

All Metro Town Hall

April 23, 2020

The following is a transcript and notes from a town hall video conference held by Marissa Madrigal with Metro staff on Thursday, April 23, 2020. This content is not a verbatim transcription of the meeting but is intended to provide the intent of the meeting presentation.

Content has been added to questions asked during the town hall to clarify and provide additional information. The town hall ended before all questions posted on the chat were responded to. Those questions follow the transcript and are at the end of the document.

Meeting notes transcribed during meeting to capture primary intent

Marissa

- First of all, welcome everyone and thank you for joining us again. Last town hall, we appreciated everyone who took time to hop on. Ask questions – both tough and easy and in between. We are all struggling on how to connect in this time of pandemic. Communicating and being clear and not just providing technical support but also organizational support. We are glad to see you all here. As long as this keeps working for you all we will keep doing and schedule them regularly throughout the pandemic.
- *Slide share* A brief overview of the agenda. Share with you the values that we are leading with. If there is one thing to take home from today, we remain in an environment with an extremely high level of uncertainty without a timeline, facts, etc. The values that we lead with become extremely important. Share a conversation from Metro Council. Update on paid family leave policy. Budget update – we want to be transparent with you about where we are. There are some things that we know and some that we don't. We will be clear about what we have confidence about and what we are less confident about. Save as much time as possible for Q & A. If we run out of time we will reply and get responses back to you.

Values – Marissa

- Mix of values required in a pandemic and longstanding values that Metro has had for a really long time.
- Metro has a Strategic Plan to Advance Racial Equity Diversity and Inclusion (SPAREDI). The Metro Council last year put together a resolution about what Metro stands for and are helpful in guiding decisions. Regional response and will have to be a part of a regional recovery. We are part of an ecosystem and a part of a community. We play a role in the regional response.
- SPAREDI – Some of the values in the plan (shared on the slide)
- **What** Metro Stands for – the Council statement that is incredible. (Shared on slide). What speaks to me and others about this – being in a pandemic there is probably nothing more important than peoples' health and safety. Our people are our best asset and we keep that in mind when making tough decisions. There are so many negative and awful things happening

around us – it is important to treat one another with civility and respect. There are a lot of different circumstances and we are in different places. Recognizes each other’s humanity and being kind is important right now

- A lot of what we are experiencing is out of our control. Recognizing our role in the region. Opening as soon as possible when it is safe to do so.
- Turn over to Councilor Gonzalez who is also our Deputy President. Thank you for the support from Council to do the right thing.

Councilor Gonzalez

- Thank you to Marissa and everyone for joining. Amazed that we have over 400 hundred people on a zoom call.
- I represent Washington County and I am Metro Council Deputy President. I want to give you a window into my life. I live in Beaverton with my wife and two dogs. My family in Cornelius has mostly been able to stay home. My dad is a landscaper and he has been able to continue to work and is grateful for that. Doing our best to adhere to recommendations. Social distancing has been hard and will continue to be so
- On behalf of Council – thank you for all of your work and patience which is challenging. Thank you to leadership team for a sustainable, equitable and trauma informed approach to creating a plan. Marissa and her team have done a great a job of leading during these efforts. Later today Council will be approving a partial furlough
- Metro Council passed “What does Metro Council stand for”. What does Metro mean in this region. The one principle that speaks to me is Economic Justice. I feel vested in the way that Metro is investing in economic justice in our region now. Metro is going to be a core part of our region’s economic recovery. Across the board, I believe that Metro will be fundamental partners with the right expertise with staff at venues, planners, thinkers, etc. Think at a high level, when we do come back, have a new normal – what will that look like. I am going to advocate that our communities who have been left behind for decades that this new economy will address wealth inequities.
- Like Marissa said, this a global, unique event. Moment for us to reconsider the things that we have always done and the things that we will need to do in the future. There is something inherently Metro about that and that is the Metro spirit.
- Thank you for letting me share some thoughts. Stay well with you and your families. Can’t wait to give you all high fives in a few months.

Marissa

- Thank you Councilor Gonzalez. I agree that the spirit of Metro is here. I look forward to coming back differently in a better way. Thank you for that.
- One of the things before we get into the budget presentation. I have three updates to give you.
- As we have mentioned, this is a difficult time personally and professionally. We want you to take care of yourselves. Put your welfare and your wellbeing first. I was excited to be on a call earlier this week with 50 colleagues from around Metro. We had an expert, Shilo George, an expert in trauma informed practices join us. She talked about the traumatic impact of this pandemic on all of us – the new trauma of this pandemic and those of us who already had other trauma in our lives- it can pull up things that have happened before and cause us to struggle at home and in

life. I want to emphasize that our job in this pandemic is to survive and be healthy. If you are struggling to do that at home please reach out to your manager or someone. Don't suffer alone. The difference between stress becoming toxic and something you can manage is your network of people. If you are struggling and this is too much – let someone know. We have an Employee Assistance Program, Multnomah County and other others have assistance lines. We want you to put your mental, spiritual and physical health first.

- An employee assistance fund has been set up for employees who have been laid off. Carey Stacy has done an incredible job of researching a bunch of different options for us. There are many organizations that exist to get help to employees. We have chosen the Employee Assistance nationally. This is the only option that was able to handle the volume of people we need to help. 700 employees eligible for hardship funds. This organization has the capacity to do that quickly. If an employee needs assistance they can apply online and get funds in a quick turnaround. As soon as we have more information we will share that.

NOTE: As of April 29, more research is being conducted to select the best option to administer an employee assistance fund.

- Later today, the council is going to approve changes to my contract and other peoples to defer the savings from this furlough into the fund. Thank you for supporting us in that.
- Person Protective Equipment. Your physical, mental, emotional, spiritual health is important. Especially for folks reporting in person. N95 masks are in short supply and needed by healthy core workers. Regular checks are being made to ensure there's enough PPE to go around. Carey Stacy is supporting from COOs office to ensure that we have equipment agency-wide. Coordinating with safety staff to stay up to date on recommendations. CDC advice is shifting and changing. We are doing our best to stay on top of science for you
- Each site is staying on top of their own PPE ordering and procurement staff in search of equipment we can order. Please let your supervisor know if you ever feel unsafe at work if you have a better, faster, safer idea.
- We know that there is not perfection. Please let us know if there is something that you think we can do better.
- With that I am going to hand it over to Julio

Julio

- Want to walk through provisions of the Families First Act. I sent an email with details of these programs. FFA was passed by congress that expands leave expansions for families impacted by COVID.
- First type is emergency sick leave and then emergency family leave.
- Sick leave – up to 80 hours of sick leave. Part time based on prorated amount of hours worked. Depends on reason you use it. Will have 100% if experiencing symptoms, government quarantine. 2/3 of pay if you use because caring for someone else. Up to capped daily amount

- The second part is the emergency family leave up to 12 weeks for parents and caregivers of children who have had school or child care closed due to COVID 19. 2/3 of regularly salary up to capped daily amount. Must be taken in full day or full shift increments.
- You can check out how oregon.gov/COVID19. Can be confusing and can depend on individual situation. Applicable details can vary on a case by case basis. Email benefits.help@oregonmetro.gov. 503.797.1895. We are here to help navigate all of this and we will get through this together.

Brian

- I want to walk through quickly a summary of what we are looking at for budget for next year. We presented this to Council.
- Slide share
- The far right, built our proposed budget starting in the fall through the winter. We're looking at a total budget of \$1.5 billion. When we look at this we are looking at a 7% decrease across all funds. Not drastic because much of it is in bond money
- You see drastic changes in other areas, revenues down 23% and expenditures down 14%. We continue to refine on a daily basis, these are our best estimates.
- On the wages and benefits and full time position side we are projecting a decrease of about 18%.
- The hardest hit venues are the zoo and convention center. This is a dramatic drop we never anticipated having to deal with.
- The general fund is affected as well. The chart on the left is the revenues for general fund. Overall seeing them down 4%. Our excise tax projects to be down 12% and that is solid waste tonnage. Construction Excise tax almost down 30% and that is an indicator of the economy. Management fees are from venues and won't see any revenues there next year. This is a significant challenges to general fund for fiscal year 20/21
- The chart on the right is the unrestricted balance in general fund. The orange line was what we expected to be at. And the gray line was what we were expecting if we didn't take 4th quarter action. As a result of the actions we took we expect to be where we were going to be at around \$8 million.
- As we approach fiscal 20/21 budget we asked all of the departments to use a racial equity lens in how they adapt to these changing. *slide* We see funding for community based organizations across the budget and see those relationships as very important.
- Resiliency – we know that we will be coming back and not make decisions that will limit our ability to come back.
- All departments put together packages of 10% reductions. Looking at non-venue departments. We are seeing a lot of creativity from departments as they approach these decisions and trying to keep the jobs we have. Will have to change levels of service that we provide. Thank you to departments for hard work, creative and innovation for how to provide essential services during this critical time.

Marissa

- I want to hold the uncertainty of the moment we are in. For next year's budget, we are aiming to close a 7-8% gap. Those numbers are based on a middle of the road scenario. We think that

by September we should be able to reopen and be on the path to recovery. As the crisis continues we also are holding that there are worse case scenarios out there. We may be faced with having to make deeper cuts than this. In choosing mid-range scenario and we cut too deeply, and we don't need to, we may do permanent damage and hamper ability to reopen. It could be worse and it could be better. We are trying to read the tea leaves along with everyone else in the world to understand what might happen.

- We are all going to have to be adaptive and flexible. No one in the entire world has experienced this and has the past to rely on. We have to be on our toes and think critically. Rely on information coming in and make the best decisions that we can.
- One feeling that is coming up is the feeling that leadership knows what is going to happen and just doesn't want to share it with you. But, I wish we did know and that there was a timeline to tie decisions to. In the absence of that certainty we are trying to be as clear as we can and also say "we don't know." We are following the science and making educated guesses.
- So we are going to move questions.

Q&A

- Grady – we have a lot of time for Q&A. First going to take questions from the calls. You can enter into Q&A sidebar, raise hand by hitting hand icon. Call on you and open the mic. Calling in can dial *9 to get into line. Will call last 4 digits and unmute you so you can ask your questions. Then will go through questions sent through beforehand.
- What can we do about choppy sound quality?
 - Hopefully fixed. At home, turn off all other devices and turn off video

During this period of uncertainty little information of strategic information for our departments. Without timely information on what we should be prioritizing. As Metro and department priority changes. Also possible leadership are completely tapped out. Or more regular information in the future? Or is this the new reality?

The overarching strategic decision of metro, values and core functions that we want to advance. Those things all remain the same. What is difficult right now is that we are still in the washing machine of the world changing. When we emerge we don't know what that will look like. Hard to take values and goals and map to an unknown. As far as day to day work – depends on what you do for Metro. If you are feeling out of the loop, raise to supervisor or team. You are probably not the only person feeling that way. If something is not feeling right, have a conversation with your manager – something you did this way previously but maybe doesn't make sense now. Be kind to yourself. We aren't going to be perfect in this world. Not possible before and definitely not possible now.

OCC was already supposed to be doing equity work. Past time that metro needs to walk the talk.

We have been focused don at OCC for a while. Have being working with Craig Stroud as he developed an employee engagement plan to address some issues. Pre-COVID there was a staff position that was planned for assisting with this but that position not happening but the work will continue. Pay equity is still an issue. Would be interested in hearing directly from employees about issues that they have. If not

comfortable talking with me contact your union representative. It is a focus of leadership and Craig Stroud and his management team. Me as well and Melissa also. Happy to engage more offline with those questions.

Note: below information added for more context

Last year, the Oregon Convention Center conducted a cultural assessment as well as drafted a racial equity plan for the center. The organization set a goal of 100% completion of DEI trainings for staff. In collaboration with Metro's DEI and HR teams, site and industry specific trainings are being identified.

Additionally, the current pay equity initiative will ensure job classifications across all venues and departments are paid equitably throughout Metro. For example, there will be no difference in pay for event custodians at OCC, parks, MRC or other venues. Within the hospitality and convention industry, OCC's compensation and benefits packages are some of the most competitive in the country.

Regarding the funding of the Oregon Convention Center, there was an effort to mitigate adverse impacts to the African American families displaced by developments in northeast Portland. Since 1990, OCC has offered the First Opportunity Target Area hiring program to those who live or once lived in the vicinity. The program was later adopted by all MERC venues. Each year, MERC reviews Metro's FOTA hiring trends with Human Resources to review the program's progress, make recommendations on outreach, and leverage commissioners' relationships to enhance the program. Metro's equity dashboard revealed impressive results.

- The First Opportunity Target Area hiring program has resulted in African American employment at the MERC venues at / or above the percentage of African American in the United States, which is 12%.
- This is far above the state of Oregon which is 2%, the region Metro serves (3%) and is the highest within Metro (6% average agency-wide.)

Is the org chosen to assist with employee's assistance fund able to take individual donations?

I believe in our conversation they will be able to take public donations. We will set up for employees who want to donate

Approach for work differently? Expand or how that looks put into action?

One thing that we have been knocking around preliminarily. There is a lot of talk in the world right now, if the Governors allow certain things to open it could spark new outbreaks. You could see undulating opening and closing over next year to year and half.

We have now ripped the Band-Aid off telework, cut the cord with productivity being tied to being in a seat in an office. Many of us are working full time in this virtual land. Knocking around extending this for safety or other reasons – climate, quality of life impact – maybe not going back to 100% in office. Maintaining telework going forward for a multitude of reasons. There are a lot of shifts and contemplating happening on personal and business levels that the pandemic has sparked. What is the

best thing for our workforce? Finances? Climate? Reopen in a way that works toward those goals. Now that we are released from old normal what does new normal look like going forward?

Does Metro receive any financial assistance for those that opt to utilize PTO benefits from the Family First Act or is just a cost that Metro has to absorb?

There is a small financial benefit to organizations offering this leave. For example, we won't pay employer contribution on FICA which is an employer paid payroll deduction. That is the only financial benefit for employers from the Family First Act.

If known, have any Metro employees been diagnosed with COVID 19?

I am not sure about a test, whether they have tested positive. We have had and have informed people in close contact with employees. We have had a handful of people that have had likely cases that doctor has hold them likely but can't get test. Have communication around those cases and we can include more info in FAQ.

NOTE: Metro's Incident Command team is working on a presumptive case protocol that is still in review.

What is the probability of MRC opening before the end of June?

Your guess is as good as ours. The Governor has a draft reopening plan that requires the state to have certain things in place like testing and contract tracking. Those are elements outside of our control and governor will be making decisions about what business can reopen and telework can ease. Some thought about end of May but it is quite uncertain.

How much in employee assistance fund through furlough and how much can laid off employees expect to receive?

Andrew - Anticipating \$100 – 150 k over next 6 months. As far as the amount laid off employees will receive - let me see what we can find out – don't have an answer right now. Will be a flat grant amount
Maximum amount will be \$1k.

Is that the amount or a smaller amount to reach more employees?

My assumption is between \$500 and \$1000 from the fund.

NOTE: Again, as of April 29, the employee assistance fund was still being evaluated.

How does the Family First emergency paid leave work for those of us part time?

Question response has been added to/amended for clarity.

All employees are eligible to use the emergency leave which allows up to 80 hours paid sick leave for full-time employees. Part-time employees will be provided sick leave hours equal to the average hours per week the employee typically works. The leave is only available to those who are currently employed.

When using Family First for 2/3 pay in full day or shift increments, are we allowed to utilize our normally accrued sick or vacation time to make up the remaining 1/3 unpaid time, or is it only 2/3rds covered per day/shift?

Employees can use regular, existing accrued vacation or sick leave (for any partial or full day) when Family First leave is not used. Regular, existing vacation or sick leave cannot be used to supplement hours or pay on the days when they use FFCA leave. Contact a HR benefits specialist at benefitshelp@oregonmetro.gov or 503-797-1895 to leave a message for a benefits specialist to return your call.

Other orgs are instituting pay freezes. Is that something being considered?

There's such a high level of uncertainty. Departments are preparing 5% and 10% cut packages. That won't be enough if we start trending to a delayed opening. All things are on table for negotiations. Pay freezes. Furloughs. Worst case scenarios are pretty devastating. We will be in conversation with all of you if we start trending to worst case.

How does racial equity fit in with pay equity and budget constraints?

Note: This question is addressed at the beginning of the town hall meeting.

Is Metro taking to address social distancing? For example new remodel will not allow for 6ft?

We really needing to think through how we reopen and what makes sense in our changed landscape. If we need to maintain social distancing will maintain some level of telework.

If allowed to come back into office will need to make adjustments based on layout. Will need to think critically about that as we go forward. Rely on the science about what is safe and will structure our environment in accordance with that science.

Ideas or discussion about what looks like to venues to reopen? PPE? Limiting number of people? Alternating seats?

This is a hot topic of conversation locally and national. Different venues have different options. Zoo has a lot of outdoor space and likely safer there than an enclosed space. Scott's team and venue directors are in discussion with national organizations and tracking what the science says there. No answers or decisions yet because we don't have any guidance from state or federal government on that yet. A lot of hope and driving toward opening as soon as we can.

Scott – won't make decisions in isolation. Have industry organizations we are collaborating with to decide how to safely bring people back into these spaces.

I know one employee who got COVID who doesn't believe that their department got notified.

Please reach out. Would appreciate ability to track this down.

Clarify again employee assistance fund will they be contacted individually to apply?

Yes, we will do our best to communicate to ensure they know this assistance is available.

What is going to happen with union negotiations? Contract expires at end of June?

Active conversations with union leadership. There has been a lot of collaboration with us and labor. A lot of policy has been written in collaboration with labor leaders. Continuing to work toward it. Aware your contract expires in June and working toward solution.

What about those of use with health concerns? Until vaccine for COVID? Allow continue telework?

As long as the pandemic is the threat it is today, which we expect to be a period of 12-18 months. We will do what we can and it means something different for each employee and the work that they do. We want to find the right mix of interaction. I can't comment on specific issues. We want you to be and feel safe. Will work with your manager to determine what looks right for you. Equality – treating everyone the same is not the same as equity.

Laid off employees have already received a follow up packet of information which included resources website, hardship services, other job opportunities, out there. Making changes to website and encouraged through mailer to check the site early and often. Stimulating ideas in what we include in subsequent mailers. We will continue engagement with them.

Antibodies. In the hopeful event that these test become available? Report results and share information with coworkers?

Good questions. I don't know test results are private medical information. Would have to consider what our policy would be. Positive and negative implication. We will have to think about that one.

I have a question regarding the use of regular leave times. The direction of HR has been to tell salaried employees that they don't have to enter leave time of under four hours if that is an occasional situation. What about if this is a constant situation? Is that allowed? For example, if an employee wants to take 2 hours of their currently accrued regular leave every working day, would that be allowed? *Question response has been added to/amended for clarity.*

This does get tricky if on occasion you don't work a full day. Operative word is occasionally. If employees are using more than occasional we need to work together on how to mitigate this.

This occasional use should not be a constant situation. If folks need regular leave they should use their accrued leave.

Plan for return of employees in workplace? Planning to test as return with thermometers?

Very specific tactic that other countries have implemented that people here are considering taking. We are going to follow science, guidance of governments and CDC. If they say the right thing is to test staff as they arrive, we will do that. Don't want to say yes or no to a specific thing. But yes to following guidance and science.

Timeline for getting requested information from HR – information needed for unemployment/ Email or USPS

Julio – HR is committing to answering all emails requesting information about unemployment within 24 hours. We have had one case that didn't happen. If you are aware taking more than 24 hours reach out to me directly and we will get you information you need.

Mitch McConnell – doesn't agree with funding. How does this affect Metro?

It was a bizarre comment. Among public finance ringing hollow. Governments can't use bankruptcy laws. Metro did apply for funding from CARES act. Uncertain if we are eligible. Treasury department did not list us as an eligible government. If we don't receive funding goes directly to the state. We are in contact with them about that as well.

What should we do if colleague has COVID and others in department were not notified?

Talk to your supervisor. If they can't issue, raise to us and we will address it. Our policy and science and guidance is very specific. Only those who are in close contact need to be notified. Being the same building is not as much at risk. Not being in close contact doesn't put you at risk. An entire department would not be notified if there was a risk. Close contacts would be notified.

We know over last couple of years, Metro's workforce has diversified. Are staff persons of color at risk of losing their jobs?

Any time that there is a layoff people covered by contract with less seniority are more at risk. Discussion to have with labor representatives and colleagues in bargaining unit. You as a collective create those circumstances. When making budget decisions – retaining relationships, skill sets, diversity of experience (lived and professional) are considered. We also have to make sure that we are not

discriminating or creating a disparate impact on any protected class one way or another. Bumping is a part of collective bargaining agreements negotiated on your behalf and that you voted on

Who do I notify if I was laid off and didn't get packet of information?

Benefits.help@oregonmetro.gov

Will there be a second wave of layoffs or furloughs? If yes when?

First wave hit venues hard. Some furloughs, including my own, and a handful of layoffs in current quarter ending June 30. Depending on what Metro council passes in budget there will be further layoffs for next fiscal year. Next year's budget is under discussion.

Can you talk about bumping and how this can cause a trickle down effect to other positions? I know it is very complex and I'd like to hear all about it. Can employees be guaranteed to get their jobs back after being bumped? *Question response has been added to/amended for clarity.*

Some union contracts have what is called bumping rights. During a layoff, impacted employees may elect to "bump" into the least senior position of their current or former classification. Lay off and bumping are difficult situations in the best of circumstances.

Labor partners, managers and HR staff take seriously the management of this process and are doing their best to make sure employees have the information they need.

It is impossible to provide information on specific bumping options without impacting any of the employee's privacy and very sensitive information in a difficult time.

The best place for people to go with questions on bumping is to HR, their manager or a union member leader. You can email humanresources@oregonmetro.gov

Right now almost all the classifications who could be effected by bumping rights are AFSCME Local 3580. You can contact Elizabeth Goetzinger, current president of that local at president@afscme3580.org

Moderator presented questions submitted via email prior to meeting.

Many were upset that layoffs that happen at MRC have been non-existent – or have not been communicated?

As we move into different phases, and trending toward worst case scenario, will see more widespread furloughs and layoffs

Address head on – the impact at the venues and why that feels so lopsided. I think I talked about on the call last time. The revenues at venues fell off a cliff. They went from full schedule, packed, hotels booked

across region – lots of money flowing in to nothing. Hotels across region went from 90% occupancy to 5%. Tax revenues went from full stream to a dribble. Immediate emergency actions to take to reflect that. Venues generate a lot of their own revenue. Zoo case – had to close no admission, no events, nothing to generate revenue. Question I have heard a lot – why didn't the rest of Metro get cut to help venues. Good question.

Revenues that the rest of Metro collects, waste collection, parks, those are tax payer and fee dollars that can only be spent for reason they were collected. Can't take money from garbage and use at zoo. Can't take money for parks and put at convention center. Legally prohibited from moving that money around. We use restricted funds term which sound like rule to be bent. If we tell a taxpayer we are going to spend money on something we can't change what that is. Some ability to move around in general fund and this is helping venues in some ways. Our small general fund doesn't have enough to fully fill the roles over in the venues.

This is really important – if we had the flexibility and the ability to move funds around the picture would have looked very differently at venues. Impact on other side – departments aren't as affected because the revenue drop isn't as sharp there.

What can employees do if spiritual, physical, mental health not being considered? Environment of toxic stress?

Talk to your manager or their manager. If not comfortable, reach out to Julio's team to talk that through. These are tough times.

Managers need grace too. Managers have difficult decisions they are having to make. Facing same issues at home everyone else is grappling with. They are human too.

Reach out and open a conversation and entering that conversation with compassion, civility, respect. In my experience that leads to good things. It can be difficult, but having those conversations is important.

Julio - We are very close to filling a new employee's relations team in our department. Talk to your direct supervisor or their manager. If that doesn't work come to HR and our employee relations team specifically. We have a deputy director on board overseeing this team. Manager position overseeing these positions filled and soon a second one. Staffing up to support employees with needs like this.

Any end in sight of this social distancing? 2021?

High level of uncertainty. We are not going to be the ones that decide when social distancing ends. The Oregon Governor and Federal Government will make and we will respond to that.

There are a number of scenarios out there. If you follow news, some pushing to reopen and end social distancing right away. Some in 2021. Poll in Oregon that said 2021. Shocking and we don't know if we will be in this that long. Reopening safely depends on a lot of different factors. Leadership at Federal and State level have not nailed those things down – especially around testing. If we know, and you are told that something is happening or changing we will communicate that to you in real time?

Assume no COLA this year or is this something that will be negotiated?

This will be negotiated.

Shout out to Dorian in HR. Very helpful in this time.

During and after pandemic, economic depression? Governments intervene and spend during downturn? What is Metro's role?

I agree with the concept that government is stabilizing force in local economy and job creator. We have huge opportunities through parks bond. Successful bond sale yesterday thanks to our CFO Brian Kennedy and his team. \$10 million premium right back into parks projects and to support staff. Those major community investments can be a stimulator and job creator and leave us with beautiful capital projects. Affordable housing bond to work with partner jurisdictions. Beautiful and hopeful things in our portfolio that push money into communities. We have a mission to push those funds out and do some good in a dark time.

Different in terms of continuing spending. Federal government is only allowed to deficit spend. State and local governments must balance budgets. Opportunities that are beneficial but we are restricted from doing that. Resources will be limited.

Conclusion - Marissa

Appreciate all of the question asked. Smart and important questions. Courage in asking tough questions. Invite that from you all and have that connection in this strange time of zoom conference. Scoop up all questions that didn't get answered and get them out to you. Any other parting words?

Julio – Thank you. Can't wait to see all of fellow Metro employees in person. Hope sooner rather than later. Be safe.

Councilor Gonzalez – can't wait to be able to go to a coffee shop or give high fives. Thank you for questions and trusting this leadership team. Continue to be transparent as possible.

Scott – be healthy. Connect with your people. Get fresh air when you can. We are all in this together.

Andrew – Thanks to all Metro employees who continue to move things forward. Amazed at amount of work we are producing. Shows our commitment. Stay healthy in this time.

Brian – Ditto. Appreciate hard work. Take care of selves. Don't underestimate impact so that we can be there for the folks who depend on us.

Marissa - special shout out for all doing critical service, taking care of animals, and contact with public. You are heroes in this time. Appreciate sacrifices you are making and difficulties you have. Take care of

yourself. Love what you said Brian about not underestimating impact on yourself. Want to support you in this journey. If we can change or make anything better – let us know.

Thank you! Look for our updates to the Q&A. Have a wonderful weekend. Take care and goodbye.

Unanswered questions posted to the chat

How does our racial equity strategy fit in with the pay equity work given our budget constraints?

Metro's adopted Strategic Plan to Advance Racial Equity, Diversity and Inclusion sets specific goals for hiring and retaining a racially diverse workforce. Metro's DEI program also developed a tool that Andrew Scott, Metro's Deputy Chief Operating Officer, provided directors to use to assess budget reduction impacts.

The pay equity project is continuing the work to make sure employees receive comparable pay for comparable work, while taking into account education, experience, merit or seniority, among other factors. In short, pay equity is a means of eliminating discrimination in the wage setting system. The Pay Equity Law states that we must identify the disparities and have a plan to correct them. The pay analysis should be completed in July so we will be able to identify a plan to correct the disparities within the current budget constraints. This has been, and will continue to be, a priority for Metro.

These two efforts work together to make sure the more racially diverse workforce joining Metro has been hired, and is being paid, equitably.

Will direction about adaptations to community engagement and public events or meetings be decided by Council/COO or will each department be given guidelines to guide their own decision-making. This is for when we are able to start legally meeting in person.

Project managers from across Metro have formed a team that to plan and provide the necessary resources for resuming more regular operations. The team will develop a range of engagement options that protects the health and welfare of the community members we engage and our staff.

But if the venues pay into Central Services, and have been impacted up to 80% in staff reduction, then surely that translates into revenue loss for Metro.

Yes, the financial impacts to the venues do impact central services for our organization. Venues contribute to the general fund through a cost allocation model and also pay a management fee in lieu of paying excise tax to support general government services like the Metro Council and the Office of the Metro Auditor. The loss in venue revenue has resulted in a loss of about 6% to the general fund. Because of the dramatic impact to venues, management fees are not being transferred next Fiscal Year.

I appreciate the explanation that the venue impact feels lopsided. However, how can we reconcile -- we are one Metro -- and remain lopsided? Other departments may have more sustainable funding sources. However, central services are directly scalable to the venue revenues and reductions. Can Metro support the venues in other ways so "one Metro" rings true?

There are restrictions to how some funds are used that can result in how financial impacts effect different parts of our organization. While funds tied to venues certainly have larger challenges there are impacts to other fund areas when we see changes in our regional economy. As a public service

organization we have an obligation to respond responsibly and that will mean looking at efficiencies and cost savings across Metro.

What happens to personal days for laid off employees? Are we paid for those when we get the vacation pay out?

Vacation leave balances and comp time are paid out on an employee's last paycheck. Personal leave should be used prior to last day of work. Sick leave banks are reinstated if an employee is rehired within 6 months of separation.