

# Feb. 29 Employee town hall



## Shout outs by department

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### **Employee Resource Group and equity leaders**

shout out to all of the racial equity leaders who support this work in real time. You are all amazing souls!!

shout out to ERG leaders for taking on the big task of inclusion within the workforce.

shout out to Michael for taking on so much for the PRIDE group. You are an awesome person through and through!!

Kudos to my colleagues serving along side me as the employee resource group cochairs!

Shoutout to all the ERG co-chairs! Thank you for holding it down.

Shoutout to all the ERG members and co-chairs for doing incredible equity and community building work every day!!

Thank you Will for your inspirational and great speeches.

Black ERG shout out – for bringing us together all year in celebration

### **Front line employees**

A big shout out to the front line staff who have worked through the pandemic, ice, snow and heat to meet the needs of the communities we serve. Y'all form the foundation of Metro, thank you!

Shout out to all Metro's front-line workers <3

### **Multiple departments or unknown**

Shout out to Marissa and Julio for navigating Metro through the COVID crisis and leading us to the point where we are today — together again and building an even stronger Metro!

Shout out to Bryce, Will, Shane and Warren for their expert and speedy review of the staff report that was finalized today!

I love this program so much!

Thank you to central services team for always being there for us – zoo team

I would like to thank the amazing co-workers I work with, along with all of the venues I support.

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HR wants to thank our labor partners for their collaborative approach with management. We appreciate you and enjoy working with you.

Stephanie, Brian, Craig and Patricia for serving on our Governor's task force. Your expertise was so needed in those conversations and I am so glad you were there.

I am thankful for the education and leadership team for creating a space that is humanizing, celebrates our differences and honors the work that we do.

### **Capital Asset Management**

Shout out to Roberto in Campus Ops for the friendly good mornings every morning!

Shoutout to Britt, the navigator, for always hyping me up in the morning!

shoutout to Tom and Thomas at MRC for being so helpful!

To Zoe for being a kind and supportive manager, Metro is lucky to have you!

Thanks to MRC operations for keeping our workplaces running smoothly through the plaza waterproofing retrofit! 😊

Campus ops/custodial team – Thank you for your positivity and support of the Lunar New Year celebration!

Team Facilities – Thank you for keeping things moving, saying hello each morning and letting me park for free. You're my favorite!

To Metro's amazing Sustainability Team – thank you for the heart and dedication that you bring every day

To the MRC Campus Ops and Custodial teams – thank you for making me feel welcome and for creating an inclusive space

To Zoe, an inspiring and fun manager to work with. Thank you for all of the hard work you do for us and the agency.

MRC maintenance Tom and Thomas – thank you for always being responsive and solution-oriented – SO APPRECIATE you both! 😊

Thank you to Campus Ops team for making our building such a great place to work!

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MRC help is amazing at being quick to respond and help you find solutions.

The people who work at MRC, cleaning bathrooms, kitchens, hallways, the basement every day! Thanks.

Gratitude to my fellow sustainability team for all the tenacious integrity and stamina you all show each day in doing the hard work to change systems for good.

Shout out to the MRC navigators Britt and Karina for making the MRC a more welcoming place for community members and staff!

Big thanks to our Emergency Management Planners -- Kaylie: Working to ensure training and exercising around emergency response. Jim: Working towards resilient solid waste systems and helping communities clean up after the recent storms with the Disaster Debris Management Grant

### **Office of the COO, Council Office and GAPD**

Shoutout to Council Office folks for keeping things moving smoothly.

Shout out to Katie who works tirelessly on Metro's Tribal Affairs and make sure our tribal partners are respected and included as they should be.

Shoutout: Marissa was such a pivotal part of the WPES Comms team and she is already missed since moving into her new role at Metro (side shoutout: Congrats on the new role, Marissa!)

Marissa Madrigal is AWESOME!

Craig – for quarterbacking the work to get a Zoo Bond Phase II referred to voters of the region.

Thank you to the Metro Council interns! For being very awesome and very understanding.

Marissa Madrigal, for your compassionate and strategic leadership

Andy and the GAPD team – for your savvy, connections and hard work to build bridges across the region

Thanks to the COO's office for pulling together and backing me up when I was sick last week! Y'all are the GOAT! – Marissa

Robyn – Robyn is a pace-making policy advisor who impulses regional prosperity and advocacy

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Shout out to Elizabeth for stepping into a tricky, complicated project while still keeping the town hall planning and content machine (and so many other things) running.

Thank you to the employee comms team for an amazing town hall and all the work they do every day to help employees feel included, heard and respected!

Employee Comms team for putting this amazing event on!

Grady– Always a ray of sunshine to work with. And the funniest person at Metro.

This is a shoutout to the entire team of Metro Council for the work they do behind the scenes to make sure resources, information and ordinances are fair, just and accessible to the public.

Thank you Connor for your patience, knowledge and ability to go with the flow

### **Communications**

Shout out to Gloria for her dedicated work in leading and building the redevelopment of Metro's Public Engagement Guide.

Shout-out to Cristle, Sheridan, Ed, and others in Communications for creating a central web page for alerts when something like inclement weather affects Metro operations. It allowed us to provide timely, accurate, and easily findable information to the public during the recent ice storm.

Big thanks to everyone from the Community Relations roundtable, you've been so helpful and inspiring!! Thank you Gloria for facilitating!!

Kudos to the communications team!! Thanks for all your support with the public engagement guide and translations.

So much gratitude and appreciation for our media master, Nick. Thank you for jumping in and knowing the right thing to say.

Lia is our communications guiding light and best leader we could ask for. Thank you for being you and sharing what human-centered leadership looks like.

Gloria worked tirelessly for months on the Public Engagement Guide and did such an amazing job! I have so much respect for them, and the work they do and I want Gloria to know that we all applaud and admire them! Thank you Gloria!

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Much love to my Strategic Comms Team. You make me proud to work with you and a joy to support you! Ashley, Toby, Ambar, Nick, Daliza, Sheridan and Gloria.

Rayna, the brand and inclusive design team's art director. Your work is impeccable. You make Metro look good. We are lucky to have you. Love, your team!

### **Finance and Regulatory Services**

Shout out to Yvette for always keeping it real and being there to talk things out, put a smile on my face and share a laugh! - Hayley

I am grateful to be part of the best finance team in Metro! Go PN

Big shout out to Ashley for joining the FRS team and rocking the MERC - Finance Manager position since Day 1!!!

Shout out to Robin for always being so supportive to all of her team!

Shout out to our whole Payroll Team they are so amazing, we work so well together

Melissa for being so good to all of us! We appreciate your attention to detail and hard work – Team <3

Josh's tax and fiscal team is doing amazing, challenging, important work!

Robin, Central Services Finance Manager. Thank you for being an amazing manager that supports your staff, takes action to follow up on what staff says, works diligently to improve processes, coordinates with other departments, and provides positive, ongoing assistance and direction to ensure success.

Thank you, Gabi, for leading the Equity in Contracting program to help small minority firms win Metro's contracts!!! We need champions like her to create positive shifts <3

Liz for being an absolute gem of a human and keeping FRS running with grace!

I want to thank the Procurement Analysts who consistently think of new ways to break down barriers for small, diverse businesses to contract with Metro.

Thank you to Bryant and Melissa for making our department feel inclusive and fun. We appreciate you!

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Thank you to my boss, Cinnamon, for always being there for me and making this a great place to work.

Shout out to Darrielle for being a great team mate! Your kindness and patience is outstanding like your work. – AR team 😊

Thank you to the AR and AP team for their efforts to provide excellent service to our customers!

Gabi – leadership that means support, understanding and the freedom to do what we do best!

Rachael – Racheal is super smart, funny, organized, and helpful. She works with purpose, confidence and integrity. Every time I've asked for help, she's been patient and informative. Thank you Racheal for your stellar teamwork!

Thank you to Robin in FRS for all her support in all things budget and financial.

### Housing

Shout out to Melia, our Housing department Program assistant in the regional alignment team. She has saved my tail many times, and manages to keep this luddite on the cutting edge of technology (its never been done before)

Shout out to Gio, our Housing Department Associate Housing Policy Analyst on the regional alignment team. Gio is much wiser than you would guess from his age. Always on top of everything, willing to jump in to fill many different roles. Gio is going places, watch out!

Choya – We are so fortunate to have Choya's expertise and passion here at Metro, supporting our community connections. Choya is intentional, kind, no BS, and generally a great colleague. Thank you, Choya!

Lo, Alice, Melia, Finn, Yvette, Sandy (Admin Team + AE). Thank you for holding the Housing Team together and keep us growing and moving forward. It has been a huge lift and you have done great.

Lo! Our department is so lucky to have them! They bring so much hear, authenticity and hard work to this team. Thank you Lo!

Alison – I'm so grateful to Alison. I feel so much more comfortable and confident because of her kindness and teamwork. Thank you Alison for being you and being awesome!

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### **Human Resources**

Shout out to Cris and the Training and Development Teams for putting on an amazing New Employee Metro Tour!

Shout out to all colleagues who support recruitment and retention efforts, helping us attract and keep so many talented folks at Metro.

Julio + HR team – You have stepped up in such a huge way with our growth and changing agency. Heroes!

HR – Cassie, Iyali, Ali, Christina, Megan, Angie – thank you. We are so thankful. – Zoo team

Thanks – shout out to our Benefits team. I had severe health challenges during 2023. They were with me all the way. Thanks – Art J., Expo

### **Information Technology and Records Management**

Shout out to the IT folks, especially Luis, for all their patience and support as we work through so many changes.

Shout out to Amy!! Best Boss Ever! We feel supported and seen. Your Team <3

Thank you help desk for always coming to the rescue! We all know we would be nothing without your support.

TY – IT for making my life easier, being positive and providing humor and an ear when needed.

BIG THANKS to the IT help desk – so prompt and helpful when responding to my many tech issues going back and forth working from home and MRC!

Ana – You make Metro an amazing place! Any time I get to talk with you brightens my entire day. I appreciate you!

Thank you to IS staff

Shout out to my A Team IT guy Hassan for a creative solution to a tough problem.

Amy – Thank you for being a supportive and caring manager – and a great human!

IT and Records Management rock! They're fun, helpful and super smart

Rebecca – Thanks for coming back to work! <3 Amy and Jeff

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I am thankful for Amy for always making herself available for help

### **Office of the Metro Attorney**

Office of the Metro Attorney for their brilliant and dedicated support for Metro's land use and planning work

Thanks to Gary (OMA) for his tireless support of parks and nature projects and legal needs.

Thanks Rebecca (OMA) for your support with the construction program. You always approach the work with enthusiasm and a smile

### **Oregon Convention Center**

Shout out to Cheri, Oregon Convention Center Parking and Dock Manager. Cheri provides a supportive safe space for our team, where we feel valued and motivated. She has individually trained each team member, allowing us to learn at our own pace so we fully grasp all concepts. In only a year, she has built a successful top notch department.

Shout out to whoever is controlling this reggae playlist!

Best to you Nick!!

Congratulations Nick! Enjoy your retirement.

Best Wishes for your Retirement, Nick!! I enjoyed working with and hope you have a fantastic future in your retirement!

Craig is the most wonderful guy to work for, he is the reason why this place is so successful. He's such a swell guy

I would like to thank Freddy with Levy for serving us up and putting a smile on our faces

Thank you Nick – 32 years! Wish you success in your next chapter!

I would like to thank Freddy with Levy and my set up team for OCC. Also special thanks to Anderson for all the great work he does for us here at OCC.

Setup and custodial workers for always thinking ahead, paying attention to detail and being flexible to whatever the day brings. You all are amazing!!

The OCC team – for everything you do to create a gathering space for Metro and for the community at large



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Anderson!! He's the best, he's the cornerstone of OCC.

Nick, thanks for the 8½ years. Thanks for being a great leader. Thanks for always having a solution to our problems. You kept our team a team – I'm sorry to see you go. Yet I'm happy to have worked with you and I will continue to lead by example and will remember when they go low – I will go high. Thank you for being a good friend you will be missed. – DPS Agent Cynthia

Thank you to Anderson! Anderson is always responsive and helpful. They bring their talent and skills to many aspects and events at OCC.

### **Oregon Zoo**

From the Zoo Watch Party - "Shout out to Zoo Keepers and FM staff for showing up during the snow and ice storm!!"

Shoutout to the Oregon Zoo Safety Committee! Thank you for working to identify hazards, collaborating on corrective actions and promoting proactive safety everyday!

"Shout out to the Zoo team especially Shervin, Ariel, Travis, Linn, Charetta, and others for supporting efforts to kick off conversations and tours with Tribes about partnership opportunities with the Oregon Zoo  
Lemlmnts (thank you!)"

Kudos to the entire zoo staff! You all work so hard working, passionate and amazing! You ARE making a better future for wildlife.

Shoutout to Facilities and maintenance at the Oregon Zoo. Amazing team that helps us to do our job better, and always with a smile – Veterinary team, Oregon Zoo

Who's the best? You are! Zoo marketing and comms team.

Zoo CAM team and projects team – the animals, staff and public thanks you

Charetta at the zoo – for forging the way and supporting all their colleagues

C3 team at Oregon Zoo! Thank you for always being so supportive!!! – Chad

Thank you to our amazing veterinary team at the zoo – absolutely the best

Heidi and the whole zoo team for caring for animals and visitors and creating an exceptional plan for the zoo's future

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Krista for 25 years of amazing service to the Oregon Zoo. Congratulations and good luck in your new role as Metro's brand manager.

To the person running the zoo social media, give them a raise and you are the most important person at Metro

Oregon Zoo – Keeping our state wonderful through conservation, education and animal welfare. Together for wildlife!!

You go elephant team at the zoo. You are making a difference. Best wishes for a future elephant baby

Big thanks to the custodial group at the zoo. 64 acres, 1.2 million guests – much to care for and your work is noticed and appreciated.

Nice job to our animal team at the zoo. Thank you for doing so well for the animals and the community.

Celess! She has been instrumental w/a successful transition to a new pest contractor at the zoo.

### **Parks and Nature**

The Park Operations team and the hard work done to clean up Metro's Parks and Cemeteries after the winter storm.

Shout out to the Community Education and Stewardship team in Parks for doing the important work of healing community connections to land and waters in the region!

So grateful for all the folks I work with in Parks & Nature- Equity and Justice, Special Projects, and especially the Admin Team- for being so kind and welcoming when I started in my role in November, and for always being there to answer my many questions and lend a supportive ear. You are all amazing and I am excited and honored to keep working with you!

Shoutout and thank you to our amazing Parks and Nature admin team!

Shout out to Tabitha in PN for being AWESOME!

Shout out to the Park Operations Team- Rangers, Park Workers, Maintenance, and Arborist for the continued commitment to excellence. Your efforts in addressing storm damage continues and doesn't go unnoticed and is greatly appreciated by the communities we are serving. Thank you.

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Shout out to Will for being Will!!

shoutout to the Blue Lake team who always go above and beyond to take care of park facilities and make sure visitors have a welcoming experience <3

Beth Rocks!

Park operations staff: You are all amazing and a caring group of people! It is an honor to know and work with each and every one of you!

Shoutout to Hannah for getting OBB published on a tight deadline, while offering patience and guidance to others.

Shoutout to Nicole and Isabel for working toward reparations and accountability.

To the parks and nature admin team, without who all our work would come to a grinding halt.

Parks and nature bond program leads rock!!!

All the volunteers and community partners at parks and nature events are amazing!

Great job Capital Grants Team on Community Choice. Thank you Park ops and NALM for awesome work in the storm.

### **Planning, Development and Research**

So happy to have Kelly at Metro. She is an amazing, supportive manager.

Thank you Malu for always having an open door, friendly greeting and unwavering support for your team. Your support makes our hard work so much more manageable/enjoyable/fun!

Shout out to the amazing Kim and her project team for their tireless work on the 2023 Regional Transportation Plan — the most challenging and ambitious RTP to be adopted in my short stint (31 years) at Metro!

A big thank you to the Data Resource Center teams for their dedication, passion and expertise in providing the agency, our partners and the public with amazing data, applications and analysis! You all inspire me!

I'm one month into my employment with Metro and I've got to give a big shout out to Summer, Jessica, and Lisa for their support and guidance in helping a newbie like me!

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grateful to be part of PD&R team

Shout out to Molly for being such an amazing leader!

Thank you Marne and Noel for being awesome mentors, collaborators, and leading the change to grow and evolve the travel options program. You are also just generally a blast to work with 😊

Karen for her years of service and expert guidance of Transit Oriented Development and Affordable Housing site acquisitions.

Miriam in PD&R joined us recently and has been such a positive and helpful addition to our team.

Karen – Tirelessly hard worker, endlessly insightful, astute teacher, and irreplaceable expert of her domain. Thank you for your amazing work and camaraderie

The Planning, Development and Research Team for your vision and commitment to making our region a place where people can thrive.

To Forrest and Julie – You two are just stunningly talented and I'm so impressed w/MetroMap-Next. Thank you for your fabulous work.

Shout out to Lisa, Executive Assistant extraordinaire! PDR would be lost without her.

### **Portland'5 Center for the Arts**

shout out to Amber out of P5 for being an amazing ally and friend!!!

I'm so grateful to the incredible P5 staff who work so many nights and weekends and in all kinds of weather to make sure our clients' shows go on!!! You make magic every day!

Brian, thank you for all the opportunities – Stephanie

Andrea at P'5 for being the best team player and mentor.

### **Portland Expo Center**

Thank you Expo Ops team for your amazing commitment to our facility and clients. Thank you Darryl, Art, David, Tim and the whole team for all the work you do every day!

Shout out to the Expo team for their amazing work!

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### **Waste Prevention and Environmental Services**

Shout out to RID Patrol!! New crews have vastly reduced the time to get garbage cleaned up. Check the Dashboard to be wowed!

Shoutout to Courteland for his continued support of MetroPaint staff professional development

I would like to give thanks to Darwin And Yaquelin who are always very understanding and an amazing manager and coordinator who always go above and beyond for the internship team

Shoutout: Arashi continues to craft inspiring storytelling to showcase the difficult - and essential - jobs of garbage and recycling workers and the WPES staff who work hard to improve services for the region.

Shoutout: Kathryn has become an essential part of the WPES Comms team, bringing with her a wealth of insight from years of working with the Recycling Information Center.

Shoutout: Sara balances so much work to keep WPES Comms moving! And she remains committed to enhancing diversity and equity through it all.

Shoutout: Joshua's creativity and talent has helped produce incredible videos for the WPES team.

Big shoutout to everyone at Metro Central! Debbie, Comara and my scalehouse colleagues; Laura and the HazCats; Oscar, Jose and the Recology team. All have been generous with sharing knowledge and giving VHEs, like myself, plenty of opportunity to learn about our WPES programs.

Kudos to the wonderful teams at Metro Central who help keep the waste moving and the public safe.

Shout out to Sasha for sharing their personal journey, you are rocking this public speaking moment!

WPES Standards and Compliance – Thank you for showing up for the complicated work of regulating Metro's solid waste system. I am so grateful and proud to work with such talented, hard working, smart and FUN people!

Casey, Rachel, Lauren – I'm so thankful to work with and learn from this amazing group of women.

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Garbage and Recycling Systems Facilities Plan team for sticking with a LONG project and continuing to give your all and keep your values in focus.

The WPES internship program youth for bringing joy, curiosities and solutions to every meeting.

Shout out to my front line team, hard at work at Hazardous Waste while I get to come to this meeting!

Thank you to the Recycling Information Center for responding to our community every day with respect, deep knowledge and outstanding support!

Thank you to infinity and beyond to RID Patrol Field Crews who work so incredibly hard in every kind of weather, pick up the stinkiest, heaviest, most terrible things without a complaint or bad thing to say about how it got there, who put it there or why. Forever impressed and honored to work with you.

Shoutout to the whole staff at MetroPaint, specifically Maurece and Victor for their leaderships and great attitudes

Janet – Thank you for sticking with me to design the Access to Services Payment Program and your continued work to implement the program. Your sense of humor and attention to detail make it all happen!

The Recycling and Information Center for providing consistent and welcoming service and education to the entire region – and beyond!

Rob: Thank you for always supporting your team and the community.

The office staff on RID Patrol

Big thank you to the folks in WPES and on WPES comms who have taken a lot of time to show me the ropes and help me understand the world of garbage and recycling.

Thank you to Lisa for managing innovative and successful projects for WPES!

Thank you Kayla for leading impactful HHW collection for our community members that need it most!