Executive Committee Meeting Packet

June 24, 2021 at 9:00 am

Zoom Video Conference:
https://zoom.us/j/882747143217

Meeting ID: 827 4714 3217
Passcode: 617714
Phone:
+16699009128,,82747143217#

**Next OCWCOG Executive Committee Meeting:
August 26th**

---

*The meeting locations are wheelchair accessible. If you need special assistance,
please contact Oregon Cascades West Council of Governments
at 541-967-8720 or adminGA@ocwcog.org, forty-eight (48) hours prior to the meeting.*

1400 Queen Ave SE • Suite 201 • Albany, OR 97322
(541) 967-8720   •   FAX (541) 967-6123

OREGON CASCADES WEST COUNCIL OF GOVERNMENTS
EXECUTIVE COMMITTEE AGENDA
June 24, 2021
9:00 – 11:00 am
Zoom Video Conference
https://zoom.us/j/82747143217
Meeting ID: 827 4714 3217
Passcode: 617714
+12532158782,,82747143217# US (Tacoma)

An Executive Session may be called as deemed necessary by the Chair, pursuant to ORS 192.660.

1. **Welcome** (*Chair, Commissioner Claire Hall*)
   (9:00 – 9:00 am)

2. **Consent Calendar** (*Chair Claire Hall*)
   (9:00 – 9:05 am)
   - Approval of meeting minutes for the April 22nd, 2021 Executive Committee (Page 4).
   - Approval of meeting minutes for the May 5th, 2021 Special Session of the Executive Committee (Page 10).

   ACTION: **Motion to approve the minutes from April 22nd, 2021 and May 5th, 2021 Special Session of the Executive Committee meeting.**

3. **Bargaining** (All COG Management Team)
   (9:05 – 9:30 am)

   The Chair will call an Executive Session pursuant to ORS 192.660. Discussions will be to provide an update of current topics being discussed at Bargaining Sessions.

   ACTION: Discussion only.

4. **Executive Director Update** (Executive Director, Ryan Vogt)
   (9:30 – 9:45 am)

   ACTION: **Information only.**

5. **Bias Response Survey Results** (Executive Director, Ryan Vogt)
   (9:45 – 10:05 am)

   The OCWCOG membership was sent a survey to determine if other entities have an interest in building a Bias Response system. (Page 11)

MEMBER GOVERNMENTS — **COUNTIES:** Benton, Lincoln, and Linn **CITIES:** Adair Village, Albany, Brownsville, Corvallis, Depoe Bay, Halsey, Harrisburg, Lebanon, Lincoln City, Millersburg, Newport, Philomath, Scio, Siletz, Sweet Home, Tangent, Toledo, Waldport, Yachats **OTHER:** Confederated Tribes of Siletz Indians and Port of Newport

ACTION: **Report-out and recommendation whether to move to the full Board or not.**

6. **The "New Normal" and workforce planning** (Executive Director, Ryan Vogt and Human Resources Manager, Ryan Schulze)
   (10:05 – 10:20 am)

   Discuss the current state of Governor Orders for reopening, and what it means for the COG.

   ACTION: **Update only.**

7. **In-Person/Remote/Hybrid meetings for future Board Meetings** (Executive Director, Ryan Vogt)
   (10:20 – 10:30 am)

   Discuss and decide how to hold future meetings for the Board of Directors.

   ACTION: **Recommendation to the Board whether or not to begin holding sessions in person or not.**

8. **Finance Director Position Description** (Human Resources Managers, Ryan Schulze)
   (10:30 – 10:40 am)

   Review the position description for changes, and approval to move forward to the Board. The document will be emailed next week prior to the meeting.

   ACTION: **Gather and incorporate feedback before sending to the Full Board.**

9. **Overview of Case Management Responsibility Changes** (Senior and Disability Services Director, Randi Moore)
   (10:40 – 10:55 am)

   Provide update on the role changes of Case Management.

   ACTION: **Information only.**

10. **Other Business** (Chair Claire Hall)
    (10:55 – 11:00 am)

11. **Adjournment**
    (11:00 am)

MEMBER GOVERNMENTS — COUNTIES: Benton, Lincoln, and Linn **CITIES:** Adair Village, Albany, Brownsville, Corvallis, Depoe Bay, Halsey, Harrisburg, Lebanon, Lincoln City, Millersburg, Newport, Philomath, Scio, Siletz, Sweet Home, Tangent, Toledo, Waldport, Yachats **OTHER:** Confederated Tribes of Siletz Indians and Port of Newport

3

OREGON CASCADES WEST COUNCIL OF GOVERNMENTS
EXECUTIVE COMMITTEE MEETING MINUTES
Via Zoom Audio / Video Conference
April 22, 2021

MEMBERS: **Chair,** Commissioner Claire Hall, Lincoln County, **Treasurer,** Commissioner Pat Malone, Benton County; **Vice-Chair**, Mayor Jim Lepin, City of Millersburg; Mayor Dean Sawyer, City of Newport; Councilor Alan Rowe, Adair Village

STAFF: Executive Director, Ryan Vogt; Finance Director, Sue Forty; Technology Services Director, John Haytas; Senior and Disabilities and Community Services Director, Randi Moore; Human Resource Manager, Ryan Schulze; and Executive Assistant, Kathleen Codinha.

ABSENT: Commissioner Sherrie Sprenger, Linn County

PUBLIC: None

Welcome and Introductions

Chair Commissioner Claire Hall called the April 22, 2021 meeting of the Oregon Cascades West Council of Governments' (COG) Executive Committee to order at 9:01 am via Zoom©. A roll call was taken.

Fiscal Responsibility

Commissioner Pat Malone stated he had to leave the meeting at 9:50 am so Executive Director, Ryan Vogt suggested moving up item #5, Fiscal Responsibility, to be the first item discussed.

When Executive Director Ryan Vogt started his career at the COG, he stated he never wanted to be in the position of having to enter into a dialogue about the possibility of layoffs. The following discussion doesn't resolve that, but he stressed the importance of being fiscally prepared in the event something catastrophic happened. He and the Finance Director, Sue Forty, discussed a variety of reserve funds to budget for any major events.

In December 2013/January 2014, the Board navigated this topic of establishing various reserves for the organization, whether it was a catastrophic event related to one of the buildings or the need to ramp down a program. In the case of layoffs, it would take a couple of months to affect the layoff process due to the Union Collective Bargaining Agreement, and take other appropriate action. Although the Board approved the reserve accounts, and the agency made good on some of those, they didn't take action to establish and fund the others. Executive Director Vogt proposed reviewing what was previously approved and implemented, and wanted to make some modifications to some because they aren't viable now. He would also outline several other options that would allow the agency to have additional fiscal reserves.

Building Fund Reserve
This is in the event of a catastrophic event in the Albany or Toledo building that would allow us to take care of either building without having to acquire a loan. In Albany, we had to take a loan to re-do siding (which will be paid off this year). The standing reserve is $300K for Albany and $150K for Toledo, and $250K for a Sustainability Fund. The Sustainability fund is intended for green space, environmentally friendly, and cost efficient investments to be used on either building. These are all fully funded: **no action required**.

Program Reserves

The purpose for this reserve is to have two months of finances for each Program in the event of a ramp down, or the necessity to lay staff off in one of the programs. Generally, funds can't be co-mingled. For example, if something happened in Community Economic Development (CED), they couldn't borrow funds from Senior and Disability Services (SDS).

In 2014, the Board agreed to build reserves for each Program, but only SDS could make substantial contributions to this fund. At that time, an amount of 17% was adopted to be able to provide for two months. It was unclear if "the ask" included both salaries and benefits. To be clear, the current "ask" is to include both salary and benefits for two months.

SDS is currently funded at $1.6M with a goal at $2M. They have money to fund the balance.
CSP requires $358K, is not funded; they have money to fund it.
CED requires $390K, is not funded; they have money to fund it.
Business Lending requires $38K, is not funded; they have money to fund it.

Executive Director Vogt requested feedback and approval to move a resolution to the full Board of Directors to fully fund the Program Reserves.

Questions followed about the need to have separate reserve accounts instead of combining them into one general fund for Programs. Finance Director Forty explained that each Program has unique funding streams; some are funded by contracts, federal, or regional dollars that are very restrictive. An example was if Title 19 was reduced and staff had to be laid off, the agency couldn't use money from CED to pay staff. When asked why funds couldn't be used from the Building Reserve, she stated there is a difference in how they are calculated: the Building Reserve is maintained from rent that is paid equally by each program, while the Program Reserves are funded differently (as noted above) and not each program makes an equal contribution.

It was also emphasized that these funds could only be dispersed for catastrophic events, and only with the knowledge and permission of the Board of Directors (BoD).

ACTION: The resolution will include a description what these funds are specifically used for, and can only be acted upon with BoD intervention and permission. No one objected and a consensus was reached to move a resolution to the next Board meeting.

PERS Reserve
Prior to 2014, the Board adopted a PERS reserve which is a safety net in case a sizable increase in the PERS cost for the organization happens that a program can't endure. An amount of 2% of the total wage cost for each program has been set aside. This is fully funded: **no action required**.

General Services Fund
In 2014, the BoD approved to set aside two months reserves for General Services which consist of Finance, Technical Services, Human Resources, and General Administration. This category of Reserve is considered very catastrophic; it would only be needed if the whole organization closed down. In that event, it is thought these teams would be in place to close all Programs and finalize the sale of the building, etc.

Two options were laid out in the Memo; the Executive Committee unanimously agreed to move forward with Option 2: using the Building Reserve to fund any personnel and benefit costs if the agency were to dissolve. **ACTION: a modification of the current Resolution will be moved to the Board to be voted upon and adopted.**

Capital Project Reserve
This is a new proposed reserve for large scale, planned maintenance over a five year period for both buildings. It would be used for large expenditures such as roofing, replacing carpets, or

repairing the parking lot. This is not the same as routine maintenance, which is already budgeted for. The roof in Toledo needs to be replaced, with an estimated cost of $25K. Instead of spreading the cost over the estimated lifespan of the roof, the monies would be taken from the Evergreen reserve fund and replaced over time to avoid large scale volatility in program expense and indirects.

Finance Director Forty explained how it would be funded: a one or two cent rent increase designated each year to build the current fund from $10K to $150K. Two years ago, they received an estimate of $150K to replace the roof in Albany.

Councilor Alan Rowe asked why the agency wouldn't just take out a loan if large repairs are needed. Finance Director Forty explained that the current loan is added to the square footage rent cost and charged to the programs in their operating costs. That loan will be paid off before the next budget cycle and the hope is to avoid taking out anymore loans.

Executive Director Vogt reiterated this Capital Project Reserve account is for planned maintenance; the Building Reserve is strictly for an unplanned, catastrophic event. The Capital Project Reserve account would not require the approval from the BoD to withdraw funds for planned maintenance, while the Building Reserve would require approval from the Board. This is an evergreen account.

The Executive Committee all agreed it was prudent to be proactive in building a five year maintenance plan. **ACTION: a Resolution will be moved to the Board to be voted upon and adopted.**

Financial Software Reserve
This is a new reserve; the COG provides comprehensive services for the agency and multiple entities throughout the region. Both the BoD and the Finance Committee have discussed and agreed on this, but we never formally approved via Resolution. The goal is to build funds over time in the event a major financial software replacement is needed. There is currently $45K to begin the reserve account with, and it would be capped at $85K. If a full scale replacement were needed, it would cost upwards of $120K, but this would help defray the cost and not hit the Programs so hard if that were to happen. This is an evergreen account. **ACTION: a Resolution will be moved to the Board to be voted upon and adopted.**

Legal Risk Reserve
Executive Vogt began by giving some background: when he first arrived, there was an investigation occurring from a personnel action with a lot of turmoil around it. We had also settled several costly tort claims in the preceding few year. If we are exposed to any claims, our insurance carrier could have rising costs. If it were to go to trial or settlement, currently there is no mechanism to pay any extra legal or settlement costs. If a claim were to go to trial, we would be responsible for 25% of the legal expenses after a $25K - $30K deductible threshold. At this time, the programs do have money which can be set aside so we wouldn't have to ramp down a program to pay for legal fees. If any program needs to tap into these funds, they would be responsible for paying the reserve back. Finance Director Forty said CED had to pay a sizable amount out of their program for legal fees which caused a huge setback for them. It took them two years to recover from that. If programs that are currently struggling need to utilize these funds, how are they going to pay for the legal fees? Their indirect could be charged an additional 2% if they need to repay the reserve, but there needs to be a solid way to recover the money spent.

Commissioner Pat Malone left the meeting at 10:00 am.

Executive Director Vogt said the hope is it would never come down to sacrificing doing the right thing for doing the easy thing. If there comes a time and there is a challenging legal situation, he wants to be able to always do the right thing.

Mayor Jim Lepin commented that the City of Millersburg has used CIS several times in the past couple of years with a bad outcome, and a good one. The reason for the bad outcome is because they didn't contact CIS early enough in the process. There is a penalty you pay if you don't get them engaged up front. Human Resources Manager, Ryan Schulze assured everyone that the COG engages CIS early in the process to minimize exposure. He stated the reason in proposing this reserve is to have access to funds if they need to consult with CIS and be able to pay the deductible. Another concern is possibly going to arbitration with the union, which isn't paid for by insurance. Basically, this is a legal defense fund.

Mayor Dean Sawyer asked if there is a lawsuit in one program, would that program be responsible for paying the reserve money back. For example, if SDS got sued and couldn't pay back the reserve, would that program have to dissolve? Finance Director Forty said the way programs work, SDS funds can't be used to pay legal expenses for CED (or other programs). The programs have very stringent regulations. At this point, she doesn't know how to make it fair and keep within program regulations if we got audited. An idea is to charge one or two percent from in-directs across the board; everyone pays equally into it, and it never stops funding. This is a one-time proposition to use untethered funds; but if funds are withdrawn from a program, it would be up to the program to re-subsidize the reserve. There is still work to be done on the back-end to determine how to re-fund it to keep it evergreen.

Mayor Lepin asked why this legal reserve wouldn't be under the Executive Director's budget as a legal fund. If any program has a problem, ultimately it would be his responsibility.   Executive Director Vogt said from an initial funding standpoint, it would essentially come out of the General Administration in-direct budget. A legal defense out of the programs is an allowable funding stream. Finance Director Forty said anything that goes into the general administration budget is funded by all the programs and the budget isn't drawn up by line items, but by expense. If one program needed to withdraw funds and all the programs had to pay it back, and additional charge for in-directs would become necessary, making the programs unsustainable.

Councilor Rowe asked what the other COG's do. Do they have this kind of reserve? If so, how do they fund it, and then replenish it? Executive Director Vogt said he is attending a regional directors meeting with the other COGs in three weeks and can ask them. Each COG is structured differently according to the programs and services they administer. Finance Director Forty is part of National Association of Regional Councils (NARC) Fiscal Agents group, and can ask them how they handle the various reserves. Councilor Rowe agreed it makes sense to have legal reserves but if someone uses them, how are they refunded? **ACTION: the Executive Director and Finance Director will do additional background work to see how other entities refund the program if it's tapped into.** All agreed the amount of $200K to fund the reserve was appropriate.

Approval of Minutes from previous meeting
Chair Hall called for a motion to approve the minutes for the Executive Committee meeting held on February 25, 2021 as presented. Mayor Dean Sawyer requested the elimination of the word "*interrupted*" on page 2 of the minutes, line two and says it should read:

"Commissioner Sherrie Sprenger and Councilor Alan Rowe joined at 9:05 am and Chair Lepin welcomed ……"

Mayor Sawyer motioned to accept and approve the minutes with the change, Councilor Rowe seconded it. A vote was taken and passed unanimously.

Executive Director Update

The senior leadership team desires to change the content and interaction with the Executive Committee. The boiler plate Program Updates have been removed so that that the team can run ideas by the committee seeking input and direction.

It's been two years since the first "All Staff" meeting was held. 163 people attended by Zoom. An exercise that staff enjoyed was to go into unassigned break out rooms to meet someone they might not know, and to discuss what they liked best about the COG. A lot of their responses were the mission, co-workers, and where the COG is going as an enterprise. Randi Moore (representing SDS and CSP) and Nick Meltzer (representing CED and Transportation) talked about their Area Plans as an enterprise; how one affects the other and conveying the message of "One COG". Employee feedback supports where we are moving with that and are really excited about COG as an enterprise as opposed to individual silos. Discussions about what the "New Normal" looks like took place: what does our workforce look like when we come back? Some staff are looking forward to coming back while others want to continue working remotely forever. A committee of managers has been formed to see what the agency, consumers, and employee needs are to return to work.

Executive Director Vogt asked for additional guidance to determine if the agency should take on a leadership role on Diversity, Equity, and Inclusion (DEI) in partnership with the City of Corvallis. His position was not to sway one way or another, but rather to let the City of Corvallis know what the COG's role will be, if any. At the last meeting, the consensus was to "pause" any engagement. If the decision is to move forward, more information needs to be gathered such as, what we're trying to achieve, who else is joining this task force, and are they willing to put finances in this. Executive Director recognizes the COG does not have expertise to lead this effort. Since Commissioner Sprenger was unable to attend this meeting, he wanted to remind the committee that she had earlier expressed some concern regarding the agency not having the internal expertise, and her preference at that time was for Corvallis move forward.

Commissioner Hall stated her opinion was opposite, and referred to what's been happening with the Chauvin case on a national level. Furthermore, within their own Human Resource department it's a struggle to update policies. She made an analogy about making pancakes: after the batter is made and you drop the first one, it's kind of a test to see if the batter is okay as is, or needs more or less ingredients. Doing the contracted work with Corvallis is like that test: we know that we don't know everything, but she is in favor or proceeding and asking the BoD to monitor the results and decide whether or not to extend it further.

Councilor Rowe said a government entity needs to look into the bias issue and seek an outcome of what further steps should be taken, but outside of one city or county, are people coming together to do this? What role is COG actually taking on? He reiterated he wasn't saying the work isn't important, but wondered if it's COG's role to do. That led Commissioner Hall to ask if COG has a specific work plan with deliverables on the contract. Executive Director Vogt said the COG does not have in-house expertise. Corvallis is willing to front load the funding and a decision would need to be made whether an employee is hired or a contractor would be the best option. The initial scope of work is to engage the community to flesh out what a bias response system could look like. It is not implementing anything, but establishing new relationships and assessing what the community wants. It would also require an evaluation of anything that already exists. He believes there is some type of bias response system at Oregon State University, so there is some level of expertise to tap into. If there are more cities other than Corvallis that would like to be part of the study, it would not be limited.

Mayor Lepin said our role is to support our members. Who else might need that support we can tie into? What other larger cities can help support this effort? He would like to see a request for help from other cities and to be more of a collaborative effort.

Mayor Sawyer said his city doesn't have funds or people to support this kind or work. He believes things will be happening at the state and federal level where legislature will address the issue and will be coming out with programs for this, so it doesn't have to happen individually at the city level. He also wanted to know if someone violates this, be it a city employee or private citizen, if there will be punishment. That's an area he doesn't think the COG should be involved in. Executive Director said it is not part of it, but it's a fair question to ask how extensive the study is.

Chair Hall wrapped up by saying she thinks there was a consensus with the four attending committee members that it's worth looking into and suggested surveying the members to gauge their interest and support. Mayor Lepin asked if the COG reached out to the city managers for feedback and Executive Director Vogt confirmed a survey was sent out several months ago with polarized responses. Thematically; cities lacked consistency within their own policies and training. At the combined valley/coastal city managers lunch, no one has volunteered to help. As a side note, these lunches have not been well attended since *COVID*.

Mayor Lepin asked if it made sense to send a formal communication to city managers to lay out what the plan is and seek formal feedback of their level of interest and participation. **ACTION: The COG will lay out the details and ask for input, and get that draft to the Executive Committee before sending out to cities.**

Technical Services Update

Zero Day Exploit definition: "Zero-day" is a loose term for a recently discovered vulnerability or exploit for a vulnerability that hackers can use to attack systems. These threats are incredibly dangerous because only the attacker is aware of their existence.

Last month, Microsoft announced a Zero Day Exploit that affected email servers. An assessment was made on March 3rd, and a fix was applied to the server the next day. Following that, a low level assessment was conducted to see if those exploits impacted our exchange server. The results showed that our server was breached and they placed a file on our server. On initial assessment, no data was compromised. Another broader security review followed. The report established a baseline and a path forward now that we understand what the risks are and also provided justification to move email services in to the cloud. There is a plan to work with the contractors to remove email systems from direct exposure to security risks on the internet which will also keep enhancing services for our state partners.

Councilor Rowe asked what makes the cloud more secure than being in a server within a building structure. TSOD John Haytas said its relative; it depends on which application is used and level of expertise an organization can bring. A large organization like Microsoft or Google has a broader level of expertise; they are best qualified to determine risk levels and knowledgeable how to mitigate those risks. If a company moves large and complex systems to the cloud, it's easier to administer, it's more secure, and costs less for an organization to deliver services.

Other Business

None stated.

Adjournment

Chair Hall adjourned at 10:53 am.

   Meeting minutes taken by Kathleen Codinha.

OREGON CASCADES WEST COUNCIL OF GOVERNMENTS
EXECUTIVE COMMITTEE MEETING MINUTES
Via Zoom Audio / Video Conference
May 5, 2021

MEMBERS: **Chair,** Commissioner Claire Hall, Lincoln County, **Treasurer,** Commissioner Pat Malone, Benton County; Commissioner Sherrie Sprenger, Linn County; **Vice-Chair**, Mayor Jim Lepin, City of Millersburg; Mayor Dean Sawyer, City of Newport; Councilor Alan Rowe, Adair Village

STAFF: Executive Director, Ryan Vogt; Executive Assistant, Kathleen Codinha.

ABSENT: None

PUBLIC: None

Welcome

Chair Commissioner Claire Hall called the May 5, 2021 meeting of the Oregon Cascades West Council of Governments' (COG) Executive Committee to order at 3:32 pm via Zoom©.

With all Executive Committee members in attendance, Chair Hall immediately called an Executive Session pursuant to ORS 192.660 to discuss the terms of the Executive Directors contract renewal.

At 3:50 pm, the regular session of the Executive Committee reconvened back to public session and Commissioner Pat Malone motioned to recommend the full board adopt the proposed employment contract with Ryan Vogt at the full Board of Directors meeting on May 20th, 2021. Mayor Dean Sawyer seconded the motion. A vote was taken and passed unanimously.

Adjournment

Chair Hall adjourned at 3:51 pm.

Meeting minutes taken by Kathleen Codinha.

#1

Collector:	Web Link 1 (Web Link)
Started:	Thursday, May 13, 2021 5:21:56 PM
Last Modified:	Thursday, May 13, 2021 5:24:01 PM
Time Spent:	00:02:05
IP Address:	140.211.8.16

Page 1: DEI Response System

Q1

What is your name and jurisdiction?

City of Corvallis

Q2

Does your jurisdiction have an established program or protocol in place for how to address non-criminal bias incidents in your community?

No. We refer people to the State

Q3

Has your community or City Council raised the issue of racial and social equality and bias in your community in the past year?

Yes

Q4

Is your jurisdiction considering developing any sort of bias incident response?

Yes

Q5

Do you think there would be value to a regional approach to addressing non-criminal bias incidents and issues?

Yes

Q6

How likely is your jurisdiction to participate in an initial regional discussion about bias and inequity?

We will certainly participate in a regional discussion

Q7

Would your jurisdiction participate in a regional bias response program?

Yes

Q8

Is your jurisdiction willing to invest time and/or resources to a regional response on bias incidents?

Yes

Q9

Do you think the Council of Governments should lead regional discussions about race, bias, and how we might address these issues collaboratively?

Yes

Q10

Respondent skipped this question

Is there anything you would like to add?

#2

Collector:	Web Link 1 (Web Link)
Started:	Friday, May 14, 2021 8:08:36 AM
Last Modified:	Friday, May 14, 2021 8:23:33 AM
Time Spent:	00:14:57
IP Address:	75.150.45.137

Page 1: DEI Response System

Q1

What is your name and jurisdiction?

Joe Samaniego, Tangent

Q2

Does your jurisdiction have an established program or protocol in place for how to address non-criminal bias incidents in your community?

Q3

Has your community or City Council raised the issue of racial and social equality and bias in your community in the past year?

Tangent

Q4

Is your jurisdiction considering developing any sort of bias incident response?

no

Q5

Do you think there would be value to a regional approach to addressing non-criminal bias incidents and issues?

no

Q6

How likely is your jurisdiction to participate in an initial regional discussion about bias and inequity?

maybe

Q7

Would your jurisdiction participate in a regional bias response program?

maybe

Q8

Is your jurisdiction willing to invest time and/or resources to a regional response on bias incidents?

no

Q9

Do you think the Council of Governments should lead regional discussions about race, bias, and how we might address these issues collaboratively?

yes

Q10

Is there anything you would like to add?

We would like to see more information and have guidance on some of the issues we want to discuss, ideas on how this regional approach will work, and ask questions.

#3

COMPLETE

Collector:	Web Link 1 (Web Link)
Started:	Friday, May 14, 2021 8:26:46 AM
Last Modified:	Friday, May 14, 2021 8:29:41 AM
Time Spent:	00:02:54
IP Address:	206.192.237.234

Page 1: DEI Response System

Q1

What is your name and jurisdiction?

City of Toledo

Q2

Does your jurisdiction have an established program or protocol in place for how to address non-criminal bias incidents in your community?

no

Q3

Has your community or City Council raised the issue of racial and social equality and bias in your community in the past year?

yes, briefly. Mostly by the mayor

Q4

Is your jurisdiction considering developing any sort of bias incident response?

yes

Q5

Do you think there would be value to a regional approach to addressing non-criminal bias incidents and issues?

yes

Q6

How likely is your jurisdiction to participate in an initial regional discussion about bias and inequity?

very likely

Q7

Would your jurisdiction participate in a regional bias response program?

probably

Q8

Is your jurisdiction willing to invest time and/or resources to a regional response on bias incidents?

probably

Q9

Do you think the Council of Governments should lead regional discussions about race, bias, and how we might address these issues collaboratively?

possibly

Q10

Is there anything you would like to add?

Please keep in mind that Toledo doesn't have the resources that Corvallis has (for example)

#4

`COMPLETE`

Collector:	Web Link 1 (Web Link)
Started:	Friday, May 14, 2021 3:47:44 PM
Last Modified:	Friday, May 14, 2021 3:51:40 PM
Time Spent:	00:03:56
IP Address:	206.192.233.62

Page 1: DEI Response System

Q1

What is your name and jurisdiction?

Wayne Belmont, Lincoln County

Q2

Does your jurisdiction have an established program or protocol in place for how to address non-criminal bias incidents in your community?

No

Q3

Has your community or City Council raised the issue of racial and social equality and bias in your community in the past year?

Yes

Q4

Is your jurisdiction considering developing any sort of bias incident response?

Yes

Q5

Do you think there would be value to a regional approach to addressing non-criminal bias incidents and issues?

Possibly, but definitely value in sharing local approaches even if not regionally adopted

Q6

How likely is your jurisdiction to participate in an initial regional discussion about bias and inequity?

Likely

Q7

Would your jurisdiction participate in a regional bias response program?

likely

Q8

Is your jurisdiction willing to invest time and/or resources to a regional response on bias incidents?

Yes

Q9

Do you think the Council of Governments should lead regional discussions about race, bias, and how we might address these issues collaboratively?

If regional approach, COG is suited to lead

Q10   **Respondent skipped this question**

Is there anything you would like to add?

#5

COMPLETE

Collector:	Web Link 1 (Web Link)
Started:	Friday, May 14, 2021 4:25:06 PM
Last Modified:	Friday, May 14, 2021 4:28:53 PM
Time Spent:	00:03:46
IP Address:	69.1.99.230

Page 1: DEI Response System

Q1

What is your name and jurisdiction?

Peter Troedsson, City of Albany

Q2

Does your jurisdiction have an established program or protocol in place for how to address non-criminal bias incidents in your community?

yes

Q3

Has your community or City Council raised the issue of racial and social equality and bias in your community in the past year?

yes

Q4

Is your jurisdiction considering developing any sort of bias incident response?

yes

Q5

Do you think there would be value to a regional approach to addressing non-criminal bias incidents and issues?

yes

Q6

How likely is your jurisdiction to participate in an initial regional discussion about bias and inequity?

likely

Q7

Would your jurisdiction participate in a regional bias response program?

probably

Q8

Is your jurisdiction willing to invest time and/or resources to a regional response on bias incidents?

This question is too vague. We will certainly invest some time, but a full answer really depends on a number of different factors.

Q9

Do you think the Council of Governments should lead regional discussions about race, bias, and how we might address these issues collaboratively?

It makes sense if we're going to take a regional approach.

Q10

Is there anything you would like to add?

Nothing more at this time.

#6

COMPLETE

Collector:	Web Link 1 (Web Link)
Started:	Saturday, May 15, 2021 4:17:08 AM
Last Modified:	Saturday, May 15, 2021 4:28:06 AM
Time Spent:	00:10:58
IP Address:	184.158.201.20

Page 1: DEI Response System

Q1

What is your name and jurisdiction?

Chas Jones, Philomath

Q2

Does your jurisdiction have an established program or protocol in place for how to address non-criminal bias incidents in your community?

Not that I know of.

Q3

Has your community or City Council raised the issue of racial and social equality and bias in your community in the past year?

Yes

Q4

Is your jurisdiction considering developing any sort of bias incident response?

Seems likely

Q5

Do you think there would be value to a regional approach to addressing non-criminal bias incidents and issues?

Yes

Q6

How likely is your jurisdiction to participate in an initial regional discussion about bias and inequity?

Quite likely

Q7

Would your jurisdiction participate in a regional bias response program?

Possibly, our DEi Committee would need to provide input

Q8

Is your jurisdiction willing to invest time and/or resources to a regional response on bias incidents?

Probably

Q9

Do you think the Council of Governments should lead regional discussions about race, bias, and how we might address these issues collaboratively?

Yes, cross jurisdiction committee? Sharing resources, sharing training opportunities

---

Q10

Is there anything you would like to add?

Will need to acknowledge that the bias response needs of curbside or albany are quite different than our smaller communities.

#7

COMPLETE

Collector:	Web Link 1 (Web Link)
Started:	Monday, May 17, 2021 9:39:02 AM
Last Modified:	Monday, May 17, 2021 9:50:16 AM
Time Spent:	00:11:13
IP Address:	206.192.234.148

Page 1: DEI Response System

Q1

What is your name and jurisdiction?

Spencer Nebel- City of Newport

Q2

Does your jurisdiction have an established program or protocol in place for how to address non-criminal bias incidents in your community?

Yes. We have always responded to any complaints about bias in the City organization and in the community. We have established goals for creating a defined structure to handle and track these types of complaints. We are working on implementing these goals during the coming year.

Q3

Has your community or City Council raised the issue of racial and social equality and bias in your community in the past year?

Yes. The City Council has had several discusions on this that lead to approving a statement and goals to implement these measures.

Q4

Is your jurisdiction considering developing any sort of bias incident response?

Yes. See above

Q5

Do you think there would be value to a regional approach to addressing non-criminal bias incidents and issues?

Yes, that may be of benefit to all of the organizations served by the COG. I do think that there may be elements of this response that might be handled differently from community to community.

Q6

How likely is your jurisdiction to participate in an initial regional discussion about bias and inequity?

Very likely

Q7

Would your jurisdiction participate in a regional bias response program?

Possibly

Q8

Is your jurisdiction willing to invest time and/or resources to a regional response on bias incidents?

yes

Q9

Do you think the Council of Governments should lead regional discussions about race, bias, and how we might address these issues collaboratively?

I think it is worth the discussion.

Q10

Is there anything you would like to add?

These are difficult matters to deal with. Some sort of framework would be beneficial for all of us. I don't know what the possibility of a regional reporting and response process would be. (I am not sure if that is being considered, but it might be worth some discussion.

#8

COMPLETE

Collector:	Web Link 1 (Web Link)
Started:	Tuesday, May 25, 2021 10:05:25 AM
Last Modified:	Tuesday, May 25, 2021 10:06:44 AM
Time Spent:	00:01:19
IP Address:	208.79.248.161

Page 1: DEI Response System

Q1

What is your name and jurisdiction?

Adair VIllage

Q2

Does your jurisdiction have an established program or protocol in place for how to address non-criminal bias incidents in your community?

No

Q3

Has your community or City Council raised the issue of racial and social equality and bias in your community in the past year?

NO

Q4

Is your jurisdiction considering developing any sort of bias incident response?

No

Q5

Do you think there would be value to a regional approach to addressing non-criminal bias incidents and issues?

No

Q6

How likely is your jurisdiction to participate in an initial regional discussion about bias and inequity?

Not

Q7

Would your jurisdiction participate in a regional bias response program?

No

Q8

Is your jurisdiction willing to invest time and/or resources to a regional response on bias incidents?

No

Q9

Do you think the Council of Governments should lead regional discussions about race, bias, and how we might address these issues collaboratively?

No

Q10

Is there anything you would like to add?

No

#9

COMPLETE

Collector:	Web Link 1 (Web Link)
Started:	Tuesday, May 25, 2021 10:04:39 AM
Last Modified:	Tuesday, May 25, 2021 10:07:55 AM
Time Spent:	00:03:15
IP Address:	204.28.223.2

Page 1: DEI Response System

Q1

What is your name and jurisdiction?

Nancy Brewer, City of Lebanon

Q2

Does your jurisdiction have an established program or protocol in place for how to address non-criminal bias incidents in your community?

No

Q3

Has your community or City Council raised the issue of racial and social equality and bias in your community in the past year?

No

Q4

Is your jurisdiction considering developing any sort of bias incident response?

No

Q5

Do you think there would be value to a regional approach to addressing non-criminal bias incidents and issues?

Yes

Q6

How likely is your jurisdiction to participate in an initial regional discussion about bias and inequity?

Likely

Q7

Would your jurisdiction participate in a regional bias response program?

Perhaps

Q8

Is your jurisdiction willing to invest time and/or resources to a regional response on bias incidents?

Perhaps. We don't have a lot of resources

Q9

Do you think the Council of Governments should lead regional discussions about race, bias, and how we might address these issues collaboratively?

Yes

Q10

Respondent skipped this question

Is there anything you would like to add?

#10

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, May 25, 2021 4:13:50 PM
Last Modified: Tuesday, May 25, 2021 4:32:48 PM
Time Spent: 00:18:58
IP Address: 75.148.50.250

Page 1: DEI Response System

Q1

What is your name and jurisdiction?

Michele Eldridge, Harrisburg

Q2

Does your jurisdiction have an established program or protocol in place for how to address non-criminal bias incidents in your community?

No.

Q3

Has your community or City Council raised the issue of racial and social equality and bias in your community in the past year?

No.   I've stated that I have information for them if they should wish to address it.

Q4

Is your jurisdiction considering developing any sort of bias incident response?

Not at this time

Q5

Do you think there would be value to a regional approach to addressing non-criminal bias incidents and issues?

Yes. I think that there are people who want to know more, but don't know how to proceed.

Q6

How likely is your jurisdiction to participate in an initial regional discussion about bias and inequity?

Not sure if Council would be involved or not, but I can ask.

Q7

Would your jurisdiction participate in a regional bias response program?

Likely, but it depends on how it is addressed

Q8

Is your jurisdiction willing to invest time and/or resources to a regional response on bias incidents?

Again, Not certain on this issue. We don't have resources to share, and I think that more time would be possible. We haven't seen any bias incidents in this area, or that have been reported to us.

Q9

Do you think the Council of Governments should lead regional discussions about race, bias, and how we might address these issues collaboratively?

There are some positives depending on tiered levels of involvement. For instance, for those who don't know of incidences in their communities but would like to know steps to take, to those that do know of instances, and need assistance in knowing how to address them. Also, knowing who to reach out to, if they need to talk to someone who has resources.

Q10   **Respondent skipped this question**

Is there anything you would like to add?

#11

COMPLETE

Collector:	Web Link 1 (Web Link)
Started:	Friday, May 28, 2021 11:10:03 AM
Last Modified:	Friday, May 28, 2021 11:14:40 AM
Time Spent:	00:04:36
IP Address:	104.152.253.71

Page 1: DEI Response System

Q1

What is your name and jurisdiction?

City of Brownsville

Q2

Does your jurisdiction have an established program or protocol in place for how to address non-criminal bias incidents in your community?

Done through LCSO.

Q3

Has your community or City Council raised the issue of racial and social equality and bias in your community in the past year?

No.

Q4

Is your jurisdiction considering developing any sort of bias incident response?

No.

Q5

Do you think there would be value to a regional approach to addressing non-criminal bias incidents and issues?

No.

Q6

How likely is your jurisdiction to participate in an initial regional discussion about bias and inequity?

Somewhat likely.

Q7

Would your jurisdiction participate in a regional bias response program?

Perhaps.

Q8

Is your jurisdiction willing to invest time and/or resources to a regional response on bias incidents?

Unsure.

Q9

Do you think the Council of Governments should lead regional discussions about race, bias, and how we might address these issues collaboratively?

No. I don't think the COG should be involved at this stage.

Q10

Is there anything you would like to add?

The State is going to make the rules and everyone will have to follow them, like everything else. If after the legislation comes down, communities would like to work together through the COG, then that's great.

#12

COMPLETE

Collector:	Web Link 1 (Web Link)
Started:	Tuesday, June 01, 2021 9:32:38 AM
Last Modified:	Tuesday, June 01, 2021 9:38:21 AM
Time Spent:	00:05:42
IP Address:	74.123.167.150

Page 1: DEI Response System

Q1

What is your name and jurisdiction?

Hilary Norton, City of Halsey

Q2

Does your jurisdiction have an established program or protocol in place for how to address non-criminal bias incidents in your community?

No.

Q3

Has your community or City Council raised the issue of racial and social equality and bias in your community in the past year?

No

Q4

Is your jurisdiction considering developing any sort of bias incident response?

Not yet - we are stretched to capacity dealing with other issues at this time. It is important work, but not something we've had any complaints about yet in our community.

Q5

Do you think there would be value to a regional approach to addressing non-criminal bias incidents and issues?

Sure. However our capacity to participate is limited.

Q6

How likely is your jurisdiction to participate in an initial regional discussion about bias and inequity?

Likely, if it occurs when we have time to attend, and coverage to do so.

Q7

Would your jurisdiction participate in a regional bias response program?

Maybe -- depends what it entails/costs.

Q8

Is your jurisdiction willing to invest time and/or resources to a regional response on bias incidents?

Only on a limited basis unless this becomes a Council Goal. We have our next goal setting session in September.

Q9

Do you think the Council of Governments should lead regional discussions about race, bias, and how we might address these issues collaboratively?

Maybe. An initial conversation could be organized by the COG. Ongoing? There are other problems or gaps in service I would like to see COG address first.

Q10   **Respondent skipped this question**

Is there anything you would like to add?

#13

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Friday, June 04, 2021 3:13:26 PM
Last Modified: Friday, June 04, 2021 3:22:36 PM
Time Spent: 00:09:09
IP Address: 98.142.38.207

Page 1: DEI Response System

Q1

What is your name and jurisdiction?

City of Millersburg

Q2

Does your jurisdiction have an established program or protocol in place for how to address non-criminal bias incidents in your community?

No

Q3

Has your community or City Council raised the issue of racial and social equality and bias in your community in the past year?

No

Q4

Is your jurisdiction considering developing any sort of bias incident response?

No

Q5

Do you think there would be value to a regional approach to addressing non-criminal bias incidents and issues?

There may be, our council feels there needs to be a definition first of what a non-criminal bias incident is, before being able accurately answer this question.

Q6

How likely is your jurisdiction to participate in an initial regional discussion about bias and inequity?

Unlikely, given the lack of incidents we are aware of in our community

---

Q7

Would your jurisdiction participate in a regional bias response program?

See above responses, would definitions and purpose of the program

---

Q8

Is your jurisdiction willing to invest time and/or resources to a regional response on bias incidents?

Not at this time

Q9

Do you think the Council of Governments should lead regional discussions about race, bias, and how we might address these issues collaboratively?

If there is a regional issue they may be the right agency to lead the discussion

---

Q10

Is there anything you would like to add?

No