

Government Transition Advisory Committee

Government Transition Advisory Committee Meeting #19 April 9, 2024, 6:00 p.m. Minutes

Attendance

Committee Members					
Name	Present	Absent	Name	Present	Absent
Leah Benson	X		Fred Neal	X	
David Burnell		Unexcused	Amy Randel	X	
Jane DeMarco	X		Juanita Santana	X	
Jose Gamero Georgeson	Late		Amy Wood	X	
Manie Grewal	Late				
Terry Harris	X		Alternate Members		
Lory Hefele	X		Brian Belica	X	
Joe Hertzberg	X		William Kinsey	X	
Juliet Hyams	X		Terrence Paschal		X
Zach Kearl	X				
Destiny Magaña-Pablo					

Staff / Partners Present			
Julia Meier, Transition Team	June Reyes, Transition Team	Tracy Warren, Bureau Human Resources	Juan Carlos Ocana-Chiu, Transition Team
Jennifer Chang, Transition Team	Jamey Duhamel, Transition Team	Becky Tillson, Transition Team	Orlando Williams, Motus Recruiting and Staffing

Welcome & Introductions

Julia welcomed everyone and provided Zoom logistics and introduced Spanish interpretation, American Sign language, and closed captioning.

Meeting Agenda

Co-Chair Kearl reviewed the meeting agenda items including committee business, public comment, committee engagement updates, city administrator recruitment, evaluation of the transition project, city organization next steps, and at the end of the meeting there will be a proposed resolution for the committee to vote on.

Committee Business

Co-Chair Kearl noted excused absences for Committee Member Hertzberg. He invited a motion to approve the meeting summary:

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- Approval of March 13, 2024 meeting summary
 - Motion from: Committee Member Neal
 - Second: Committee Member Benson
 - None opposed, meeting minutes approved

Co-chair Kearn reviewed co-chair responsibilities and noted Committee Member Hyams and Randel were interested in serving as the next co-chairs.

- Approval of Committee Member Hyams and Committee Member Randel for next co-chair rotation (May to August 2024)
 - Motion from: Committee Member Neal
 - Second: Committee Member Hefe
 - None opposed, co-chairs approved

Co-chairs Kearn and Magana-Pablo received recognition and gratitude from committee members for serving in the latest co-chair rotation.

Co-chair Kearn then reviewed working agreements.

Public Comment

Julia noted that no one signed up for public comment and paused to welcome any community members to provide comment.

Due to technical difficulties there was a break lasting a few minutes.

Committee Engagement Updates

Co-chair Kearn invited committee members to share any new insights from their recent community engagement:

- Committee Member Neal shared about a recent presentation to Hayden Island Neighborhood Association using the poster boards because of no projector available, which worked well to talk through the presentation content. Friendly House presentation was not well attended. Helpful to have James Eccles from City Elections at some presentations including Terwilliger Plaza to explain ranked-choice voting
- Co-chair Magana-Pablo encouraged members to attend the voluntary May 8 ranked-choice voting workshop
- Committee Member Hyams noted a future presentation at NW Place where it'd be great to have James join. Noted monthly updates to her neighborhood association.
- Amy shared experience at Travel Portland and Boise Neighborhood Association. Shared that questions from Travel Portland felt different as it was part of their

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staff meeting and didn't feel like added much to conversation other than saying more about GTAC. Challenging to get arts groups connected with interested as the election is far away and wondered about budget available to engage groups.

- June responded there is budget that is targeted at underrepresented groups and encouraged GTAC members to contact her to figure out next steps.

City Administrator Recruitment

Orlando Williams, Chief Executive Officer and Chief Equity Officer of Motus Recruiting and Staffing shared background on his firm sharing their nationwide presence and recent work with the Governor Kotek's office in recruiting leadership positions to highlight their experience in recruiting for government transitions.

Orland shared the timeline for community engagement including identifying groups and individuals for engagement April – May 2024, conducting listening sessions and surveys May – August 2024, sharing survey and listening session results in September 2024, drafting a recruitment plan and timeline in October 2024, and presenting a recruitment plan and timeline draft in November 2024.

Orland emphasized that insights from listening sessions will shape the recruitment rubric and candidate engagement strategy. He presented examples of community groups they've engaged with through listening sessions including community members, culturally-specific organizations, city leadership & stakeholders, government & jurisdictional partners, and asked the group for suggestions:

- Committee member Hefele suggested business groups like NW Industrial Business Association and Venture Portland
- Committee member Wood asked if recruitment was already occurring as this is a small qualified group of individuals
 - Orlando responded that there is no short list currently, but it's common to have some initial candidates sourced, but anyone approached for the role would be included in a general recruitment for a fair process
- Co-chair Kearl identified advisory groups, the county especially because they are crucial stakeholders with the Joint Office of Homeless Services, and other similar jurisdictional partners like TriMet and Metro
- Committee member Kinsey suggested involvement of broader groups like mayor's associations
- Committee member Harris noted a key constituency will be the mayor-elect and questioned how much of this advance work is going to be robust enough for the specific ideas a mayor-elect might have. Noted a personal experience with Motus working with an outstanding recruiter.

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- Orlando noted that they recognize this possibility and will be nimble to accommodate the mayor-elect direction and will share insight from listening sessions.
- Committee member Randel noting the community engagement officer within the city suggested that this process not start from scratch similar to community engagement efforts in the city
- Committee member Neal discussed outreach to governmental partners including mayors and administrators from various regions like Washington, Gresham as the administrators have to deliver
- Committee member DeMarco noted the assumption that someone who's done this job someplace else would be competitive; encouraged leaning on best practices and experience of those who know the reality of the job rather than the hypothetical
- Committee member Hyams suggested someone who has been through a huge organizational change and has experience with organizational and change management

Orlando asked for input on questions or thoughts they'd like to make sure listening sessions and surveys contained:

- Committee member Hyams suggested asking what about Portland do you want to build on and preserve and not change?
- Committee member Neal proposed asking people in the community what in the current structure disquiets them or what are they not satisfied with and what future improvements would they ask the administrator to effectuate.
- Committee member Magana-Pablo discussed how to measure the recruitment rubric, noting existing data points but expressing concerns that past measurements were significantly off.
- Committee member Kearl added that it's important to consider individual priorities and values and how these should reflect community values.
- Committee member Neal also suggested including inquiries related to emotional intelligence, considering one's background, skills, and actions.
- Committee member Santana inquired about the timing for hiring deputy city administrators and their responsibility for supervising others.
 - Tracy Warren, interim HR Director, noted that there is no current plan for deputy city administrator recruitments, which will be advised to the city administrator once hired under the new government structure post-January 1, 2025.

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Evaluation of the Transition

Juan Carlos Ocana-Chiu with Jennifer Chang provided background on the evaluation of the transition project, which will use the performance story methodology for describing the project through main themes and a logic model that charts inputs, outputs, and outcomes. Emphasized this evaluation is limited to the work of the transition project and a longer-term framework of the transition will likely be managed by the new city administration.

Committee member DeMarco asked who the audience is for the data. Juan Carlos responded that the evaluation stories will be shared with relevant stakeholders including the general public, elected leaders, and advisory committees, aiming to produce a detailed technical report

Juan Carlos shared the five draft performance stories:

1. The voter-approved charter amendments are delivered on schedule
2. The structural and policy changes to support the charter amendments are delivered on schedule
3. The transition project is delivered on budget
4. The transition project conducts clear and effective education, communication, and engagement activities for internal and external stakeholders
5. Stakeholders are satisfied with the implementation of the charter amendments and related structural and policy changes. [still being developed; proposed revision; "Stakeholders understand the Charter changes and the structural and policy changes, and feel these changes will set up the City to move in a better direction."]

Jennifer Chang led a discussion on the performance stories requesting attention to feedback on stories #5 and #3:

- Committee member Benson questioned the long-term evaluation plan for story #5, asking whether it is a longitudinal assessment with reviews at 2, 3, and 5 years, which is similar to feedback in the chat from other members.
 - o Juan Carlos responded that data is currently collected and tools like Portland Insights Survey can support this effort, recognized the timeframe may not suffice to understand deeper impacts of the transition
- Committee member Harris expressed confusion about the evaluation's purpose, highlighting that this work will not be replicated, suggesting this may be more about measuring specific engagements rather than general historical events.
 - o Juan Carlos clarified that the goal is to document the implementation of voter-approved amendments and determine their effectiveness.

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- Committee member Magana-Pablo suggested Juan Carlos and Jennifer return to dialogue more with GTAC

City Organization Next Steps

Becky Tillson, Transition Team, discussed that the focus in 2023 was the organizational structure and this year's work is getting the organization ready for new leadership. She described efforts to build out the new leadership team and their work in service areas at a citywide scale. She shared a high-level schedule of the work, which includes working with Deputy City Administrators starting in April where work focuses on culture, collaboration, continuity of operations, and partnering with commissioners in charge through to January where work will focus on supporting the new form of government the Spring Budget Monitoring Process. explained that she wants to talk about building out the service areas and then the second piece is the citywide disciplines and officers work. Work is getting organization ready for new elected leadership.

Becky then explained the work around citywide disciplines and offices noting that the work will be to set the stage for the officer positions and the long-term work will be led by the officers. Becky mentioned that this work will be led by project managers:

1. Engagement officer project manager – Jamey Duhamel, Transition team
2. Equity officer project manager – Jennifer Chang, Transition team
3. Sustainability officer project manager – Becky Tillson with Vivian Satterfield
4. Communications project manager – to be determined

Becky provided potential discussion questions and opened the floor for discussion:

- Committee member Santana emphasized the importance of GTAC's regular participation in citywide discipline and officer work to provide ongoing feedback and recommendations.
- Committee member Neal discussed the roles of DCAs and ACAs—suggesting the need for immediate collaboration and to set standards horizontally and vertically throughout the administration
- Co-chair Kearl suggested that future DCAs familiarize themselves with potential Council committee alignments that may not match current service areas to better prepare for future team dynamics.
- Committee member Randel wondered about the extent of authority and control held by leadership roles, specifically if they possess disciplinary powers or function more as support.
- Committee member DeMarco shared insights from the Port of Portland's transition to a more integrated approach, sharing initial challenges with not

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working collectively due to several factors including paying attention to their own team's interest versus collective interest, hiring people who did not have experience working horizontally. Emphasized the importance of horizontal collaboration and alignment in performance evaluations of staff where collaboration is an important performance factor.

- Committee member Harris advocated for the new organizational structure to demonstrate efficiencies and strategic effectiveness to the public and decision-makers. He wondered about the different stages of development for the various disciplines, noting that sustainability is at an advanced stage and has proposed a commission and officer connected. He wondered if this will be the model or if it will be different noting that in theory, GTAC is the constituency for engagement.

Co-chair Magana-Pablo suggested that more dialogue with GTAC can be planned for the future to continue the discussion.

Proposed Resolution: Budget Sessions

Co-Chair Magana-Pablo recapped the previous Districts + Council Operations Subcommittee meeting, where they discussed next steps for GTAC's existing recommendations, including testifying at upcoming budget listening sessions and hearings. This led to a proposed resolution for full committee consideration that Committee member Hyams was invited to present.

Committee member Hyams presented the resolution, which states:

- GTAC will assign representatives to testify at the Council's three Budget Community Listening Sessions on April 10, 13, and 15, and at the City Budget Hearing on May 9. Co-chairs will represent GTAC if available; otherwise, other members will be designated.
- At each session, GTAC members will testify solely as representatives of GTAC, not as individuals.
- Their testimony will focus on the recommendations adopted by GTAC, particularly the funding required for implementation.
- Any GTAC members who choose to testify independently will clarify that they are speaking for themselves, not for GTAC.

Co-chair Magana-Pablo opened the floor for discussion:

- Committee member Neal asked if there were any actions before May 9 that could influence the impact of GTAC's suggestions
 - o Co-chair Magana-Pablo clarified that these proposals were voted on by the GTAC committee and unless there is a special meeting, the proposed approach remains.

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- Julia highlighted that the listening sessions precede the release of the mayor's proposed budget in early May, which could influence GTAC's testimony at the May 9 hearing to either acknowledge the incorporation of GTAC recommendations into the budget or to highlight omissions
- Co-chair Magana-Pablo corrected the dates for the listening sessions to April 10, 13, and 15.

Co-chair Magana-Pablo invited a motion:

- Approval of Districts + Council Operations proposal
 - Motion from: Committee Member Neal
 - Second: Committee Member Benson
 - Roll call vote
 - Benson: Y
 - Burnell: not present
 - DeMarco: Y
 - Gamero-Georgeson: Y
 - Grewal: Y
 - Harris: Y
 - Hefele: Y
 - Hertzberg: not present
 - Hyams: Y
 - Kearl: Y
 - Magana-Pablo: Y
 - Neal: Y
 - Randel: Y
 - Santana: Y
 - Wood: Y
 - Motion passed

Next Steps

Co-Chair Kearl reviewed the upcoming meeting schedule. Noted that the meeting recording will be posted on the committee's website and the following upcoming meetings:

- Districts + Council Operations Subcommittee meeting: Apr. 24
- Budget Workgroup meeting: May 3
- Next full Committee meeting: May 15
- Districts + Council Operations Subcommittee meeting: TBD (week of May 20)
- Budget Workgroup: TBD (week of May 20)
- Voter/Candidate Education & Outreach Subcommittee meeting: May 28

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Meeting adjourned, 7:58p.m.

Minutes respectfully submitted,
June Reyes, Transition Engagement Coordinator

Meeting Chat:

18:08:51 From Amy Randel to Everyone:

YES! Thank you for your hard work Zach and Destiny, we stand on the shoulders of giants

18:09:08 From Brian Belica to Everyone:

Thank you Amy and Juliet! And Zach and Destiny!

18:09:41 From Destiny Magana-Pablo to Everyone:

So exciting to see what Amy & Juliet to be co-chairs and to lead us forward!!!
Thank you all too

18:10:17 From mady.roman@gmail.com to June Reyes (she/her), staff(direct message):

the interpretation world has showed but says interpretation off??

18:16:33 From Destiny Magana-Pablo to Everyone:

Trying to fix audio, thanks for your patience

18:18:54 From Zach Kearl to Everyone:

Never a dull moment at a GTAC mtg 😊

18:19:37 From Bill Kinsey to Everyone:

I think the reverberation results from two computers having their audio on.

18:20:22 From Jose Gamero-Georgeson to Everyone:

If I had to be late to one meeting, I picked the right one.

18:20:31 From Charter Transition Team to Everyone:

Let's take a 5 minute break. We will be back at 6:25pm.

18:20:46 From Zach Kearl to Everyone:

It's the microphones in the room not working correctly as a daisy chain (I think)

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

But the sun was shining down on us! take the wins

18:31:17 From Jane DeMarco to Everyone:

It's hard to hear Juliet and likewise Fred- virtually

18:33:15 From Destiny Magana-Pablo to Everyone:

Thanks, keep letting us know if we need to speak up!

18:34:18 From Charter Transition Team to Everyone:

Portland Votes grant program: <https://www.portland.gov/vote/grants>

18:34:25 From Jennifer Chang to Everyone:

Here is the link to the Portland Votes 2024 Grant opportunity:
<https://www.portland.gov/vote/grants>

18:34:32 From Jennifer Chang to Everyone:

Deadline is April 30, 2024

18:35:19 From Zach Kearl to Everyone:

Thank you, Jennifer!

18:35:30 From Bill Kinsey to Everyone:

Votes 2024 is also a good source for questions about RCV.

18:38:04 From Destiny Magana-Pablo to June Reyes (she/her), staff(direct message):

pls next slide

18:39:11 From Destiny Magana-Pablo to June Reyes (she/her), staff(direct message):

You are on the right slide, thanks!!

18:42:48 From Bill Kinsey to Everyone:

Hard to hear ...

18:43:01 From Zach Kearl to Everyone:

Reminder to please project your voice in the room. I do think we are fighting against a directional mic on Julia's laptop

18:43:02 From Destiny Magana-Pablo to Everyone:

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Thanks Bill

18:46:43 From Zach Kearnl to Everyone:

Thoughts that come to mind is the ICMA (International City/County Managers Association)

18:57:16 From Zach Kearnl to Everyone:

Grateful for the structure of your presentation, Orlando! Thank you!

19:01:01 From Jane DeMarco to Everyone:

Thanks Orlando! Very excited about your work

19:02:33 From Zach Kearnl to Everyone:

A clarification on what Tracey shared with us: Will the interim or the newly-hired city administrator lead the hiring process for permanent deputy city administrator positions?

19:03:14 From Leah Benson to Everyone:

An additional suggestion for a theme in listening sessions or surveys: How do we envision that the city administrator will communicate with Portlanders? A question both for citizens to understand their expectations and for people who have experience serving as a City Manager/Administrator under a mayor.

19:03:18 From Destiny Magana-Pablo to June Reyes (she/her), staff(direct message):

maybe next slide?

19:04:55 From Fred Neal to Everyone:

Re: "Acting Deputy City Administrators". Can one assume that the ADCA's in place by December 31 will remain in their roles until, at least, the permanent

19:05:16 From Fred Neal to Everyone:

...City Administrator takes office?

19:06:26 From Destiny Magana-Pablo to June Reyes (she/her), staff(direct message):

next slide

19:06:40 From Jane DeMarco to Everyone:

Can we have Juan Carlos and Jennifer back up a bit and have us understand who the audiences are for these Evaluation Stories and data?

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19:07:52 From Juanita Santana to Everyone:

Also, can the screen be made larger? I can't read the content

19:08:02 From Zach Kearn to Everyone:

FYI -- I am having to mute my video temporarily due to internet instability

19:08:09 From Destiny Magana-Pablo to June Reyes (she/her), staff(direct message):

can we zoom the slides?

19:08:37 From June Reyes (she/her), staff to Destiny Magana-Pablo(direct message):

make them bigger?

19:08:47 From Destiny Magana-Pablo to Everyone:

Internal stakeholder groups: general employees, managers and supervisors, bureau directors, council offices, and transition implementation groups.

External stakeholder groups: GTAC, community groups, and the general public.

19:09:07 From June Reyes (she/her), staff to Destiny Magana-Pablo(direct message):

no :(

19:09:22 From Destiny Magana-Pablo to June Reyes (she/her), staff(direct message):

Thanks for trying!!!

19:10:47 From Amy Randel to Everyone:

is 'goal' an accurate synonym for performance story? Trying to make sure I understand this term

19:11:11 From Lory Hefele to Everyone:

I feel that "understanding" (in the new #5) the charter changes is part of #4, effective communication?

19:11:12 From Bill Kinsey to Everyone:

RE perform story 5, why is this a perform story instead of the desired result of perform stories?

19:11:47 From Lory Hefele to Everyone:

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I would rather see #5 be more about "effectiveness" of the transition implementation

19:13:01 From Jane DeMarco to Everyone:

I agree with Bill and Lori. The story is no where near done. Stakeholders wont have an idea until 2 years from now

19:13:31 From Manie Grewal to Everyone:

I think Story 5 is a longitudinal (quasi) study

19:14:10 From Amy Randel to Everyone:

I think Story 3 being focused on fiscal responsibility in the transition is important. Budget bloat has been a community concern

19:14:10 From Becky Tillson to Everyone:

@Zach - yes, that is what we expect to see.

19:14:48 From Zach Kearn to Everyone:

Can we move to the slide with measure 5 for the public?

19:14:57 From Destiny Magana-Pablo to June Reyes (she/her), staff(direct message):

june back a slide

19:15:23 From June Reyes (she/her), staff to Destiny Magana-Pablo(direct message):

back another slide?

19:15:23 From Jane DeMarco to Everyone:

I think the budget question story should stand, Good to understand why the budget is over, rather than circumvent the uncomfortability of this topic with something softer

19:16:13 From Becky Tillson to Everyone:

@Fred - we don't know for sure. The Mayor (with Council confirmation) will hire the CA, who in turn will hire the DCAs. We don't know for sure what the new Mayor will opt to do come January.

19:17:07 From Manie Grewal to Everyone:

The two sub bullets with Story 3 can be answered in the overall story headline.

19:18:24 From Jane DeMarco to Everyone:

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What does the City intend to DO with this research and HOW will they use it. We are NOT going to do this again.

19:18:45 From Zach Kearnl to Everyone:

I will say to @Terry's point, there would be a lot of social scientists that would love that book on the shelf

19:19:26 From Jane DeMarco to Everyone:

How much is this research going to cost?

19:19:27 From Manie Grewal to Everyone:

Pieces of this report could be used in the media to inform voters

19:19:27 From Zach Kearnl to Everyone:

Don't forget that we also have potential future charter changes

19:21:35 From Juliet Hyams to Everyone:

Similar to @Zach's point, I'd like to preserve these findings for future charter reviews.

19:21:40 From Charter Transition Team to Everyone:

Can folks put your ideas/comments into the chat so that when they come back it's with your input?

19:22:00 From Leah Benson to Everyone:

In addition to Portland having potential future charter changes, other cities will as well. As we move through this transition, we are leaning heavily on lessons learned in other cities and that information is vital. It would be incredible to be able to offer other cities a compendium of information about Portland's experience with a massive transition.

19:22:01 From Manie Grewal to Everyone:

Don't forget about rich qualitative data. Numbers don't tell the whole story.

19:22:34 From Amy Randel to Everyone:

+1 on the value of this work for posterity

19:22:35 From Fred Neal to Everyone:

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Re: Story 5: The report should evaluate the success of Change Management in coalescing the 28 bureaus into six service areas that are poised for “Future Improvements.”

19:22:45 From Juliet Hyams to Everyone:

So questions should be framed to yield data with a longer life span, for lack of a better term...

19:23:03 From Bill Kinsey to Everyone:

Additional comment: The logic model showed input to output to “intended” results. The word “intended” seems to create a loop and presumes what one wants to the output to show. Perhaps delete “intended” or say something like “comparison of output to intended results”.

19:23:26 From Lory Hefele to Everyone:

can i send my comments to Juan Carlos and Jennifer through email?

19:23:50 From Destiny Magana-Pablo to Everyone:

Send the comments to Zach, Julia, and I to get them to Juan and Jennifer!
Thanks

19:24:25 From Jane DeMarco to Everyone:

I'll adore research. However, this program lacks clarity of purpose, cost, audiences and benefits. The proof of the pudding is in the eating, not the contemplation of tasting.

19:26:49 From Bill Kinsey to Everyone:

If the purpose of performance stores is to improve transition actions, perhaps focus on creating ongoing progress reports to that the city and groups can adjust during the transition period. I.e., avoid just creating a historical document.

19:30:10 From Destiny Magana-Pablo to June Reyes (she/her), staff(direct message):

next slide

19:30:31 From Fred Neal to Everyone:

What do the acronyms BMP and FOG stand for?

19:30:43 From Zach Kearl to Everyone:

For those listening in, ACA = Assistant City Administrator; DCA = Deputy City Administrator

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19:31:08 From Bill Kinsey to Everyone:

BMP - best management practices?

19:31:11 From Zach Kearnl to Everyone:

BMP is the Budget Monitoring Process

19:31:19 From Charter Transition Team to Everyone:

FoG is form of government

19:31:30 From Zach Kearnl to Everyone:

It's the mid-fiscal year budget adjustments

19:37:13 From Destiny Magana-Pablo to Everyone:

For those listening in, ACA = Assistant City Administrator; DCA = Deputy City Administrator

19:43:24 From Destiny Magana-Pablo to Everyone:

+1 to Jane

19:43:45 From Destiny Magana-Pablo to Everyone:

for all leadership if we mean cultural and collaborative change, accountability!

19:46:13 From Lory Hefele to Everyone:

+1 to Jane's comments on how DCA's are measured (and paid) and having clear city wide strategic plans that the DCA's are being held accountable to

19:47:14 From Destiny Magana-Pablo to Everyone:

My comment- if we could get another presentation where we discuss how the discipline team are envisioning their works & we can give feedback on it

19:47:33 From Destiny Magana-Pablo to Everyone:

from the transition team's side

19:48:14 From Zach Kearnl to Everyone:

I believe this is related to Terry's comment about the sustainability discipline:
<https://www.portland.gov/bps/scc/about-scc>

19:49:15 From Juliet Hyams to Everyone:

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I'm interested in Fred's comment about standards and would like to discuss that further. That's one way to achieve consistency and quality in service delivery. Right now, service delivery is helter skelter.

19:50:45 From Jane DeMarco to Everyone:

I do value the thoughtfulness, professionalism and extreme hard work of Becky and her team. Keep on!

19:52:47 From Jose Gamero-Georgeson to Everyone:

Are those dates correct?

19:52:54 From Leah Benson to Everyone:

This all makes sense to me. Thank you to the subcommittee for thinking this through!

19:52:55 From Manie Grewal to Everyone:

<https://www.portland.gov/cbo/listening-sessions-media-kit>

19:53:06 From Manie Grewal to Everyone:

4/10, 4/13, and 4/15

19:53:20 From Jose Gamero-Georgeson to Everyone:

The listening sessions, I believe are the 10th, 13th, and 15th. Yes, ty Manie.

19:53:21 From Juliet Hyams to Everyone:

Correct

19:53:25 From Zach Kearn to Everyone:

you're correct, Jose. I think those days are wrong. Thanks Manie

19:54:23 From Bill Kinsey to Everyone:

Re dates that are incorrect or could change, an easy fix is to delete the specific dates.

19:56:26 From Manie Grewal to Everyone:

thank you, Juliet and others involved with that reso!

19:57:03 From Destiny Magana-Pablo to Everyone:

Thank you Juliet, Amy R, and Joe for this resolution and for the full GTAC committee for your flexibility & great discussions and recommendations!

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Questions & Answers

No questions asked during the meeting by the public.