



Meeting minutes

Meeting: Regional Waste Advisory Committee (RWAC) Meeting
Date: Thursday, June 17, 2021
Time: 8:30 a.m. to 10:30 a.m.
Place: Zoom meeting
Purpose: *The purpose of the Regional Waste Advisory Committee is to provide input on certain policies, programs, and projects that implement actions in the 2030 Regional Waste Plan, as well as to provide input on certain legislative and administrative actions that the Metro Council or Chief Operating Officer will consider related to implementation of the 2030 Regional Waste Plan.*

Members in Attendance:

Roy Brower, Metro
Sharetta Butcher, North by Northeast Community Health Center (NxNE)
Marilou Carrera, Portland Resident
Thomas Egleston, Washington County
Alondra Flores Aviña, Student
Jill Kolek, City of Portland
Shannon Martin, City of Gresham
Christa McDermott, Community Environmental Services, PSU (PSU)
Audrey O'Brien, Oregon Department of Environmental Quality (DEQ)
Jenny Slepian, City of Lake Oswego
Beth Vargas Duncan, Oregon Refuse and Recycling Association (ORRA)

Members Absent:

Eben Polk, Clackamas County

1. CALL TO ORDER & MEETING OVERVIEW

Roy Brower (Metro) brought the virtual meeting to order at 8:33 am and previewed the agenda.

2. PUBLIC COMMENT PERIOD

There were no public comments.

3. SOLID WASTE SYSTEM FACILITIES PLAN

Will Elder (Metro) began by giving a bit of context for the solid waste system facilities plan. Metro Council asked staff last year to create a plan that would look specifically at the infrastructure needed to support the RWP and bring that back to them with some guidance and direction on the facilities that the WPES is looking to build in the near future. This plan is expected to look over the next 15 and 20 years. That goes beyond the RWP, but the primary focus is making sure that Metro has the infrastructure needed to support the goals in the RWP.

The first step has been to assess what is already documented in the past and complete an internal literature review, to look for direction and guidance as it relates to solid waste facilities, but then also really identify any gaps that are identified that would be within that system. The second step is a spatial analysis: looking at the existing facilities in the region, both private and public, and then thinking about what those gaps are in the current system as it relates to the region, as well as anticipating growth over the 15 and 20 year timeframe.

The next phase would be to do an engagement strategy, to look at ways that Metro could fill identified gaps as it relates again to infrastructure. Once staff have those gaps identified and an understanding of what the needs are, the next part of the process would be really to look at the options for achieving the outcomes that are desired. It could be public, private, or it could be a hybrid. There would be options ranging from depots to transfer stations, to collection events. The last component necessary for this plan is funding options available to make it happen. This is the broad framework for what staff sees of this plan, is that gap analysis outreach that identifies solutions and then actually presenting those options in a way that that can provide guidance in the future as that planning moves forward.

The work is still conceptual at this point. Staff are working to solidify the framework so that they can start developing a scope of work for the project.

The key questions posed by Mr. Elder:

1. Did staff miss any documents that we should be looking at as we identify gaps and needs in the solid waste system?
2. Is this framework that we're considering an appropriate framework, or have we either narrowed or expanded the scope of this project too much?
3. How would this group like to be engaged as we move forward with this planning process?

Shannon Martin (City of Gresham) asked if this study will also look at the growth and capacity of existing systems and seeing where those gaps are, and if there is additional capacity needed in certain areas of the region.

Mr. Elder responded that they expect to look at future growth. Staff expect to be able to use current data sets to anticipate growth and need.

Jill Kolek (City of Portland) thinks it is an important project to bring to this group because it sets the table for a lot of future work and things the group will be discussing. She asked about small recycling depots and if any of the background documents address that in any way, and will staff be doing additional research on that?

Mr. Elder responded that the documents don't identify to that level. But staff would be looking at that, because there should be an assortment of options for achieving an outcome that's identified.

Ms. Kolek noted that Portland used to have a pretty robust depot situation which has mostly gone away. It'll be interesting to look at suburban versus urban.

Audrey O'Brien (DEQ) asked if Metro also thinking about other EPR options as part of facility planning. And maybe going further than the reuse repair and looking at opportunities for waste prevention and upstream work as part of facilities planning.

Mr. Elder shared that currently the plan is a look at hard assets. But it is hard to plan for hard assets, and infrastructure without considering what future policies might drive materials. So to answer the question, it's not a direct issue that staff are taking up with this plan, but it will influence what sort of facilities would be needed in the future.

Ms. Carrera asked if any of the background materials include anything that speaks to community input. The titles of the documents don't make that apparent, but maybe there's sections in those documents that speak to previous community engagement that can serve as a baseline.

Mr. Elder responded that all of the documents listed at some point had some sort of community engagement. But realizing whose voice is represented will be important in this. What staff want to do is figure out what wasn't said and who best to inform that. Mr. Elder noted that there's been engagement, but there is room to improve. Staff are starting to see the benefits of having a broader engagement strategy.

Ms. Kolek added that repair share work has so many great community led initiatives. That should be part of the scan because that work's already happening, and it'd be great way to see how a public-private partnership could be brokered as part of this process. It's a pretty vital piece of information.

4. PRODUCT STEWARDSHIP LEGISLATION UPDATE

Jennifer Payne (Metro) gave an update on a couple of investments Metro is making in cleanup around the region. The department got \$1 million from the Investments and Innovation Grants Program, specifically the Community Services and Education Division.

Farah Fatemi (Metro) noted that Metro is working on resuming some of the household hazardous waste (HHW) collection in the community. Staff is focusing on supporting partnerships and community partners that are offering events in the community where Metro can come in and offer a collection of high priority materials that are HHW, such as medical sharps, medications, and batteries. Staff have already started some of these events, working with important partners like the North by Northeast Community Health Center, Trash for Peace, Home Forward, and Life Change Church. Through 2021, Metro is looking at about 10 to 15 of these community driven events and some of those will involve local government partners as well. In a select number of these community events, Metro is offering funds to support bulky waste collection at those events. Community partners are helping with that effort for bulky waste. In late summer and fall, Metro will be looking at bringing back five to six of the larger-scale HHW collection events. Metro is trying to focus on areas that are a priority in terms of equity that have been historically underserved in the past.

Sharetta Butcher (NxNE) asked if the Community Warehouse a part of that bulky waste event.

Ms. Fatemi replied that Community Warehouse has been in conversation with Trash for Peace, but they weren't at that first event. Alondra Flores Aviña would know if they were there in that first event.

Alondra Flores Aviña (Trash for Peace) replied that there wasn't any other partner organizations present. Trash for Peace reached out, but a lot of them are at capacity, but the team will be reaching out to more organizations and partners.

Ms. Sharetta Butcher responded that some of the bulky items that are given away probably could be reused through the Community Warehouse program.

Ms. Payne shared where the \$1 million in funds was being distributed:

- Private/public partnerships (partnering primarily with BIPOC owned businesses): working in the space to increase the number of crews out in the community = \$325,000 (estimate 2 crews/4 FTE)
- Financial support for local community groups, small business and local governments for cleanup disposal costs = \$430,000
- Increase the donation of MetroPaint for graffiti abatement in public spaces = \$330,000
- Two positions (2 FTE): one to coordinate the sponsorships program and one the paint program. And those are budgeted for limited duration, but at the end of the year

Ms. Flores Aviña asked if is there any current partners in outer east Portland that will be happening in the summer or fall.

Ms. Fatemi responded that the locations that are in that area are mostly at Life Change Church which is around 162nd. Metro is potentially looking at talking with other community partners to offer events in that area and Metro may be adding some events to the list that could be in that area which is a priority. Typically these events work best in areas where there's a big parking lot and some space to do collections. They welcome suggestions as well.

Mr. Egleston wanted to advocate for more base level capacity for HHW on the west side. There are no permanent facilities on the west side. It's a community of a county of 600,000 people. And there is a significant volume of phone calls about how to manage hazardous waste and where the Metro events are. And staff are growing increasingly concerned that some of those materials are ending up in the solid waste stream. Staff don't have any evidence to back that up, but based on the kinds of calls and the frustration of being told they need to drive into Portland or Oregon City to manage that waste has given a lot of concern. He wanted to advocate for not just smaller scale events and focused in social equity areas, but also the large scale to get the propane cylinders and the paint out of garages.

Ms. Fatemi replied that there will be a few events in Washington County in the fall. Staff can also be reaching out to the county team to talk about the smaller partner events that could be offered on the west side.

Mr. Martin expressed support for more services like this for the community. From Gresham's perspective, they would love to be working with Metro on this and collaborating on this work. It's always great to get updates in these meetings and hear about these new programs, but he would like to be more engaged with Metro as they're coming into the communities to serve folks. He would like to better understand how the partnership with haulers could enhance those services. So Metro doesn't have to be creating new work crews to do this work and find new additional ways to enhance services.

Ms. Vargas Duncan noted that there are depots with private transfer stations that do collect items and when there are shortages, she noted that it's helpful to not forget the private partners that also help. She wanted to note the importance of keeping the private facilities as part of the dialogue. But she appreciates the events and the work that Metro's doing, especially in HHW.

Ms. McDermott felt a little unclear as to how much RID Patrol is back up and going. She sees some of the bulky waste problem in the Metro area being like chasing bulky waste. How much is RID Patrol up and running?

Mr. Brower responded that the department got a budget amendment approved in April 2021. There is the one Metro crew and two contract crews through Central City Concern. Metro has opted not to continue using incarcerated crews from Multnomah County. As part of the April amendment, RID Patrol is adding three new Metro-run crews. The team is using workers through POIC and Constructing Hope to staff those crews. Metro just hired the three crew leaders. The challenge right now is getting trucks and trailers. The global supply chain on trucks is really backed up because of COVID-19 and everything going on with the economy and production. The hope is to have trucks by August.

Ms. Payne acknowledged that these are one time investments, but that staff are working over the next month with local government partners and internally on the bulky waste work plan, because of the length of time before the service standards.

Ms. Kolek shared that Portland is doing work around this - there is a lot of focus and city of Portland has a significant contract that's coming out to solve to do volunteer litter, cleanups, and then with the Houseless Encampment program, which has a doubling budget. There's a massive amount of effort that's getting ramped up that's going to really show up here. She thinks what's not happening so much, and what is being discussed here is housed people and bulky waste and making it as easy as possible for people to properly discard or hopefully recover the material.

Mr. Brower added that Metro has provided some additional resources to SOLVe and have had Waste Management donate drop boxes at a number of cleanup sites throughout the region, not just in Portland, but in a number of jurisdictions and Metro is coordinating that, and helping cover disposal costs when those boxes get filled and go to the transfer station.

Mr. Egleston added that the Washington County Board of Commissioners gave their informal approval for the county to start embarking on a pilot program for helping support homeless encampments and managing them proactively, and that's going to include a variety of strategies on the west side. One of those strategies is managing the solid waste associated with encampments. He looks forward to a continued dialogue with Metro staff and the RID Patrol team and seeing how these groups can partner together and make sure the whole region is benefiting from these enhanced services.

Mr. Martin shared a personal story that he has multiple people in his neighborhood that put stuff in the right-of-way instead of front of their house with a "free, take please" sign. He's had to explain to them multiple times that things are disappearing because you're putting it on the other side of your lot. The city is picking it up, not necessarily the public. He thinks this has become the new normal for a lot of people. There are questions about how to educate the public more about this.

Mr. Brower responded that one of the programs Metro had before COVID-19 was a tagging program for bulky waste, which put a big sticker that says "this has been illegally dumped and you have three days to remove it." Prior to the pandemic when Metro used that program, about 50% of that waste disappeared and whoever put it there, dealt with it.

Ms. Sharetta Butcher echoed Mr. Martin's comments and looked forward to exploring possible partnerships with North by Northeast on this work with bulky waste.

5. METROPAINT STRATEGIC PLAN AND STAFFING UPDATE

Lake Thelen (Metro) began with some background on MetroPaint. The MetroPaint facility at its inception, was focused on helping to achieve environmental goals. But the RWP has brought a new lens to the work on how Metro can use the program to also advance shared prosperity in the solid waste system and good jobs to increase both the social and human benefits of the garbage and recycling system. Her presentation aims to share the strategic goals for the MetroPaint Program, and also present a staffing proposal that staff are bringing to the Metro Council which would eliminate the dependence on contracted staff at the facility and also address some other pressing needs for the team. This does require an amendment to next year's budget and due to the timeline of the strategic plan development and financial analysis, staff were unable to meet the original fiscal year 21- 22 deadline for the budgeting system. The cost impact is around \$450,000.

Staff have envisioned MetroPaint as a community asset that is keeping waste out of the landfill, producing high quality recycled paint for sale and donation in the community and also providing equitable workforce opportunities. The strategic planning process identified six priorities of focus, not just on that business side of MetroPaint, but also focusing on workforce development, public outreach and partnerships, safe and efficient operations, and fiscal responsibility. These are the priorities to be incorporated both in the short-term and the long-term for the program vision.

Andrew Staab (Metro) provided a brief overview of the program. MetroPaint receives hundreds of thousands of gallons of leftover latex paint each year from all over the state and currently employ 25 staff to process it, primarily contracted staff. MetroPaint maintains numerous community and, public/private partnerships, including Miller Paint, the primary distributor, and Oregon Paint Care, which pays Metro to recycle leftover paint and accounts for more than half of the program revenue each year. Over the last 20 years, the amount of paint we receive for recycling has continuously increased, but staffing levels have never kept up with that pace.

Mr. Staab explained that the budget amendment addresses important equity issues in the program, and provides tangible benefits to the staff which is primarily composed of people of color. While there are two other proposed positions in the amendment, the focus is on the workforce equity benefits associated with transitioning 12 contracted staff over to Metro employees. MetroPaint has been utilizing contracted staff labor for 25 years. Currently, 12 contracted staff work full-time alongside Metro staff doing the same work, but they do not receive any vacation time, medical

benefits or job protections. The current staffing model, including lack of health benefits and paid leave result in issues with retention workflow and team morale. Over the last 15 years, 63% of contracted staff left MetroPaint before reaching one year of employment with the program. Whereas 91% of Metro staff stay at least three years with our program. In addition to the transition of contracted staff to regular status, the team is recommending a variable hour public outreach position to be transitioned to regular status and a manager position would be approved. The public outreach position is the only employee at the facility dedicated to coordinating all paint sales donation and marketing.

Ms. Thelen shared that staff are recommending between 25 and 30% system fee contribution to fill the gaps in the program costs. This change won't necessitate a rate increase this year or in coming years. The funding is already present in the department's budget. Please see the presentation slides attached at the end of the minutes to see expenses table. So far, Metro Councilors have overall expressed support for a summer amendment.

Ms. Vargas Duncan noted that she, is the ORRA representative, wanted to say that their principles and values align in regard to living wages and advancing diversity and equity and in workforce. But they do not have an official position on this MetroPaint transaction. She emphasized that this would not require any fee increases now or in the future that this is currently within the budget and anticipated to be so into the future. She wanted to note those statements.

Ms. Slepian expressed that it important that MetroPaint does do this, especially with the tonnage allocation process and asking haulers to basically offer the same level of benefits. It's important that Metro also lead by example. She fully supports this effort to make them full-time employees with benefits and a livable wages.

Ms. McDermott expressed that it was particularly helpful seeing how the Paint Care revenue ties into MetroPaint's efforts. She asked about the two budgets presented for the next two years. That was if the staffing plan goes ahead as proposed in terms of making the positions permanent instead of working with the contractors.

Ms. Thelen clarified that the graphic was for the fiscal year 2022 and a projection out about five years into 2026 to see what the change would look like. And it is just including the 12 contracted staff becoming regular status, the one public outreach position becoming regular status and the manager being formalized as a position. Those are all staff that are working at MetroPaint.

Ms. McDermott asked if the budget for FY22, it depends on there being a million from the regional system fee. If the goals of an EPR program like Paint Care are coming true in that it's supposed to be costing governments less. She thinks this is a great service that Metro provides and it would be great if industry was actually paying more for it. It's more of a public service. She's always looking at how municipalities shouldn't be paying for this and for the public. She's glad to see it supporting more equitable positions and I hope to see more revenue coming from industry to support.

Andrew Staab noted that there is a lot of potential for greater paint sales with a marketing position. MetroPaint in the past relied solely on word-of-mouth. There is a lot of sales potential still.

SCHEDULE OF TOPICS & UPDATES

Mr. Brower reviewed the coming months of topics for the committee. He also shared a status update on filling the vacant/soon-to-be vacant seats on the committee. He mentioned considering the development of a proposal to accommodate alternatives for committee members at the monthly meetings. He solicited feedback from the committee. His recommendation was to have a specific alternate available so as to not have a lot of different people joining the formal meetings. He wants to make sure that whoever is at the table is well-informed and knows what the committee has been doing.

MEETING AJOURNED at 10:02 a.m.

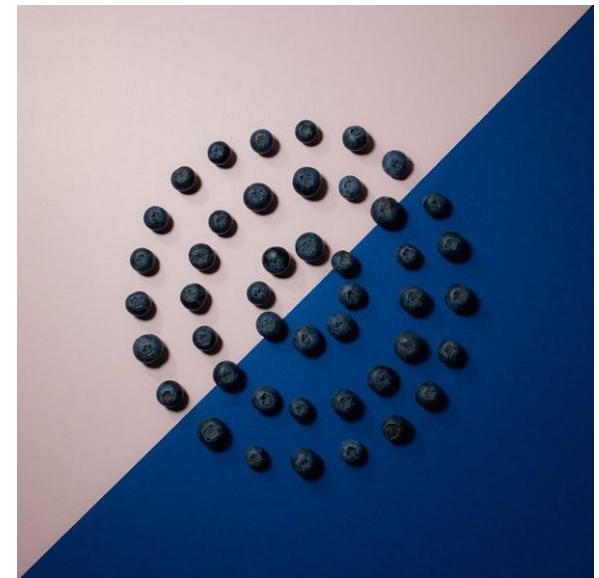
MetroPaint Strategic Priorities & Progress Update

June 17, 2021



Agenda

1. Share program overview and benefits
2. Convey staffing needs and budget considerations
3. Discuss options for timing and RWAC recommendations



Questions for Today

1. Does RWAC support the staffing amendment as proposed?
2. What additional considerations or information should staff include?



Progress to Date

June-Aug. 2020

- Begin 1:1 staff engagements
- Assemble project team

Sept.-Nov. 2020

- Host visioning sessions
- Draft/refine priorities and activities

Dec. 2020-Jan. 2021

- WPES internal review
- Final draft 5-year strategic plan

Feb.-April 2021

- Facility process mapping and staffing plan
- Financial analysis

May 2021

- Engage Metro leadership

Program Vision

- Responsibly manage leftover latex paint in the state of Oregon
- Produce high quality recycled paint for sale and donation in the community
- Promote human and environmental health
- Provide equitable workforce opportunities in the solid waste sector



Strategic Priorities

- | | |
|------------|--|
| Priority A | Ensure staff of all identities are treated with respect , are provided comprehensive training, receive fair compensation and benefits, know their work is valued, and see clear opportunities for career advancement. |
| Priority B | Increase collaboration, partnership, and paint donation with local organizations, with a focus on organizations serving communities of color and low income communities. |
| Priority C | Ensure MetroPaint is an accessible and desirable product for diverse local businesses, governments, non-profits and community members. |
| Priority D | Manage program funds using best practices to maintain financial stability and allow all program priorities to be met. |
| Priority E | Increase the safety and efficiency of paint recycling operations while minimizing harmful impacts on workers and the environment. |
| Priority F | Increase MetroPaint product quality and consistency. |

Program Overview

- Employs 25 staff (13 contracted), majority from traditionally underserved communities
- Processes 400,000 liquid gallons of paint each year to avoid landfill
- Produces over 250,000 gallons of high quality paint for sale and donation
- Works with numerous community organizations and small businesses each year to provide low cost (or donated) paint

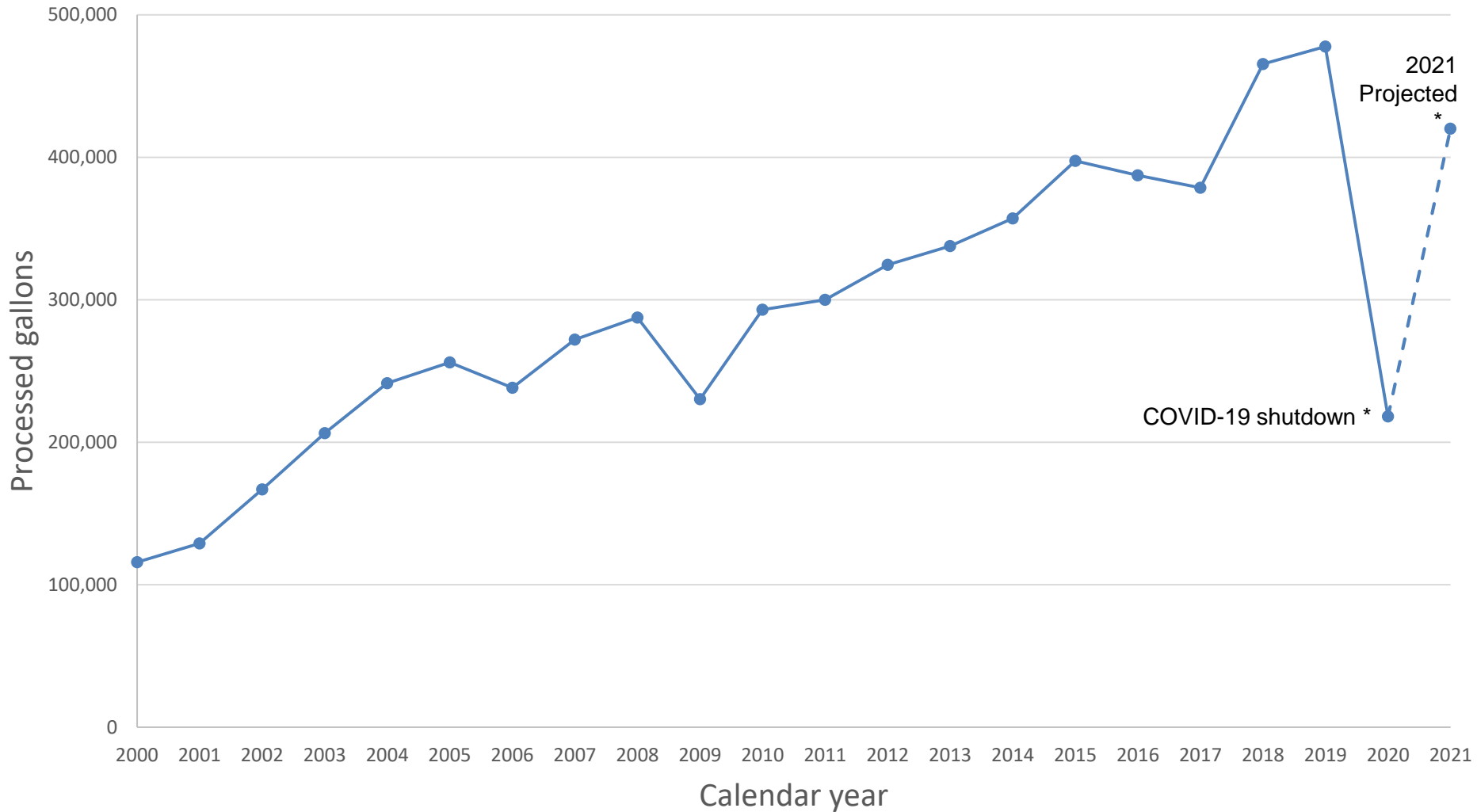


PaintCare and Miller Paint

- Paint Care Oregon is product stewardship legislation; Metro is paid to receive all latex paint recycled in Oregon (~\$2M annual revenue)
- Miller Paint provides distribution at 114 retail locations within our communities
- Both are long standing public-private partnerships

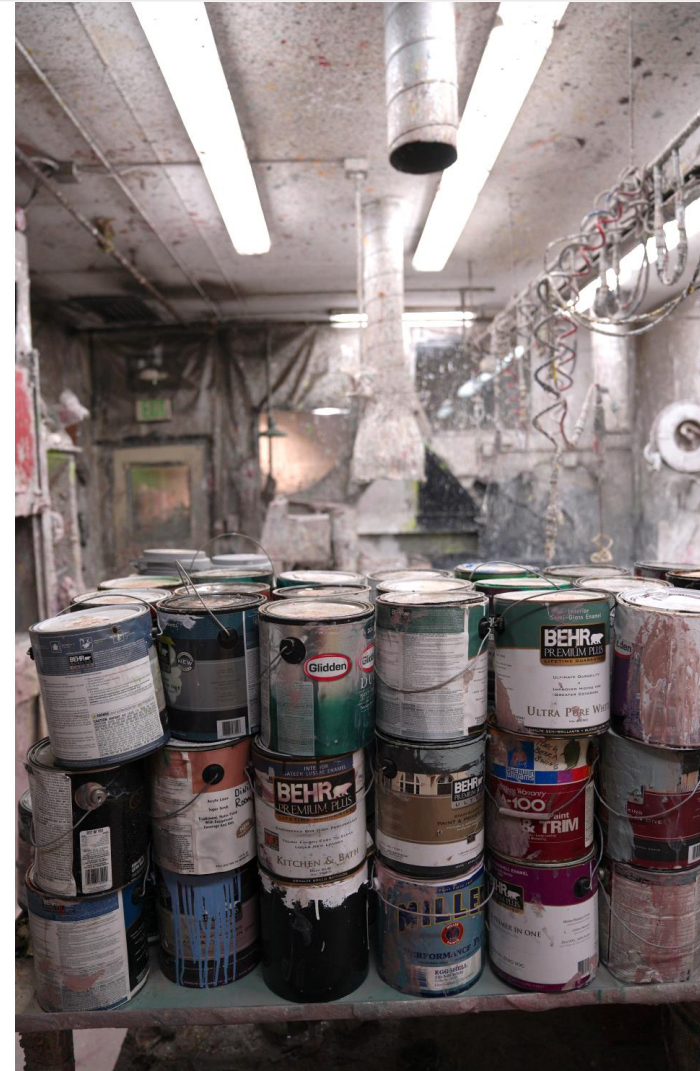


Paint Processing 2000-2021



Environmental Benefits

- Reduces volume of waste materials that must be treated and disposed of
- Limits soil and water pollution and extraction of raw materials
- GHG reductions from 1.8 million gallons of recycled paint since 2010 are equivalent to removing 2,072 cars from the road every year



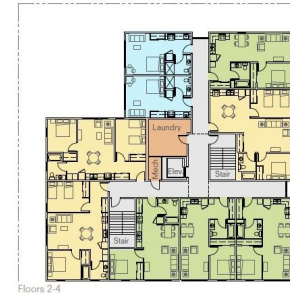
Economic Benefits (pt. 1)

- Provides a high quality, low cost product accessible across all income levels
- Provides living wage jobs (\$24.56/hr) for community members from traditionally underserved and vulnerable communities
- Provides significant cost savings to community organizations with paint donations



Economic Benefits (pt. 2)

- Supports public/private partnerships including local businesses who resale MetroPaint
- Strengthens recycling infrastructure in the region
- Feeds the Metro General Fund through the 7.5% excise tax on paint revenue



Paint Donation & Partnerships

- Builds capacity within organizations
- Allows Metro to support local jurisdictions with graffiti abatement
- Builds on community partnerships in WPES
- Provides a tangible resource for affordable housing in the region
- Allows organizations to transfer cost savings to other program areas



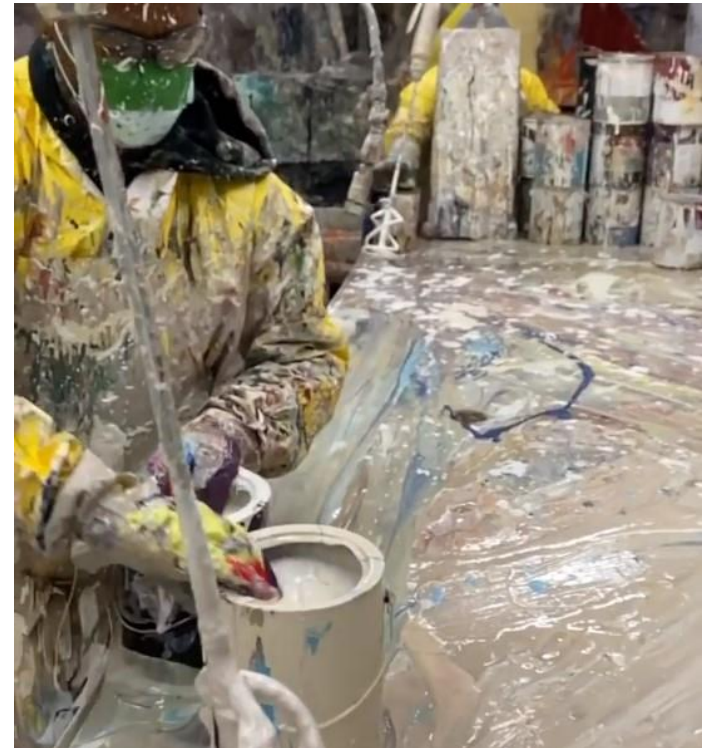
Workforce Equity Benefits (pt. 1)

- Meets Goal 3.1 of the 2030 Regional Waste Plan
Establishing a living wage and benefit standard for solid waste industry employees
- Benefited, public sector employment in the solid waste field benefits people of color, who have historically been harmed by the industry
- Provides stable, longer-term career pathways and workforce transition/entry opportunities



Workforce Equity Benefits (pt. 2)

- Eliminates disparities between Metro staff and contracted labor performing equivalent duties
- Provides jobs skills training that allows staff to promote within and outside of Metro
- Meets WPES business need to recruit and retain stable workers, effectively use management time, and increase program efficiency



Costs of Contracted Labor (pt. 1)

- Ineffective staffing model negatively impacts operations, sales and partnerships, and limits the program's ability to advance RWP goals
 - Lack of healthcare coverage means one or more employees are consistently on modified duty
 - Lack of family leave means staff must choose between supporting family and work, losing pay
 - Lack of opportunity for advancement within the agency



Costs of Contracted Labor (pt. 2)

- Contract inequities result in staff turnover, chronic absenteeism and low morale impacting all aspects of the program
 - Over the last 15 years, 63% of contracted staff (90 out of 144) left employment before reaching one year with the program
 - Management may spend up to 25% of their FTE addressing inequities resulting from contract staffing



Proposed Staffing Change

- Transition 12 FTE contracted paint technicians to regular status Metro positions
- Transition 1.0 FTE variable hour public outreach specialist to a regular status Metro position
- Add 1.0 FTE for manager position to address reporting structure needs

FY 22 Cost Impact

Staffing Change FY 22 Cost Impact		
Current staffing	Personnel expense	\$2,037,377
Proposed changes	Personnel expense	\$2,484,628
	Cost impact	\$447,251

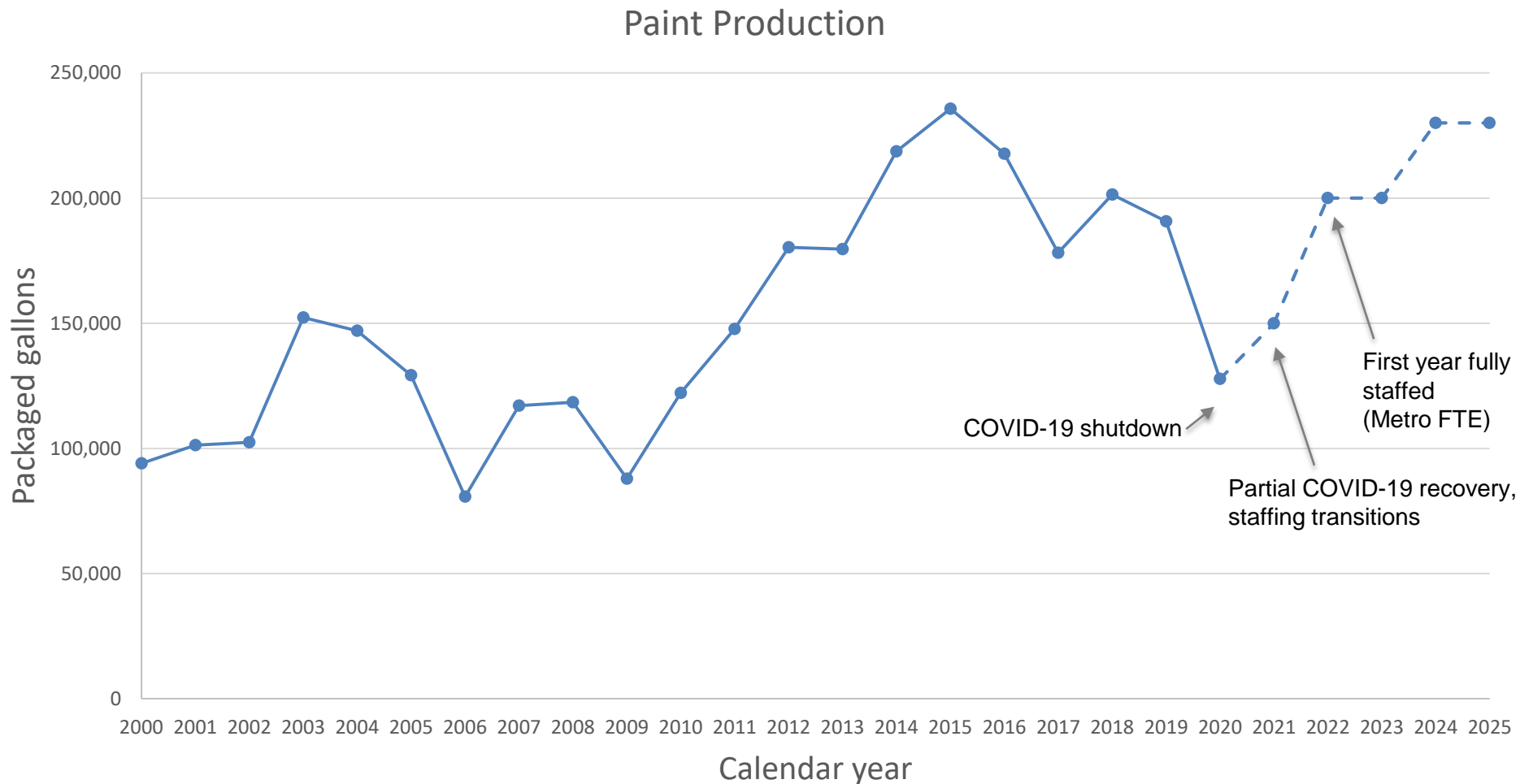
Production Forecasting

Increased pricing across all channels beginning July 1, 2021

MetroPaint Production (gallons)	Forecast \$ Paint Revenue	Notes
72,000	\$614,700	
120,000	\$1,024,500	Reflects COVID-19 facility restrictions, shutdowns, staffing challenges
140,000	\$1,195,250	FY20/21 trajectory with COVID-19 recovery
160,000	\$1,366,000	
180,000	\$1,536,750	Attainable threshold with current staffing (contracted/VH labor)
200,000	\$1,707,500	Lower target with fully staffed facility (Metro FTE)
230,000	\$1,963,625	Higher target with fully staffed facility (Metro FTE)
250,000	\$2,134,375	Requires additional staffing and/or facility modernization
300,000	\$2,561,250	

Sales split 50% Miller, 25% MetroPaint Swan Island, 15% MetroPaint Dealers, 10% bulk program. Once we know RSF %, we can pull strings in revenue channels to adjust the split as necessary.

Production Forecast 2021-2025



Regional System Fee

- The team recommends the Regional System Fee cover the difference between total program expense and revenue (25-30% of program budget)

Expense	FY 22	FY 26
Full-time, benefitted positions	25	29
Staffing cost	\$2,484,628	\$3,534,700
M&S cost	\$1,939,291	\$2,152,613
Admin allocation	\$442,416	\$655,237
Total expense	\$4,886,335	\$6,342,550
Revenue		
Production forecast (gallons)	180,000	230,000
Sales revenue	\$1,536,750	\$1,963,625
PaintCare revenue	\$1,940,000	\$2,134,000
Rentals	\$220,000	\$220,000
Total revenue	\$3,696,750	\$4,317,625
Difference to be covered by RSF	\$1,169,585	\$2,024,875
Percent of program budget	24%	32%

Options for Council Consideration

- Staff are presenting several options to address program needs:
 1. Move forward with July budget amendment
 2. Move forward with November budget amendment
 3. Maintain current staffing and program plan
- Staff recommend option 1 based on workforce equity goals and program capacity needs

Questions for Today


1. Does RWAC support the staffing amendment as proposed?
2. What additional considerations or information should staff include?



Slide Appendix

Staffing change	Purpose	Outcome
Transition 12 FTE contracted paint technicians to regular status	<ul style="list-style-type: none"> • Address inequity of contracted and Metro staff doing equivalent work • Ensure health benefits and living wages for all staff 	<ul style="list-style-type: none"> • Improved staff retention, morale, well-being, and attendance • More effective facility operations
Transition 1 FTE variable hour outreach staff to regular status	<ul style="list-style-type: none"> • Create capacity for coordinating all paint sales, donation, and public outreach • Ensure health benefits and living wages for all staff 	<ul style="list-style-type: none"> • Relationships with local dealers and community partners are maintained • More paint moving out the door through sales and donation
Add 1 FTE facility manager	<ul style="list-style-type: none"> • Address reporting structure imbalance • Increase capacity for planning and program direction 	<ul style="list-style-type: none"> • Enhanced staff support • Manageable workload for supervisors

Positions below the recommended \$23/hour base wage are flagged with a *.

Work site/program	Position	Base hourly wage
Contracted workers		
DPI Group (formerly DePaul Industries), Metro Paint	Metro Paint technician	\$24.56/hour
Recology, Metro transfer stations	Sorter	\$17.50 *
	Spotter / Traffic Control	\$17.50 *
	Street Maintenance, Weighmaster & Facilities Attendant	\$17.50 *
	Hazardous Waste Technician	\$18.00 *
	Mechanic, including trainees	\$20.00 *
	Equipment Operator, including trainees	\$19.00 *
	Driver - Transfer	\$24.00
RID crews, language from various CBO partner contracts	Crew member: Starting wage	\$15.00 *
	Crew member: First 90 days	\$16.50 *
	Crew member: After 90 days with positive performance evaluation	\$17.00 *
	Crew member: Second year with positive performance evaluation	\$18.00 *
	Crew member: Third year with positive performance evaluation	\$19.00 *
AFSCME 3530 represented positions (Step 1 of pay scale)		
Transfer stations	Traffic Control/Load Inspection Technician I	\$17.47 *
	Traffic Control/Load Inspection Technician II	\$18.34 *
	Scalehouse technician	\$19.25 *
	Lead scalehouse technician	\$22.28 *
Metro Paint	Metro Paint Operations Technician	\$24.56 
St. Johns Landfill	Landfill and Environmental Technician	\$24.56
Recycling Information Center	Program Assistant II	\$21.21 *

Note: Hazardous waste technicians start at \$25.79/hour and are not included on this table.

Accessible Pricing

Paint Price Per Gallon	
Recycled latex	
Local Color (Vermont)	\$11.00
MetroPaint	\$14.00
Green Sheen (Habitat for Humanity)	\$16.00
Amazon Paint	\$17.50
Loop	\$18.99
Boomerang (BMR retail store)	\$19.00
Recolor (Ace Hardware)	\$20.00
Montage (Factory Warehouse)	\$23.75
Boomerang (Amazon.com)	\$27.99
Montage (Amazon.com)	\$27.99
Recolor (Amazon.com)	\$33.99
Non-recycled latex	
Home Depot	\$40.00
Sherwin Williams	\$45.00
Miller Paint	\$50.00

Pricing Structure (FY 22)

Objective: Ensure paint price remains accessible to lower income consumers yet comparable to industry standards									
	1-gal (standard color)	5-gal (standard color)	250-gal (standard color)	5-gal (reg bulk color)	250-gal tote (reg bulk color)	250-gal tote (tinted bulk color)	250-gal tote (reg bulk color, bleach only)	250-gal tote (tinted bulk color, bleach only)	Notes
MetroPaint Retail	\$15.00	\$75.00	\$3,750	\$30.00	\$1,325.00	\$1,400.00	n/a	n/a	Increase from FY 21
Miller distribution	\$6.75	\$33.75	\$1,687.50	\$20.00	\$825.00	\$900.00	n/a	n/a	Includes WADOT price increase to \$1,250 per tote
Non-Miller dealer	\$6.75	\$33.75	\$1,500.00	\$20.00	\$825.00	\$900.00	n/a	n/a	
Government /non-profit	\$15.00	\$70.00	\$3,500.00	\$25.00	\$1,075.00	\$1,150.00	n/a	n/a	\$5 discount for government, non- profit, etc.
Community impact project	\$6.75	\$33.75	\$1,437.50	FREE	FREE	FREE	n/a	n/a	Affordable housing projects, community based projects, schools, etc.
Bulk totes (end user)	n/a	n/a	n/a	\$30.00	\$1,325.00	\$1,400.00	n/a	n/a	
Bulk totes (reseller)	n/a	n/a	n/a	\$20.00	\$825.00	\$900.00	\$575.00	\$650.00	

Affordable Housing

- Metro has strong relationships with local Community Development Corporations in affordable housing (SABIN CDC, Rose City CDC, Rockwood CDC, Hacienda CDC)



	For one property	For 40 properties
Paint used	500 gallons	20,000 gallons
Cost of MetroPaint (@\$5.75/gal)	\$2,875	\$115,000
Cost of non-MetroPaint (@\$45/gal)	\$22,500	\$900,000
Savings*	\$19,625	\$785,000
Residents served	150	6,000
*Represents an 87% cost savings which can be reallocated to other program areas to support residents		

Graffiti Abatement

	For one business	For 100 businesses
Paint used	20 gallons	2,000 gallons
Cost of MetroPaint (@\$5.75/gal)	\$115	\$11,500
Cost of non-MetroPaint (@\$45/gal)	\$900	\$90,000
Savings*	\$785	\$78,500
*Represents an 87% cost savings which can be invested in other areas of managing a small business		

Community Partners

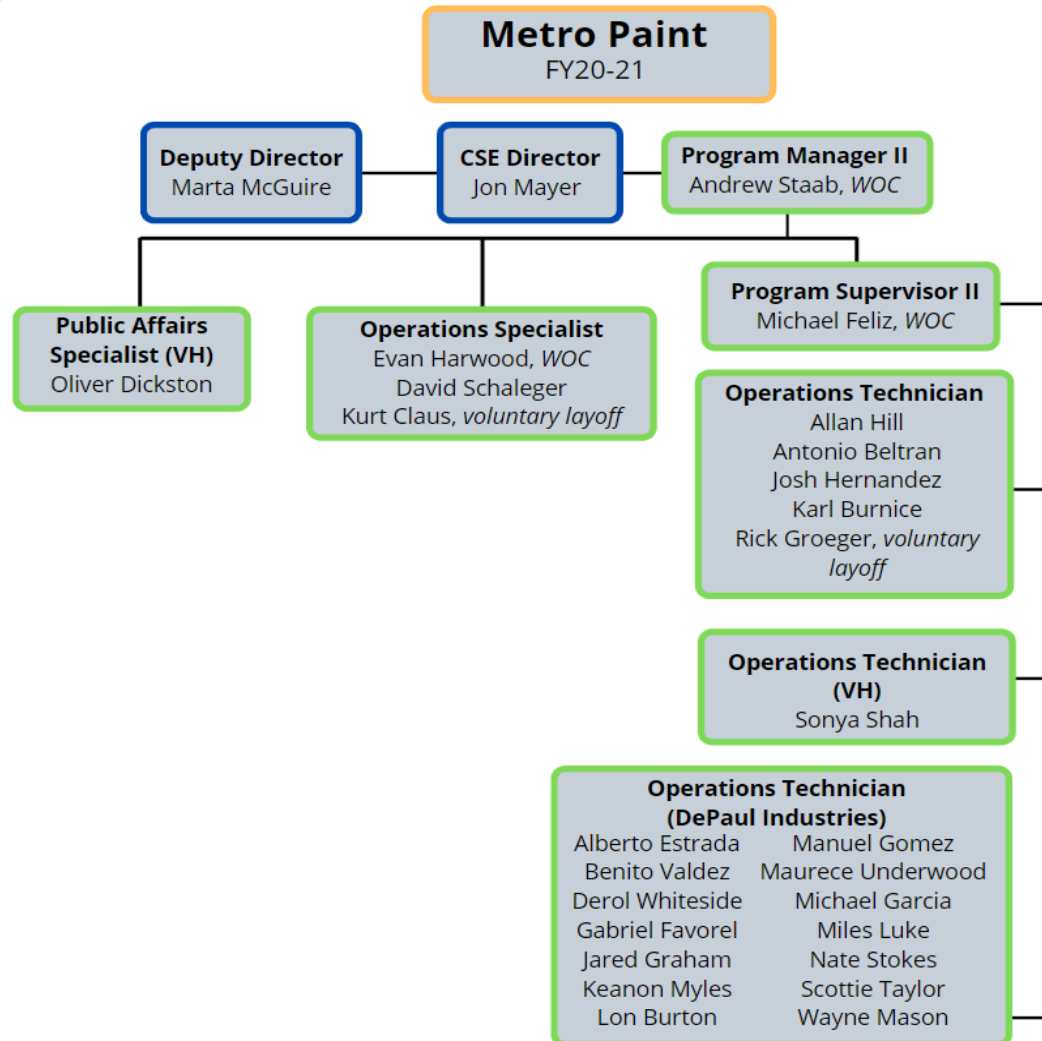
- Urban Gleaners
- Centro Cultural
- Hillsboro Public Schools
- Home Builder's Foundation
- City of Woodburn
- Portland Street Art Alliance
- Salmon Cycling Classic
- Mike Bennett (The Hopefuls)
- Angels in the Outfield
- Sabin CDC
- City Repair
- Greetings Tour
- Iron Tribe Network
- Center for Public Interest Design
- Passion Impact Program
- ...and growing!



Donation Value

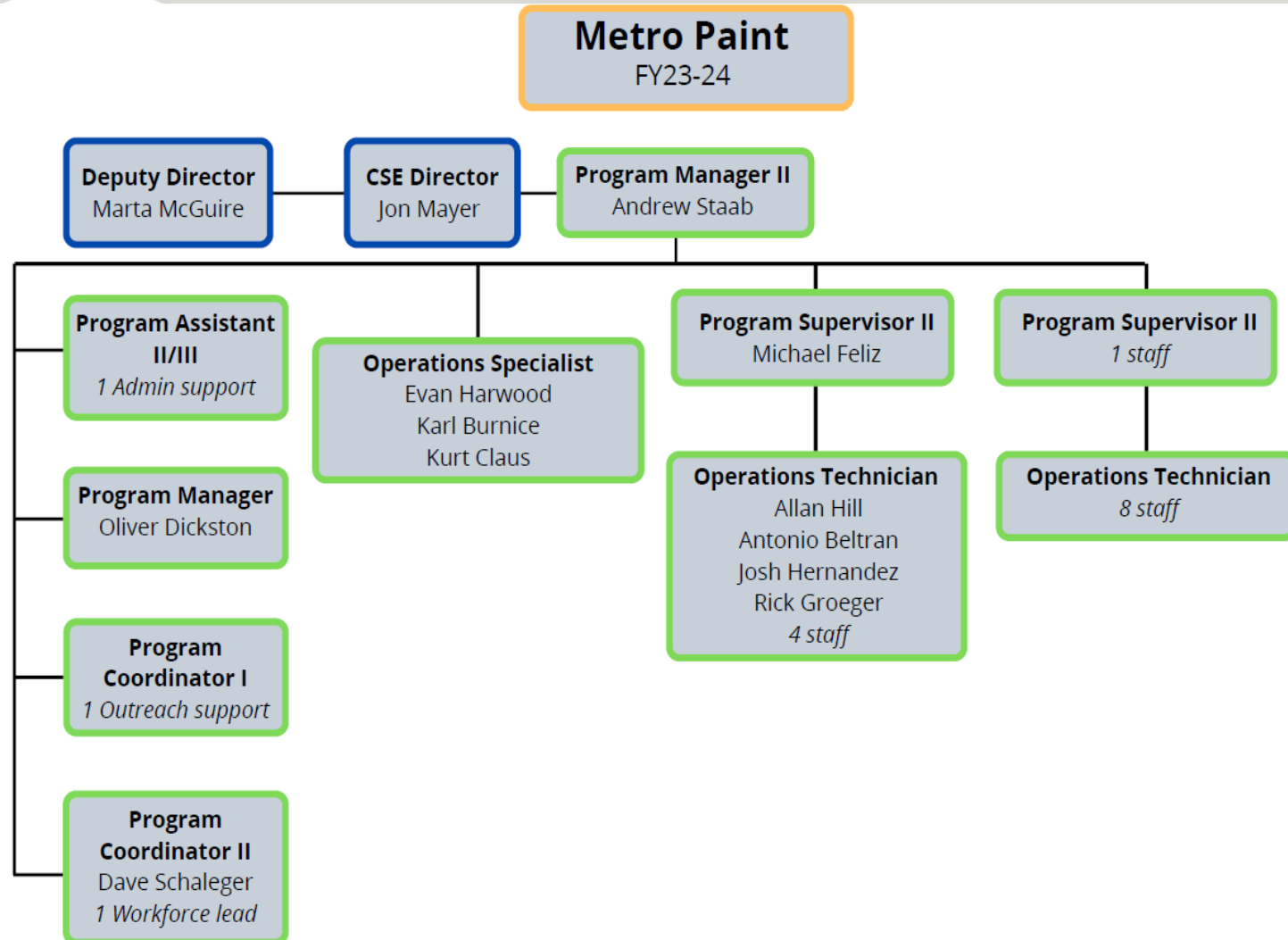
Donated paint (gallons)	\$ Value	Notes
10,000	\$205,000	
15,000	\$307,500	
20,000	\$410,000	In line with May WPES budget proposal
25,000	\$512,000	Requires higher RSF support
The cost to produce Metro Paint is estimated at \$20.50 per gallon		

Staff Chart (FY 21)



FY21-22	FY22-23	FY23-34
Program Supervisor II Michael Feliz	Program Supervisor II Michael Feliz <i>Co-supervisor</i>	Program Supervisor II Michael Feliz <i>Co-supervisor</i>
Program Manager II <i>Andrew Staab</i>	Program Manager II Andrew Staab	Program Manager II Andrew Staab
Operations Technicians Allan Hill Antonio Beltran Josh Hernandez Rick Groeger, pending '21 recall <i>Twelve staff</i>	Operations Technicians Allan Hill Antonio Beltran Josh Hernandez Rick Groeger, pending '21 recall <i>Twelve staff</i>	Operations Technicians Allan Hill Antonio Beltran Josh Hernandez Rick Groeger, pending '21 recall <i>Twelve staff</i>
Operations Specialists <i>Evan Harwood</i> <i>Karl Burnice</i> Kurt Claus	Operations Specialists Evan Harwood Karl Burnice Kurt Claus	Operations Specialists Evan Harwood Karl Burnice Kurt Claus
Program Coordinator II <i>Dave Schaleger</i> <i>Oliver Dickston</i>	Program Coordinator II Dave Schaleger <i>Workforce support lead</i>	Program Coordinator I <i>Outreach/sales support</i>
	Program Manager <i>Oliver Dickston</i>	Program Coordinator II Dave Schaleger <i>Workforce support lead</i>
		Program Assistant II/III <i>Administrative support</i>
		Program Manager Oliver Dickston

Staff Chart (Proposed FY 24)



Future Facility

- The program currently has an expense of \$144,000 per year for a space lease (could increase in 2025 when renewed)
- Acquiring a modernized paint facility would be an investment of \$3-5M that would eventually be a Metro asset
- Modernization and increased storage would have positive impacts on recycling capacity and program revenue

FY20/21 COVID budget impacts

- COVID-19 closures and limited operations have created additional costs and impacted revenue
 - \$152,000 additional costs for storage at Expo
 - \$282,000 additional costs for shipping paint to GDB
 - \$522,000 reduction in lost PaintCare
 - \$419,000 reduction in sales revenue

FY20/21 COVID budget impacts

- Voluntary Metro layoffs, cuts to regular status positions and reassignments created need to backfill with 5 contracted positions.
 - 1 vacancy eliminated through budget reductions spring 2020
 - 2 voluntary layoffs since April 2020
 - 1 position reassigned to system planning July 2019
 - 1 reassignment from specialist to supervisor to support workforce equity

Additional budget considerations

- Research has shown that historically the program has been understaffed
- Former program guidance allowed for underspending in one area to make up for overspending in others holding contract staffing cost artificially low
- Volume of paint recycled has steadily increased which has required increased contracted labor

Keys to reaching recycling/revenue goals

- Improving the percentage of paint sold will have the greatest impact
 - Sales had steadily declined from 62% in 14/15 to 44% 17/18
 - Sales began increasing again in 18/19 as program invested in VH position and related marketing support, this trajectory continued until COVID
 - Solidifying our investment in this area will be instrumental to revenue goals
 - Pricing will help but is not the most critical element

Metro-Specific Benefits

- 1) No one else in state recycles paint on a scale necessary to handle the region's paint. One other public recycling operation has utilized incarcerated youth as its labor source and produced an unfiltered muddy gray paint. We have opted for a different approach.
- 2) Ending the MP program would result in all paint recycling occurring out of region and ending the benefits of the program – low cost paint and donations to CBOs, Metro facilities, etc.
- 3) Over last 10 years more than 86,000 customers have visited our store on Swan Island. Eliminating MetroPaint would be a great disappointment for many stakeholders.
- 4) MetroPaint employs 25 people with the majority from traditionally underserved and vulnerable communities. We are able to provide living wage jobs to citizens facing systemic barriers to employment.
- 5) The excise tax applied to revenue received by MetroPaint contributes over \$200,000 to the Metro General Fund annually.



Metro

WPES Community Services and Education Division

FY 21-22 Community Cleanup Investments

June 2021



Resume HHW community collection and outreach events

- Support existing partnerships and outreach efforts
- Pair select events with bulky waste collection
- 10-15 community and local government partner driven events
- Focus on high priority materials - sharps, medication and batteries
- Provide 5 or 6 large scale events serving equity focus areas





FY 22 Expanded Budget Modification

- Shift \$1,000,000 from I&I budget to CSE Budget
 - Private/public partnership for cleanup crews \$325K (estimate 2 crews/4 FTE)
 - Financial support for local community groups, small business and local governments for cleanup and disposal costs (\$430K)
 - Increase donation of Metro paint to local groups to paint over graffiti in public spaces and other community assets (\$330K)
 - 2 FTE = 1 existing FTE to coordinate cleanup program outreach; 1 FTE to coordinate paint donation



Clean Neighborhood Sponsorships Pilot

- Activities or events in the planning phase that support an immediate clean up need.
- Located in, or serving people within an equity focus area.
- Nonprofit organizations and local governments
- Amount varies depending on the size and scope of the project, event or series of events. Generally \$2,500 to \$5000 per activity.



Questions?



Arts and events
Garbage and recycling
Land and transportation
Oregon Zoo
Parks and nature

oregonmetro.gov

Current RID Program Configuration

- 2 Crews:
 - One Metro staff led crew + community partners (POIC & Constructing Hope)
 - One contract crew from Central City Concern (CCC)
- 1 Crew added (June):
 - One new contract crew from CCC
- Other FTE = 1 Manager, 1 supervisor, 3 planners, 1 program coordinator, 2 contract investigators from MCSO & POP
- Annual cost = \$2.2M



Budget Expansion

April 8th RID Amendment (approved)

- 3 FTE (RID crew leads)
- 1 FTE (program assistant)

FY 22 Budget Modification

- 6 contract FTE (crew members)
- 3 RID FTE (assistant planner, associate planner, systems analyst)
- 1 FTE (Community Enhancement Grants program manager)

Total budget modification = \$2.5M

- \$1.5M Equipment and Contracts
- \$200K deployment center (existing budget)



WPES Budget | Community Cleanup FTE Summary

	RID FY20-21 (current)	RID April Amend/Budget Modification	CSE Expanded Proposal	TOTAL FY21-22
Total Expenditures	2,200,000	2,500,000	1,000,000	5,700,000
Equipment and Contracts	1,200,000	1,500,000	750,000	3,450,000
RID Crews Metro/Contract	1/2	3/0	0/2	4/4
Total Metro FTE	7	8	2	17

Note: Of the 17 Metro positions, 4 report to other workgroups.