoffs of relationships – GTAC should bridge the gap between the new council or new engagement officer. Share list of groups GTAC engaged. Include list of organizations that Motus outreached to. Our new content should include about how to engage with new council.

Destiny will figure out how to follow-up on these ideas and next steps at our next meeting.

## **Recommendations to City Leaders: Education & Advocacy**

Bill updated GTAC on efforts to disseminate the recommendations since the September meeting, including a stop at city council on October 23 at 9:45am.

Bill shared that Commissioner Ryan will introduce an amendment to the Fiscal Year 2024-2025 fall supplemental budget tomorrow that reappropriates underspent funds from the mayor and commissioners' offices to the 2025 city council. The one-time allocation will give the new city council almost \$440,000 for additional staffing as a bridge before they adopt the Fiscal year 2025-2026 budget.

## Recommendations to City Leaders Discussion

- Terry said he still sees advisory functions for GTAC beyond just advocating for our existing recommendations, e.g., advice to future council on advisory committees.
- Bill asked if members should draft a one-page summary of the recommendations – Terry said he would be happy to work on it
- Joe said that the onboarding plan shows 10 days with 9 days filled – could we fill the 10<sup>th</sup> day by helping the new council understand our recommendations? Destiny and Bill could look into the feasibility.

**Motion.** Juanita moved for the following edit to the recommendations:

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The GTAC understands that many of the recommendations can be complex, difficult to implement, resource-limited, or controversial. And we understand the recommendations are merely among the many urgent priorities that will be competing for the new government's time and attention. These recommendations are offered in the GTAC's advisory role. The new government – ~~the new elected council, the new mayor, the new city administrator, and the administration~~ – retains the prerogative as to ~~if and how the City implements~~ accept these recommendations. Despite these truths, these recommendations address foundational organizational and programmatic areas which will facilitate the effective and efficient implementation of the charter reform. We offer these informed and thoughtful recommendations in the spirit of leveraging the unique opportunity afforded by this charter reform that was moved forward by community effort and Portland voters.

Joe seconded.

Fred offers a friendly amendment to delete “Despite these truth” and replace with “Nonetheless, GTAC believes.” Juanita and Joe agree to friendly amendment.

Terry thought his motion at the last meeting was to combine everyone's thoughts and to bury the idea rather than delete it. Going forward, we should do motions in writing. The recommendations are out in the world and doesn't support revising the document.

Destiny agreed that there was consensus to keep the language at the last meeting, and that GTAC voted to give Terry and Julia the authority to revise the recommendations based on the group's conversation.

Juanita said she thinks there was a misunderstanding and that she submitted her revision in writing before the September GTAC meeting.

Bill said the group would stay five extra minutes to conclude the vote.

Joe asked if anyone objects to listing the people. Juanita said that is exactly what she objects to.

Bill – No, Brian – Absent, Juanita – Yes, Amy – Absent, Fred – Yes, Zach – No, Destiny – No, Juliet – No, Joe – Yes, Lory – No, Terry – No, Jose – No, Leah – absent, Jane – absent

**Motion failed.**

**Meeting adjourned, 8:07p.m.**

Minutes respectfully submitted,  
Julia Meier, Transition Team



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## Meeting Chat:

18:07:49 From ASL/English Interpreter Malina to Julia Meier (she/her, staff)(Direct Message):

Can you give the ASL interpreters multi-pin ability, please?

18:09:36 From Julia Meier (she/her, staff) to ASL/English Interpreter Malina(Direct Message):

Working now?

18:10:26 From ASL/English Interpreter Malina to Julia Meier (she/her, staff)(Direct Message):

Yes, thanks!!

18:12:59 From Juanita Santana to Everyone:

I am having problems understanding what is being said.

18:13:11 From Victor (ENG↔ESP Interpreter) to Julia Meier (she/her, staff)(Direct Message):

Hi Julia can you assign Rosie and I as interpreters please

18:13:22 From Juliet Hyams to Everyone:

The sound is a little murky.

18:13:43 From Destiny Magana-Pablo to Julia Meier (she/her, staff)(Direct Message):

are the mics on?

18:14:02 From Victor (ENG↔ESP Interpreter) to Julia Meier (she/her, staff)(Direct Message):

Rosie is assigned but not me

18:15:48 From Victor (ENG↔ESP Interpreter) to Julia Meier (she/her, staff)(Direct Message):

Thank you

18:16:40 From Julia Meier (she/her, staff) to Victor (ENG↔ESP Interpreter)(Direct Message):

good now?

18:18:41 From Julia Meier (she/her, staff) to Everyone:

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<https://www.portland.gov/transition/documents/sept-2024-community-informed-recommendations-city-administrator-job/download>

18:19:25 From Julia Meier (she/her, staff) to Everyone:

The link above is the community-informed recommendations for the job description.

18:22:09 From Destiny Magana-Pablo to Julia Meier (she/her, staff)(Direct Message):

is Bill's audio on?

18:24:05 From Julia Meier (she/her, staff) to Destiny Magana-Pablo(Direct Message):

No. we double checked. r u hearing feedback?

18:24:53 From Destiny Magana-Pablo to Julia Meier (she/her, staff)(Direct Message):

A bit of a quiet echo.... might be Orlando's computer but it might just be me hearing it alone

18:25:28 From Julia Meier (she/her, staff) to Destiny Magana-Pablo(Direct Message):

now I think I hear it too - nudge Orlando if u have a chance

18:25:33 From Destiny Magana-Pablo to Julia Meier (she/her, staff)(Direct Message):

got it

18:28:49 From Jose Gamero-Georgeson to Everyone:

Elected officials generally don't have job descriptions, per say. Isn't that right? They have roles and responsibilities...

18:28:52 From Julia Meier (she/her, staff) to Everyone:

Charter amendments here: <https://www.portland.gov/sites/default/files/council-documents/2022/attachment1-final.pdf> See page 23 for mayor's responsibilities and page 25 for city administrator's responsibilities

18:35:24 From Destiny Magana-Pablo to Everyone:

My comments- add some % of role responsibilities time spent, who they are reporting and communicating with and the purpose, also include budget \$, an org chart, and a background of charter reform, new culture building, and have a strong section of requirements and ideal that's cleaner showcasing hard skills. So context & background then skillsets. Thanks!

18:35:34 From Jose Gamero-Georgeson to Everyone:

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+1 to what Zach is saying re:degrees

18:35:56 From Destiny Magana-Pablo to Everyone:

+1 on the degree perspective.

18:39:18 From William Kinsey to Everyone:

A comment re the demographics of listening sessions. How determine what is a good demographic? E.g., if 1.2% are voters under 25, is this good, or does it need improvement?

Your presentation identified an interest of seniors, but the demographics showed no category for seniors. Can you add a “senior” category to the demographics?

18:39:52 From Joe Hertzberg to Everyone:

One item that doesn't necessarily merit airing in our limited time: The job summary calls for "experience from both government and the private sector." This might sound nice, but it isn't reflected anywhere else in the job description. Private sector experience might be a nice plus, but we are looking for a proven public sector leader.

18:40:15 From Destiny Magana-Pablo to Everyone:

Thanks Bill on the slide feedback! Will highlight to Orlando after :)

18:41:12 From Terry Harris to Everyone:

agree with Joe about public sector focus

18:41:18 From William Kinsey to Everyone:

Another comment: what interview process will you use? E.g., “For your improvement” identification of certain characteristics and questions derived to learn interviewees exercise of these characteristics?

18:42:55 From Shoshanah Oppenheim to Everyone:

That was a guess about ICMA's membership. :) Not a "fact."

18:44:37 From Destiny Magana-Pablo to Everyone:

+1 it

18:44:53 From Destiny Magana-Pablo to Everyone:

+1 to Fred's comment, we are also a city resource and public servants

18:45:42 From Joe Hertzberg to Everyone:

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I think I agree with Fred, but I have no idea what shovel or what pit.

18:47:01 From Destiny Magana-Pablo to Everyone:

especially because there's a approval from council element as well, nice to have outside feedback and perspective not necessarily in just city leadership positions

18:50:22 From Fred Neal to Everyone:

How much screening tells us how much a candidate loves Portland?

18:51:41 From Destiny Magana-Pablo to Everyone:

generate theme and ideas sooner than later, GTAC!!! :)

18:53:18 From Juliet Hyams to Everyone:

+1 to Fred. That seems like a hard quality to gauge or compare. What if a candidate is from elsewhere in the country, but is a good fit in other ways?

18:57:13 From Destiny Magana-Pablo to Everyone:

Proposed- a working group from our committee drafts a recommendation that recommends our future city council and mayor is debriefed and supports the proposed onboarding timelines and efforts.

18:59:20 From Juliet Hyams to Everyone:

+1 Juanita

19:00:25 From Destiny Magana-Pablo to Everyone:

Proposed- a working group from our committee drafts a recommendation that recommends our future city council and mayor is briefed and supports the proposed onboarding timelines and efforts.

19:02:14 From Shoshanah Oppenheim to Everyone:

I think you mean recruitment timeline

19:03:06 From Zach Kearn to Everyone:

interested

19:03:07 From Destiny Magana-Pablo to Everyone:

Proposed- a working group from our committee drafts a recommendation that recommends our future city council and mayor is briefed and supports the proposed recruitment timelines and efforts.

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19:03:12 From Terry Harris to Everyone:

I'm happy to help

19:04:38 From Lory Hefele to Everyone:

can she speak up please?

19:04:46 From Amy Randel to Everyone:

sound is warbly

19:04:48 From ASL/English Interpreter Malina to Everyone:

Speaker is too far from the microphone...

19:05:01 From Destiny Magana-Pablo to Everyone:

can you hear those on virtual?

19:05:07 From Jose Gamero-Georgeson to Everyone:

not well

19:05:11 From Juliet Hyams to Everyone:

so so

19:05:32 From Destiny Magana-Pablo to Everyone:

a moment, sorry thanks for the feedback :)

19:18:29 From Amy Randel to Everyone:

when will this schedule be communicated to candidates?

19:19:41 From Zach Kearl to Everyone:

Are we able to discuss what the talking points are going to be for GTAC?

19:20:00 From Julia Meier (she/her, staff) to Everyone:

@Zach, we can do that in November.

19:20:07 From Zach Kearl to Everyone:

Okay, thank you

19:21:05 From Zach Kearl to Everyone:

I would like to say, thank you to the transition team for listening to our request that GTAC has some time before the pool of council-elects and mayor-elect

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19:22:15 From Zach Kearnl to Everyone:

I would say that what Terry is suggesting is the basis of our talking points

19:22:24 From Zach Kearnl to Everyone:

at the December onboarding\*\*

19:26:07 From Destiny Magana-Pablo to Everyone:

team building is a HARD skill, trust

19:36:05 From Destiny Magana-Pablo to Everyone:

ideas- how to engage councilors, how to contact, get feedback for RCV, and open to recommendations from GTAC on the presentations going forward in Jan

19:36:28 From Julia Meier (she/her, staff) to Everyone:

Our initial engagement plan always included doing presentations thru March 2025

19:39:07 From Lory Hefele to Everyone:

I think your outreach strategies are all really good. As far as content, I think we can still educate on what the new government looks like especially in this demographic

19:39:19 From Zach Kearnl to Everyone:

I think that is a cool idea @JOse

19:39:20 From Destiny Magana-Pablo to Everyone:

Great ideas everyone!!!

19:39:45 From William Kinsey to Everyone:

Let's pursue communications with communities historically excluded from City decision-making but also not desist from outreach to other communities.

19:40:04 From Joe Hertzberg to Everyone:

I agree with Jose. We can offer ourselves as support to our new electeds.

19:40:17 From Destiny Magana-Pablo to Everyone:

Thanks Joe! Captured

19:40:52 From Zach Kearnl to Everyone:

Want to also recognize the lack of resources for these future electeds

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19:41:23 From Joe Hertzberg to Everyone:

1.

19:41:57 From Fred Neal to Everyone:

We mustn't conflict with the administration's communications and community outreach offices, but collaborate and reinforce their efforts!Q!

19:42:24 From Destiny Magana-Pablo to Everyone:

+1 Fred, one cohesive approach

19:43:49 From Joe Hertzberg to Everyone:

A lot of people are going to be shocked when they get their ballots and I think they will be hungry for more information about what the hell is going on. I believe there will be lots of interest in knowing more about our new form of government and our new mayor & council.

19:44:07 From Juliet Hyams to Everyone:

+1 Joe

19:44:23 From Juanita Santana to Everyone:

Lori, thank you for asking that question. We need to have a good discussion and decide how we want to spend our time after December.

19:45:31 From Juliet Hyams to Everyone:

However, voters will soon realize that they have to consider a lot more candidates than in the past and find ways to make those decisions.

19:45:56 From Juliet Hyams to Everyone:

I have Cmr. Ryan's resolution if anyone wants to see it.

19:46:20 From Zach Kearl to Everyone:

Major kudos to Terry and Destiny for their work in getting our recommendations out to candidates, endorsing orgs, and candidate forum hosts. I think we will continue to have opportunities to share with candidate forums (e.g., I learned about one in Montavilla coming up next week)

19:46:22 From Terry Harris to Everyone:

JUliet, send to me...

19:47:20 From Destiny Magana-Pablo to Everyone:

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thanks for flagging Terry!

19:47:55 From Juliet Hyams to Everyone:

Never mind; I don't have a resolution. Just this:

19:48:30 From Terry Harris to Everyone:

losing my battery so logging out...

19:49:18 From Destiny Magana-Pablo to Everyone:

noted Joe, will check in on that point!

19:50:02 From Juliet Hyams to Everyone:

The chat won't let me past, but I can forward the email I got from Ryan's office to anyone who wants it. I sent it to you, Terry.

19:55:28 From Joe Hertzberg to Everyone:

In the spirit of saying out loud what is not being said: Looking at the composition of GTAC, most of us are not the ideal people to initiate connections with underrepresented communities. We are good presenters and representatives of GTAC, and I think we are willing to go anywhere, but most of us do not have existing networks in these communities.

19:57:54 From Destiny Magana-Pablo to Everyone:

The GTAC understands that many of the recommendations can be complex, difficult to implement, resource-limited, or controversial. And we understand the recommendations are merely among the many urgent priorities that will be competing for the new government's time and attention. These recommendations are offered in the GTAC's advisory role. The new government retains the prerogative to accept these recommendations. Nonetheless, these recommendations address foundational organizational and programmatic areas which will facilitate the effective and efficient implementation of the charter reform. We offer these informed and thoughtful recommendations in the spirit of leveraging the unique opportunity afforded by this charter reform that was moved forward by community effort and Portland voters.

19:58:51 From Amy Randel to Everyone:

I have to leave right at 8- my apologies

20:00:02 From Destiny Magana-Pablo to Everyone:

it's an official document already just FYI, already out there.



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20:00:10 From Julia Meier (she/her, staff) to Everyone:

There is no City "publishing" of the document. The City released it by posting it online and disseminating it thru the transition newsletter and City insider.

20:01:23 From Joe Hertzberg to Everyone:

For those who couldn't hear: Destiny said that it is valuable to clearly identify the people -- council, mayor, city administrator , and administration -- who will make the decisions.

20:04:24 From Destiny Magana-Pablo to Everyone:

I want to keep it listed, so I will vote no to the motion.

20:05:01 From Jose Gamero-Georgeson to Everyone:

We're past time and have not voted to extend

20:07:37 From Destiny Magana-Pablo to Everyone:

thank you all!