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The Magazine of the League of Oregon Cities

May 2018

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The Magazine of the League of Oregon Cities



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MAGAZINE STAFF

Editor

Kevin Toon, ktoon@orcities.org

Designer

Julie Oke, jmoke@orcities.org

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Lead. Champion. Build.

Your League, Redefined

Leadership from the League has been traveling the state recently, making the rounds during our annual Regional Meetings. We've been visiting with the extraordinary, dedicated, and driven leaders that make Oregon great, and learning a lot along the way. The purpose of these meetings—12 separate regional stops in all—is twofold: it's our opportunity to share our aggressive business plan with those who attend, but perhaps even more importantly, it's our opportunity to listen to and learn from city leaders about what's working and what isn't. The interactive dialogues we are encouraging are helping the League become more responsive and proactive as we continue our positive transformation. We don't aspire to be just a good, effective organization. We intend to be great, respected and influential. As the heading of this column infers, we will lead, champion and build.

Lead

The visionary 2018 LOC Board of Directors, led by President Timm Slater of North Bend, has, in no uncertain terms, let it be known that status quo for the League is not an option. This institution was created to lift up the cities of Oregon through advocacy, communication, member services, legal support and trainings. But our mission does not stop there. As we take this organization to the next level, we will:

- Lead the way as the protector of home rule;
- Lead at the state level, promoting—or defending—issues and legislation that affect our members;

- Lead through innovation and new service offerings to support our cities as budgets become increasingly tighter; and
- Lead by example and through collaboration (something I will touch on in a moment).

We recently highlighted our ability to lead by taking the reigns of the Local Government Personnel Institute (LGPI). We stepped up because it was in the best interests of the cities, counties and special districts. LGPI is an organization that provides a needed and valuable suite of services—and the League feels a strong obligation to be able to continue to support those efforts. LGPI's mission will remain the same: to provide low-cost, high quality personnel, investigative and labor negotiation services for the state, and that is a tremendous win for everyone involved.

Champion

To champion means the League will be on the forefront with regards to issues big and small. We serve all 241 cities in the state, and we are working hard to make sure cities of all sizes and needs find value in our efforts. We have the ability and the bandwidth to support a wide-ranging scope of work, and this year we will be tackling two tough issues from which no city in the state is immune: housing and homelessness. As we work to plan the 93rd LOC Annual Conference the last week of September in Eugene, we are completely redefining its flow and purpose. We think you will like what we are doing this year, and more so, we think



Mike Cully
Executive Director

“ We are consistently reaching out to like-minded organizations and stakeholders to build relations, collaborations and partnerships, and we are excited about the reception we are getting. ”

you will find it valuable and practical with takeaways and applications that are implementable in your cities. On Saturday, though, we will champion the cause of helping the homeless. We are working with cities and organizations now from around the state to put together a powerful summit to address this issue on the final day of our conference. Watch this publication and other LOC communications for details on the conference and the summit. This is not to be missed.

(continued on page 8)

Register Today for LOC Spring Workshops

The League is offering a broad range of in-person trainings this spring, including two new “fundamentals” workshops that will coincide with our Regional Meetings.

Municipal Operations in Oregon – Understanding the Fundamentals

A comprehensive overview of the legal rights, hurdles and challenges facing public officials in Oregon, including: authorities and restrictions under a city charter; requirements of Oregon’s public meetings law, with an emphasis on executive sessions; Oregon’s public records laws; basic concepts surrounding Oregon’s land use system; and Oregon’s budget law.

The Ethical Municipal Official – Understanding Your Basic Obligations and Responsibilities

A 360-degree view of Oregon’s ethics laws and how they impact both elected and appointed city officials. Topics covered in this session include: prohibited use of office; conflicts of interest; gifts; nepotism; outside employment; subsequent employment; and statements of economic interest. This is a basic introductory class, which should be utilized by municipal officials to achieve a baseline understanding of their ethical obligations and responsibilities.

Dates and Locations:

Grants Pass City Hall – May 10

Baker City, City Hall – May 24

Oregon Public Contracting – Understanding the Basics

June 5, Sherwood Police Department

A broad overview of practical tools for Oregon public contracting law. Attendees will learn how to identify and understand the broad range of public contracts and how to navigate the procurement process.

How to Register

Spring training workshop registrations utilize the League’s new online registration system. Registrants will need to log in with the email that the League has on file as their primary address. Anyone who needs to verify their email address, reset a password or has additional questions is encouraged to call the League office at (503)588-6550. For more information and to register go to www.orcities.org/training.

Contact: Lisa Trevino, Administrative Assistant – ltrevino@orcities.org

LOC Board Meets in Salem

The League of Oregon Cities’ Board of Directors met in Salem on April 13. During the meeting, the board:

- Approved the minutes of the February 16 board meeting;
- Approved the Period Eight Financial Report;
- Directed League staff to update the League’s Board Reimbursement Policy and make resulting changes to the League’s bylaws for board approval at its next meeting;
- Scheduled a special board meeting for August 7 at 9 a.m. to adopt the League’s legislative priorities leading into the 2019 session; and
- Directed League staff to work with the Oregon Department of Transportation (ODOT) to draft a template permit and inform cities of ODOT’s specific requests.

In addition, the board discussed several updates to the League’s grassroots advocacy program and communication efforts.

The next LOC Board meeting will be June 15 in North Bend.



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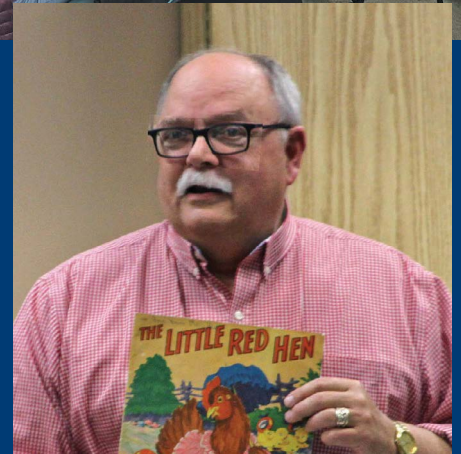
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Have you RSVP'd for an LOC Regional Meeting? It's not too late!

Plan now to attend an LOC Regional Meeting in your area. The meetings are a great chance:

- ▶ For new Executive Director Mike Cully and President Timm Slater to meet you, the members of the League;
- ▶ To learn about new League services to help your city;
- ▶ To hear a recap of the 2018 legislative session; and
- ▶ To discuss regional issues with other city officials.



To RSVP, email John Schmidt at jschmidt@orcities.org or call (503) 588-6550.

LOC Regional Meetings Schedule

All meetings start at 4 p.m. unless noted

May 9 – Klamath Falls

May 10 – Grants Pass (3:30 p.m.)

May 11 – Bandon

May 23 – Pendleton

May 24 – Baker City

May 25 – John Day

DIRECTOR'S MESSAGE, CONTINUED

Build

The LOC is focused on building. Building relationships. Building cities. Building bridges, both literally and figuratively. On the relationship front, the League recognizes that we are strong together. By that I mean that this organization will not work in a silo. We are consistently reaching out to like-minded organizations and stakeholders to build relations, collaborations and partnerships, and we are excited about the reception we are getting. We worked with the Oregon Restaurant and Lodging Association (ORLA) on the critical issue of transient lodging tax (TLT) in the Legislature this year for a big win; we are working hand-in-hand with regional councils of governments (COGs) from around the state to amplify both of our efforts; we are working together with the private sector to find common ground and new ways to support all cities, and we are working at the national level with the National League of Cities (NLC) on an exciting, enduring partnership that will take our effectiveness as an organization to a whole new level. We have already worked with the NLC on a number of critical issues, including a deep involvement with their #rebuildwithus campaign to push for a comprehensive federal infrastructure package to support investment in our cities. In short, relationships are the cornerstone of our forward progress at the League, and we will work hard to build and rebuild in 2018.

This is the start of an exciting new era for the League and we are just getting started. As always, communication is key, and your feedback, comments and constructive criticism are always welcome. My email is mcully@orcities.org, and I welcome your thoughts and ideas as we work to be the preeminent leader for cities in our great state. ■



Are You Signed Up for the LOC Bulletin?

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FROM THE LEGAL RESEARCH DEPARTMENT

The Lindy Effect:

How Cities Can Outlast Bad Ideas

By Paul Aljets, LOC Research Coordinator

In Manhattan, there stands a deli on Broadway and 51st called Lindy's. This place is supposedly known for its cheesecake, but cities in Oregon should know it for "The Lindy Effect." Because of its proximity to Broadway, actors and comedians have often gathered here to talk shop about their careers and shows. It became accepted knowledge among the entertainers that a show on Broadway, if it had been playing for 100 days, would run for another 100 days. A play that lasted five years would likely last five more years. Soon enough, this rule of thumb found its way into the press and then to academia.

Under "The Lindy Effect," given no other information, non-perishable things will last if they have already existed. Perishable things, like people and cartons of milk, are more likely to expire as they get older. Non-perishable things like ideas and technology are less likely to perish the older they get. So, for example, if we look at some of the best-selling books of all time, *Don Quixote* has sold hundreds of millions of copies. The *Harry Potter* book series has also sold hundreds of millions of copies. Though many people love *Harry Potter* today, The Lindy Effect would tell us *Don Quixote* will still be read in 400 years and *Harry Potter* may not. Few people remember the

plots of the last five Oscar winners for best picture; far more remember *The Godfather* and *Casablanca*.

What does this have to do with cities? Quite a lot. First, we should all take comfort that most of the cities in Oregon are more than a century old. There is likelihood they will survive another century. (Congratulations League members, we did it!) Cities that have been around are likely to continue to exist, and young cities (such as the former city of Damascus, founded in 2004 and disincorporated in 2016) may not stand the test of time.

This also applies to the problems cities face. Ancient Rome had problems with traffic, public safety, garbage and waste-water, and the rising cost of living in the city center. You can look at this and think that city problems can never be solved. I would argue that this means the solutions are often time-tested and well thought out. After all, new ideas have a high failure rate. So, when a city wishes to implement a new idea, first check to see where this has been implemented and how long has it succeeded.

Contact Mr. Aljets at: paljets@orcities.org.

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93RD ANNUAL CONFERENCE

SEPTEMBER 27-29, 2018 | Hilton Eugene



Plan Now to Attend

The 93rd Annual Conference is scheduled for September 27-29 at the Hilton Eugene. Don't miss out. This is the premier training and networking event for city officials, attracting more than 700 attendees.

We look forward to seeing you this fall in beautiful Eugene!

Keynote Speaker

Jason Roberts

Arts Activist and Co-Creator
of The Better Block Project

Do you have a dream for your community? Maybe it's bike lanes, or a better transit system, or more outdoor cafes. Arts activist Jason Roberts had a similar vision—and he took it upon himself to make it happen. Enter the Better Block Project, a community-driven temporary takeover of blighted blocks. This one-time phenomenon in Southern Dallas has since grown into an international movement, and Roberts is at the forefront of it all.

Roberts is the founder of the Oak Cliff Transit Authority, originator of the Better Block Project, co-founder of the Art Conspiracy and Bike Friendly Oak Cliff, and recent candidate for US Congress. In 2006, Jason formed the non-profit organization, Oak Cliff Transit Authority, to revive the Dallas streetcar system, and later spearheaded the city's effort in garnering a \$23 million TIGER stimulus grant from the FTA to help reintroduce a modern streetcar system to Dallas.



In 2010, Jason organized a series of "Better Block" projects, taking depressed blocks with vacant properties in Southern Dallas and converting them into temporary walkable districts with pop-up businesses, bike lanes, cafe seating and landscaping. The project has now become an international movement and has been featured in *The New York Times*, *Dwell* magazine and on NPR. Roberts has spoken at TEDx Austin and Oklahoma and is the recipient of the Champions of Change award in Washington, D.C. for work in Transportation Innovations.

Conference Registration Opens July 2

Nominations Open for 2018 LOC Awards

The League invites cities to submit nominations for one or more of the following awards, which will be presented during the LOC Annual Conference in Eugene, September 27-29. Entry forms are available online at www.orcities.org/conference—click on Awards.

Exceptional Service Awards:

James C. Richards Memorial Award recognizes an elected official who has shown exceptional leadership and contributions to his/her city, regional government, the League, and state and federal government.

Herman Kehrli Award is granted to a person who is currently or formerly appointed or employed by a city whose exceptional contributions to city government in Oregon have provided lasting benefits to the community.

Mark O. Hatfield Statesmanship Award is presented to an individual (from the public or private sector) who has demonstrated statesmanship and exemplary service which has positively affected Oregonians.

Civic Education Award recognizes educators who have promoted local government education in Oregon schools and who are committed to nurturing civic responsibility in our youth.

Submission Deadline: Monday, July 9

City Awards:

Award for Excellence is given to cities for their innovative approaches to city operations and provision of services to their citizens. Special consideration is given to programs that reduce the cost of government, improve the quality of life, and/or increase the quality of municipal services.

Helen and Alan Berg Good Governance Award honors city programs that specifically encourage “reconnecting” citizens to their community. Judges consider whether the program successfully engages citizens in the local government process, enhances the citizens’ awareness of the decision-making process at the local level, and/or fosters local leadership through hands-on education, planning efforts or volunteerism.

Submission Deadline: Monday, July 9

Contact: Lisa Trevino, Administrative Assistant, ltrevino@orcities.org

[www.orcities.org/
conference](http://www.orcities.org/conference)

For Your City’s Budget

Here are estimates cities can use in their FY 2018-19 budget process to plan for registration and event costs.

Costs per attendee	If registered July 2 - August 7	If registered after August 7
LOC Member full registration	\$325	\$350
First time attendee – LOC Member full registration	\$300	\$325
Non-Member - Government	\$400	\$450
Non-Member - Corporate	\$700	\$800
Guest	\$150	\$150
Awards Dinner	\$50	\$50
Special Tours/Workshops (includes OMA, OCCMA, Councilors Workshop and Tours)	\$25-100	\$25-100

Note: Conference registration closes on September 7. After September 7 registration must be done on-site and will cost an additional \$50.



A Note about Hotel Codes with Registration

On **Monday, July 2, at 8 a.m.**, conference registration and hotel reservations at the conference hotel, Hilton Eugene, will open. First, you will need to register for the conference. Your registration confirmation will contain a unique hotel code and instructions for how to reserve your room. Please note, you will only be able to use this code for the registration(s) associated with that code. You will not be able to reserve a hotel room without first registering for the conference.

For more information about hotel room bookings, contact Lisa Trevino, LOC Administrative Assistant: (503) 588-6550 or ltrevino@orcities.org.



Upcoming EVENTS

LOC Regional Meetings

- May 9 – Klamath Falls
- May 10 – Grants Pass
- May 11 – Bandon
- May 23 – Pendleton
- May 24 – Baker City
- May 25 – John Day

NW Regional Management Conference

May 1-4 – Stevenson, Wash.

OCCMA (City Managers) Board Meeting

May 4 – Stevenson, Wash.

OCAA Attorneys Spring CLE Seminar

May 18-19 – Newport

LOC Board Meeting

June 15 – North Bend

OCCMA (City Managers) Summer Conference

July 10-13 – Bend

OMA (Mayors) Summer Conference

July 26-28 – Florence

OAMR Annual Conference

September 19-21 – Portland

ICMA Annual Conference

September 23-26 – Baltimore, Md.

LOC Board Meeting

September 26 – Eugene

OMA (Mayors) Board Meeting

September 26 – Eugene

LOC Annual Conference

September 27-29 – Eugene

OCAA (Attorneys) Government Law Review

September 28 – Eugene

OGFOA Conference

October 15-17 – Salem

NLC City Summit

November 7-10 – Los Angeles, Calif.

OCCMA (City Managers) Board Retreat

November 8-9 – Silverton

LOC Board Retreat

December 7 – Salem



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City Deadline Calendar

Dates Cities Need to Know

MAY

May 14

Budget: Hearing Notice

Budget. With some exceptions, a city must give no less than five but not more than 30 days' notice of the budget hearing and a financial summary of the budget as approved by the budget committee.

State Shared Revenues. Cities must hold at least one public hearing, after adequate public notice, regarding state shared revenues. We recommend providing such notice in conjunction with the budget hearing notice. Cities are advised to consult with their budget officer and city attorney on how to incorporate this requirement into their budget process.

Note: Depending upon a city's size and total budget, the budget process may begin sooner or later than noted. This budget deadline is therefore suggested, not statutory.

(ORS 294.438 (budget); ORS 221.770 (shared revenues))

May 21

Budget: Hearing

Budget. Cities must hold at least one hearing on the budget document as approved by the budget committee. Additional hearings may be held.

State Shared Revenues. Cities must hold at least one hearing, after adequate public notice, regarding state shared revenues. We recommend holding this hearing during the budget hearing before city council. Cities are advised to consult with their budget officer and city attorney on how to incorporate this requirement into their budget process.

Note: Depending upon a city's size and total budget, the budget process may begin sooner or later than noted. This budget deadline is therefore suggested, not statutory.

(ORS 294.453 (budget); ORS 221.770 (shared revenues))

May 26

Budget: File List of Public Improvements with Bureau of Labor and Industries (BOLI)

Submit to BOLI a list of every public improvement the city plans to fund in its budget period. The required WH-118 form, which lists all the information that cities must provide, can be obtained from BOLI (www.oregon.gov/boli/WH/D/PWR/Pages/PWR_Forms_Directory.aspx).

PERS Reports

Cities must remit a regular report to the PERS Board no later than three business days after the end of the city's pay cycle. (ORS 238.705; OAR 459-070-100)

Note: Depending upon a city's size and total budget, the budget process may begin sooner or later than noted. This budget deadline is therefore suggested, not statutory. However, the city must file this list no less than 30 days prior to adopting its budget.

(ORS 279C.305)

JUNE

June 4

Quarterly Certification for State Shared Revenue Marijuana Tax

Cities must complete the Oregon Liquor Control Commission quarterly electronic certification survey in order to receive state marijuana tax distributions for this quarter.

(Or Laws 2015, ch 1, section 44, as amended by Or Laws 2015, ch 699, section 14; Or Laws 2015, ch 767, section 219; and Or Laws 2017, ch 725, section 32)

June 25

Budget: Enact Resolutions or Ordinances to Adopt Budget, Make Appropriations, Impose and Categorize Taxes

Budget. After the budget hearing, the city must prepare and enact resolutions or ordinances that adopt the budget, make appropriations, and, if property taxes are needed, levy and categorize each tax. Those resolutions or ordinances must be adopted before June 30.

State Shared Revenues. Cities may only receive state shared revenues by electing to receive them. We recommend enacting such a resolution during the meeting to adopt the budget. Cities must submit to the Department of Administrative Services documentation certifying compliance with state law and the city's intent to receive tax revenues.

Note: Although the budget process may begin sooner or later than noted, all budget resolutions or ordinances must be adopted by June 30.

(ORS 294.456 (budget); 294.095 (budget deadline); ORS 221.770 (shared revenues)) ■

***Reminder: Deposit Construction Tax Revenues**

As soon as practicable, cities that impose a construction tax pursuant to Oregon Laws 2016, chapter 59, section 8, shall deposit the construction tax revenues collected in the fiscal quarter just ended in the general fund of the city.

(Or Laws 2016, ch 59, section 9)

ASK LOC

Does Your City's Sexual Harassment Policy Protect Its Employees?

By Patty Mulvihill, LOC General Counsel

Cities in Oregon have long prohibited the sexual harassment of their employees. For decades, personnel manuals have affirmatively denounced sexual harassment and established reporting procedures for employees who believe they have been the victim of sexual harassment. These same manuals often outline how allegations of harassment will be investigated and provide stringent disciplinary protocols if an allegation is substantiated. And while the prohibition against sexual harassment is long-standing, the recent headlines of high profile corporate executives and government leaders being accused of sexual harassment has left many city administrators revisiting their policies and

asking themselves “does my city’s sexual harassment policy adequately protect my employees?”

Sexual Harassment and The Law

Sexual harassment is “unlawful discrimination on the basis of sex.”¹ Obvious examples of sexual harassment include unwelcome sexual advances and requests for sexual favors. Another example of sexual harassment is the creation of a “hostile work environment.” A hostile work environment is one that alters the conditions of a person’s employment and creates an

¹ OAR 839-005-0030.

abusive work place.² The U.S. Supreme Court has stated that “simple teasing, offhand comments, and isolated incidents (unless extremely serious) will not amount to discriminatory changes in the terms and conditions of employment.”³

Title VII of the U.S. Code and ORS Chapter 659A prohibit sexual harassment in the workplace. Cities are considered employers for purposes of both laws, and as such, are required to quickly and effectively prevent and stop the sexual harassment of city employees. The state of Oregon classifies interns as employees for purposes of ORS Chapter 659A—meaning city officials are legally required to protect their interns from experiencing sexual harassment.⁴

Protecting Employees from Sexual Harassment by Non-Employees

While city administrators recognize that sexual harassment comes in many forms—from unwanted physical touching to lewd commentary, many are surprised to learn that the perpetrators of sexual harassment include more than just an employee’s supervisor. Employees can be sexually harassed by supervisors, co-workers, and non-employees (like elected officials). Sexual harassment from co-workers and non-employees typically results in the creation of a hostile work environment.

While it is no doubt difficult for a city administrator to protect employees from sexual harassment by persons that the administrator has no authority over, both Title VII and ORS Chapter 659A require it. For example, the Equal Employment Opportunity Commission (EEOC), the agency responsible for enforcing Title VII, states that an employer is liable for sexual harassment perpetrated by a non-employee when the employer “knows or should have known of the conduct and fails to take immediate and appropriate corrective action.”⁵

For a city administrator, knowing they must take immediate and appropriate corrective action to stop a non-employee from sexually harassing a city employee is one thing, knowing what that action looks like is something else entirely. In an ideal world, there would be a law or written policy that spells out the exact steps the EEOC, the Bureau of Labor and Industries, and the courts expect a city administrator to take when dealing with a non-employee perpetrator. Unfortunately, no such law or written policy exists.

There are two common types of non-employees who engage regularly with city employees: private citizens and elected officials. Private citizens include: contractors engaged in work with the city; customers of the city; and general members of the public who participate in city meetings or events. The courts have not issued a bright-line rule on the appropriateness of an employer’s response to allegations of sexual

(continued on page 16)

2 *Garcez v. Freightliner Corp.*, 188 Or App 397, 408 (2003).

3 *Faragher v. Boca Raton*, 524 US 75, 787 (1993).

4 ORS 659A.350.

5 *Jarman v. City of Northlake*, 950 F Supp 1375, 1378 (N.D. Ill 1997).



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harassment by both types of non-employees. Despite the lack of a bright-line rule, the judicial opinions do provide guidance, which cities can use in determining how to take immediate and appropriate corrective action when faced with an allegation of sexual harassment by a non-employee.

1. The Private Citizen Perpetrator of Sexual Harassment

When a city is aware that an employee is being sexually harassed by a private citizen, or receives an allegation of such sexual harassment, it needs to take immediate action to protect the employee from experiencing any further harassment. Cities need to be mindful that in taking action to protect employees from a private citizen harasser, they do not inadvertently punish the employee.

In the 1990s a FedEx employee was being sexually harassed two to three times a week by a customer on her route.⁶ The sexual harassment included asking the employee out on dates, despite her repeated rejections, and making public statements that the employee looked better naked. Upon complaining of the harassment to her supervisors, FedEx removed the customer from the employee’s route, which caused a reduction in the employee’s pay.

A federal district court in Washington found two problems with FedEx’s solution to the sexual harassment of its employee by a private citizen. First, by removing the customer

from the employee’s route, FedEx decreased the employee’s overall pay, which, in the court’s mind, punished “the victim for complaining.”⁷ Second, the court intimated that a more appropriate solution would have been to “decline to serve” the offending customer.⁸ The court concluded that FedEx did not properly address its employee’s experience of sexual harassment, leaving FedEx open to monetary damages for breaking federal law.

2. The Elected Official Perpetrator of Sexual Harassment

Elected officials are seldom answerable to city administrators—leaving an administrator in a legitimate quandary when an employee claims an elected official is sexually harassing him or her. Despite having no ability to discipline or fire an elected official, when an administrator learns that a city employee is being sexually harassed by an elected official, the administrator is required by federal and state law to take immediate and appropriate action to prevent the employee from further harm.

Approximately 10 years ago in Florida, an elected commissioner told a county employee multiple sexually-themed stories on a daily basis.⁹ In addition to the sexually-themed stories, the commissioner also directed sexual comments to

⁷ *Id.* at 3.

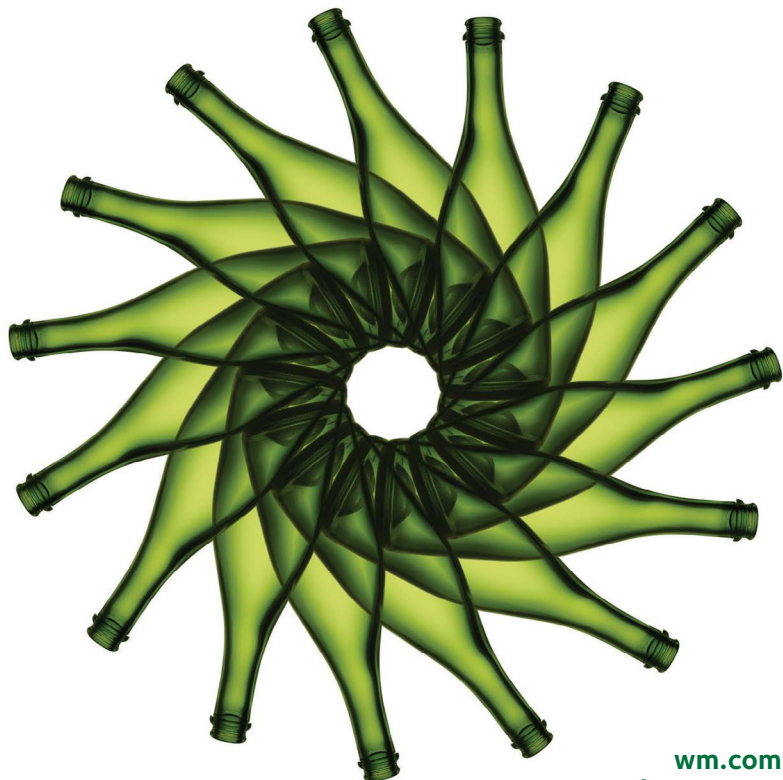
⁸ *Id.*

⁹ *Bruno v. Monroe County*, 383 F Appex 845 (11th Cir 2010).

⁶ *EEOC v. Federal Exp. Corp.*, 1995 WL 569446.

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the employee. The commissioner behaved this way despite the county having a robust anti-sexual harassment policy in place that applied to all persons having contact with the county, including the commissioner. The 11th Circuit Court of Appeals found that the county had created a hostile work environment for the employee, noting that:

- While a sexual harassment policy was in place, the policy, as written, was ineffective to elected officials;
- The policy failed to mention what type of action would be taken against an elected official who sexually harassed an employee; and
- Third, only employees were required to attend annual sexual harassment training; elected officials were simply provided the written policy.

The law clearly requires cities to take immediate and appropriate action when an employee is sexually harassed by a private citizen or an elected official. But, neither the law nor the courts have established a bright-line rule as to what constitutes an “appropriate” response to the sexual harassment, particularly when the perpetrator is an elected official who can’t be punished or fired.

If a city in Oregon has an employee who is being sexually harassed by a private citizen or elected official, the city administrator should immediately do the following: ensure the employee is safe from future harassment; contact the city attorney for advice on how to proceed with the elected official; and contact CIS (Citycounty Insurance Services).

Finally, even though city administrators generally are prohibited from controlling the actions of elected officials, administrators can limit an elected official’s access to an employee. If the elected official supervises the employee alleging harassment, the elected official’s supervisory role should be terminated. Also, elected officials should be reminded that their actions can create liability for the city. Training all city officials, those elected and appointed, on what constitutes harassment, the reporting process, and the repercussions of harassing another person, should occur on a regular and consistent basis. ■

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Is Subtle Age Discrimination Lurking in Your Workplace?

By Katie Kammer, CIS Pre-Loss Attorney

City officials have long known that they cannot discriminate against applicants and employees on the basis of age. An applicant for city employment cannot be passed over simply because the employer prefers a younger candidate—and an employee cannot be fired because they're just “too old.”

In Oregon, every employee over the age of 18 is entitled to protection from age discrimination. So no matter how old or young the employee is, age should not factor into decisions about their working conditions.

But even when city employers know they cannot overtly use age as a basis for making employment decisions, ageism may still be a problem in the workplace. Here are some ways to prevent age discrimination from subtly and inappropriately seeping into the workplace:

- **Be Cognizant of How Age Unintentionally Impacts the Hiring Process, and Train Hiring Panels to Avoid Unconscious Age-Related Bias.**

Make sure recruitment materials use neutral language, instead of terminology that could infer a discriminatory bias against a particular age group. Cities looking for “energetic and lively” applicants could be seen as preferring younger candidates, while cities looking for “mature or veteran”

applicants could be accused of seeking older workers. Establish diverse hiring committees with participants of all ages, and train employees to recognize their own affinity bias—the tendency to gravitate toward people who are similar to one's self.

- **Avoid Assigning Work Responsibilities Relying on Age-Based Assumptions.**

Do not prohibit an older public works employee from doing certain manual tasks, like lifting heavy objects or climbing ladders, because they are assumed to be less physically able. In addition, do not choose the gray-haired employee to make the big pitch at the meeting, as opposed to the younger employee who did most of the work, because it is assumed the pitch will be better received when presented by a more “seasoned” professional. Focus on how the employee is performing the job, and assign responsibilities according to their demonstrated merit and skill.

- **Create a Workplace Culture that Prohibits Harassment or Hostility Based on the Age of Employees.**

An employer who permits, participates in, or overlooks comments or jokes involving demeaning, age-related stereotypes may be fostering a hostile work environment based on age. This problem is rampant when it comes to target-



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“Not only are age-based stereotypes often untrue, they can be damaging to the health of a workplace.”

ing millennial employees, who are regularly referred to as entitled, disloyal and lazy. Imagine if those comments were made about other generations:

- “I heard Jim has a countdown to his retirement date. That’s what you get from a baby boomer—they aren’t loyal to their employers.”
- “Sandra is really struggling with our new technology. But what can you expect? Boomers aren’t ready to meet the challenges of today’s business world.”
- “Boomers have been working one way for decades and they are reluctant to change. They won’t do what they’re told.”

Not only are age-based stereotypes often untrue, they can be damaging to the health of a workplace, and they do not address the real root of the problem. If an employee isn’t follow-

ing instructions, it probably has little to do with their age and more to do with their personal attributes.

Addressing potential age discrimination against employees or applicants should be a priority for all Oregon cities.

CIS members can learn more about how to prevent age discrimination in the work place by tuning into my new podcast called *Kammersations*. CIS recently unveiled the employment-law podcast, highlighting many topics, including this one. The podcast is designed to help CIS members avoid claims and can be downloaded or streamed at <http://cisoregon.org/podcasts>.

CIS Pre-Loss is available to support its members on a variety of employment-related matters and can be reached at (503) 763-3848 or at PreLoss@cisoregon.org. ■

CIS’ New Podcast Answers HR & Employment Law Questions

CIS’ new podcasts (essentially radio on demand) are hosted by CIS Pre-Loss Attorney Katie Kammer. Called *Kammersations*, each podcast averages around 10 minutes, and is designed to provide employment law updates, best practices for managing and recruiting staff, and helpful tips for dealing with common issues that can arise at work.

The podcasts take complex topics and make them much more understandable. Katie tackles legal issues and makes them engaging and relatable. Her lively stories highlight what not to do with personnel matters.

The first five *Kammersations* discuss a broad range of topics, including age discrimination, Oregon Family Leave, sexual harassment, whistleblower law, and how best to respond to requests for personnel files. Visitors are encouraged to check out the show notes on each podcast’s web page to get a summary of each episode, as well as links to helpful resources that can further their learning.

Listen to Katie’s podcast by visiting www.cisoregon.org/podcasts. The podcasts are meant to be shared so send them along to other managers or supervisors within a city. Questions or feedback can be directed to kkammer@cisoregon.org.





Photo by Deposit Photos

Training: Does “One-Size-Fit-All” Apply in Workplaces?

By Tamara Jones, CIS Program Supervisor/Senior Pre-Loss Attorney

City officials have learned that timely, quality training has many positive impacts on their employees and the workplace itself. Whether it's a training about a new employment law, a new policy implemented by the employer, or generational differences in the workplace, these trainings educate employees on employer expectations, and, in turn, create a more thoughtful workforce.

To maximize the impact, a city should offer a targeted training to particular audiences—specifically, elected officials, managers or a mix of both—instead of hosting a city-wide training.

Here's why:

1. Experience has shown that when employees of a similar “level” (such as management versus non-management) are trained together, the dialogue and questions are more open. People feel more comfortable talking among similarly-minded (or similarly-situated) people, and managers and elected officials are no different.
2. In this #MeToo era, where complaints and claims about sexual harassment in the workplace have become common, many employers are criticized for allegedly turning a blind eye to the complaints. If a city provides training to its elected officials and/or management on harassment in the workplace, it could properly defend against such a claim. Because the attendees received training and can properly follow the city's complaint-reporting procedure, the city could demonstrate its commitment to a harassment-free environment.
3. Elected officials and managers have rights and responsibilities in the workplace—they deserve to be educated, too! Although educating elected officials and managers on employees' rights and responsibilities in the workplace is important, these same individuals also need to be trained on what the consequences are to the organization, and themselves personally, if they do not comply with the law (and how best to avoid such liability). For example, under Oregon law, “aiders and abettors” of unlawful discrimination or harassment can be sued as individuals—CIS has seen claims alleging “aider and abettor” discrimination against individual managers and elected officials. Also, elected officials and managers can be sued for common law claims, such as intentional infliction of emotional distress (a common theme in harassment claims).

Of course, a training for elected officials and managers is only as good as the willingness of these individuals to participate. Avoiding the cost of an employment claim, or having the ability to successfully defend against a claim, however, is a small price to pay in exchange for a few hours of training time.

Those interested in learning more about harassment in the workplace can listen to CIS' new employment-law podcast called *Kammersations*. Featuring CIS Pre-Loss Attorney Katie Kammer, the podcast highlights employment law tips for dealing with issues that can arise at work. During episode five, Kammer delves into the complicated world of #MeToo. The podcast can be downloaded or streamed by visiting www.cisoregon.org/podcasts. ■

Seeing Bizarre Behavior.. Is a Fitness for Duty Test the Answer?

By Katie Kammer, CIS Pre-Loss Attorney

It can be quite disconcerting when a city employee or city official begins to exhibit unusual behavior at work. Maybe the individual is having difficulty performing tasks that he or she had previously accomplished with ease. Or maybe they're irritable or having outbursts with co-workers and this unwanted conduct is uncharacteristic for them.

When troubling conduct occurs out of nowhere, a city may naturally assume that there's something medical prompting the sudden change in behavior. Management may even want to require the employee to undergo a fitness for duty examination—partly to find answers to help resolve the issue as well as to get the employee the help he or she needs. But this is not always the best course of action.

Under the Americans with Disabilities Act (ADA), after an employee begins employment, the employer may only require a medical examination when the examination is job-related and consistent with business necessity. That means that an employer must have a reasonable belief based on objective evidence that: (1) the employee's ability to perform essential job functions is impaired by a medical condition; or (2) the employee poses a direct threat due to a medical condition. This is a high standard that's not met simply because unusual and unacceptable conduct occurs.

For instance, if a city employee who's normally polite and soft-spoken comes in to work and screams at her office mate, this is definitely concerning and calls into question her ability to perform the essential function of her job to "interact professionally with co-workers and the public." But does the employer have any indication that this outburst was caused by a medical condition? If, after talking to the employee, there is no "objective evidence" that a medical condition caused the conduct, the employer should treat the situation as a performance issue. After reviewing the incident, if the employer deems it appropriate, it should treat the outburst as a policy violation and issue discipline. No medical examination is needed or legally allowed.

Should the employer, when asking the employee to explain her behavior, ask her if she's having a medical issue? No. The onus is on the employee to mention any medical issues that may be interfering with her ability to do the job. In most cases, city employers should not assume that a medical condition is at play.

But what if the problematic conduct is so obviously physiological that there can be no other explanation except for a medical condition? For instance, what if an employee who works in

the office and regularly interacts with the public starts slurring his words, speaking incoherently, and suddenly falls asleep at his desk? Every situation requires the employer to determine whether it has "objective evidence" that the employee is impaired by a medical condition. In this situation, the incoherent, slurred speech and sudden unconsciousness can really only be explained by a medical condition or impairment by an intoxicant. The city can make a good argument that, even if the employee passes a drug test and denies a medical condition, there is objective evidence sufficient for medical review.

Fitness for duty examinations, although they may seem like a good way to seek clarification on a troubling personnel matter, often unnecessarily complicate performance management and have the unintended consequence of increasing the risk of liability.

In many instances, an examination may not be legal (if the city doesn't meet the standard described above). Even if the city has the objective evidence necessary to require the examination, it may not like the result it gets from the health care provider. If a doctor evaluates an employee and releases him or her back to work, the city cannot second guess that opinion. Or, if the doctor says that the employee is indeed experiencing an impairment, the city may need to engage in the interactive process to determine whether there's a reasonable accommodation to allow the employee to continue to work. Once the city has sent the employee for a fitness for duty examination, it strengthens the employee's argument that he or she is protected by the ADA—either as a person with a disability or someone the city "regarded as" disabled.

City officials should exercise extreme caution before requiring an employee to undergo a fitness for duty examination. By pausing to evaluate next steps—and by consulting legal counsel—cities can avoid seriously complicating a performance management issue.

CIS members who have questions on employment-related matters can contact CIS at 503-763-3848 or at PreLoss@cisoregon.org.

CIS has also created a new employment-law podcast called *Kammersations* that features topics designed to help members avoid claims. Kammersations can be downloaded or streamed at www.cisoregon.org/podcasts. ■



Workplace Civil Rights & Labor Relations in Public Employment

By Pierre L. Robert, J.D., C.L.R.P., Sr. Labor Relations Attorney, LGPI

In addition to needing a working understanding of numerous schemes of federal and state employment laws, most managers of Oregon's cities must further know, (and/or obtain professional advice about) the laws regulating collective bargaining with their workforces. The rights, obligations, prohibitions and processes of collective bargaining are spelled out (albeit with varying degrees of clarity) in the Oregon Public Employee Collective Bargaining Act (the PECBA).

The PECBA fundamentally impacts the employment relationship by granting to Oregon public employees the right to bargain their pay, benefits and working conditions collectively, in groups called "bargaining units." Conversely, the PECBA imposes on Oregon public employers the duty to bargain those terms with those bargaining units in good faith. In other words, think of a collective bargaining agreement (CBA) as a type of employment contract—only it applies to a group of employees. The CBA and other written agreements between unions and public employers commonly supplement the workplace rights granted by law.

A basic question about the crossroads between statutory workplace civil rights and the *right* of employees to bargain pay, benefits and working conditions collectively is, "Can unions bargain with management to reduce such rights?" In other words, can unions, on behalf of their members, voluntarily waive the application of certain workplace civil rights in exchange for other consideration from employers? The answer generally is "no," unless an exception is stated in the law permitting it.

For example, Oregon has numerous laws establishing minimum work conditions for all working Oregonians. Those laws authorize the Oregon Bureau of Labor and Industries (BOLI) to make and enforce rules to implement them. However, a

written exception also exists stating that the bureau may not enforce these rules against employers who have bargained written agreements with unions about such conditions, regardless of whether such agreements stray some from those rules.

Employment law and labor law provide to public employees different forums in which to resolve employee disputes with and claims against public employers. For claims against employers alleging violations of workplace civil rights granted in the law, public employees have choices. They may file complaints with executive agencies like BOLI or the Equal Employment Opportunity Commission (EEOC), or they may file a claim in the Oregon Circuit Court or the Federal District Court of Oregon.

For claims that an employer has committed an unfair labor practice, the employee's union may file an unfair labor practice complaint with the Oregon Employment Relations Board (ERB). If a represented employee or a union believe a public employer has broken a written agreement stated in a CBA, or violated a past practice that may be as enforceable as a written agreement, employees or their union may file a grievance with management pursuant to the grievance provision in their CBA, with the prospect that the grievance may be decided eventually by an outside arbitrator, if management does not provide satisfaction.

Certain claims qualify to be heard in any one of several of these forums. For example, a claim of overtime wages earned but unpaid could be filed as: a grievance directly against the public employer; a wage and hour complaint at BOLI; or a wage claim in the Circuit Court of Oregon. For this reason, when contending with an employee complaint of a violation by management of a workplace civil right, public employers may need to obtain legal advice from an employment law attorney, from a labor relations attorney—or from both.

Examples of circumstances for which your organization should seek labor law advice, in conjunction with employment law advice (preferably *before* you act) include:

- The need to investigate a represented employee for violation of work place rules and/or a criminal act;
- The decision to discipline same;
- The grievance by a union or by the affected employee of management's decision to discipline same;
- A decision by management to deny a step increase in pay of a represented employee (not as discipline but remedially to motivate an employee to improve inadequate performance);
- The request by a represented employee for a reasonable accommodation under the Americans with Disabilities Act. These presumably concern the mandatory subject of an employee's work conditions. If a disabled employee is represented, such a request affecting their work conditions implicates the employee's rights under the PECBA. Exceptions are possible, but do not assume them; and
- If a CBA in your workplace states an anti-discrimination provision, a complaint to management by a represented

employee of a type of discrimination prohibited by that provision.

Examples of circumstances for which your organization more likely needs labor law advice alone (preferably *before* taking action) include:

- Changes you must make in mid contract to any practice, benefit or work condition that is regulated in your collective bargaining agreement – or otherwise established by a past practice and which affects your represented work force. Examples of this could be the need to replace a discontinued employee health plan with a new health plan or the need to change your payroll practices due to changes in the law.
- A decision to layoff represented employees; and
- A decision to sub-contract out work traditionally performed by represented employees.

If you are uncertain whether to seek legal advice from any attorney, remember this rule: when in doubt, reach out!

Contact Mr. Robert at probert@lgpi.org. ■

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2018 Legislative Session

What Cities Must Do to Comply with New Laws

The 2018 Oregon Legislative Assembly adjourned *sine die* on March 3. Cities now need to review legislation enacted during the session to determine actions that must be taken to comply with new state law. The League's "2018 Legislative Session Summary of Bills" provides comprehensive coverage of bills of interest to cities, and is now available at www.orcities.org.

In order to further assist cities in understanding the impact of bills that have been or soon will be enacted, the following is a summary of legislation requiring city action or review.

HB 4006: Housing Reporting and Rent-Burden Discussions

Effective Date: April 3, 2018

Summary: HB 4006 contains three components. First, the bill requires cities with a population of 10,000 or more and with more than 25 percent of city households severely rent burdened—defined as spending 50 percent or more of household income on rent—to hold an annual meeting to discuss the causes of and options for addressing rent burden; and to annually complete a survey regarding city policies related to affordable housing. For all cities with a population greater than 10,000, the Oregon Housing and Community Services Department (OHCS) will provide data about the percentage of rent burdened households within those cities. OHCS will also determine which of these cities have a percentage of severely rent burdened households that exceeds 25 percent and provide them with the survey that must be completed. The survey will be developed by the OHCS and the Oregon Department of Land Conservation and Development (DLCD).

Second, HB 4006 requires cities with a population of 10,000 or more to provide the DLCD information related to the number of permits and units developed in the prior year for the following types of housing: a) residential units; b) regulated affordable residential units; c) multi-family residential units; d) regulated affordable multifamily residential units; e) single-family units; and f) regulated affordable single-family units.

Third, the bill allocates \$2 million for housing research and technical assistance, of which \$1.73 million is designated for the DLCD to provide technical assistance to local governments, prioritizing cities with a high percentage of severely rent burdened households.

What Cities Must Do: Cities with a population greater than 10,000 need to ensure they can track both the types of housing and the number of units actually developed, not just the number

of units included in the development application. This means cities will need to collect additional information about certificates of occupancy and create a connection to the housing type included on the development application.

Additionally, cities that are notified by the OHCS that they have a high population of severely rent burdened households will need to hold a public meeting and respond to a survey until the percentage of households drops below 25 percent. Guidelines for the required meetings will be developed by OHCS, but likely will be flexible. (LOC Staff Contact: Erin Doyle)

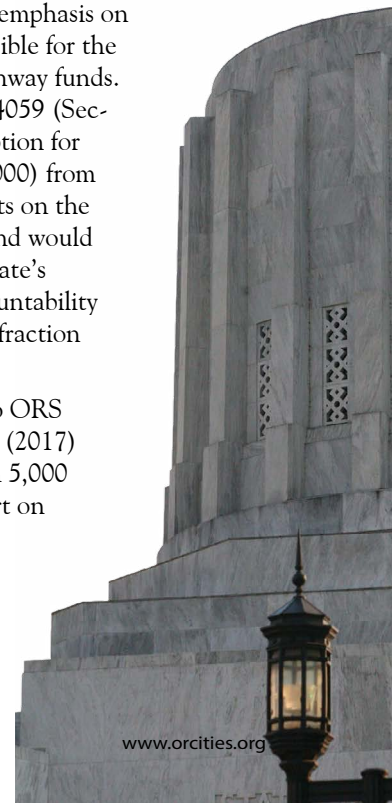
HB 4059: Omnibus Transportation Corrections Bill

Effective Date: June 2, 2018

Summary: SB 4059 provides both technical and policy fixes to the comprehensive transportation funding package approved by the Legislature in 2017. Of note to cities is the amendment sought by the League clarifying what had been a conflict between existing statute and the new law passed last year.

Previously, cities with a population less than 5,000 were exempt from having to file statutorily-mandated (ORS 366.790) financial reports on the sources and uses of their street and road budgets. Notwithstanding that exemption however, Section 12 of HB 2017 included small cities in that reporting requirement as part of an increased emphasis on accountability by all entities responsible for the receipt and expenditure of state highway funds. The League added language to HB 4059 (Section 22) which continues the exemption for small cities (population less than 5,000) from these detailed reporting requirements on the basis that they are unprecedented and would have put an undue burden on the state's smallest cities, while providing accountability for the management of only a small fraction of the state's highway revenues.

What Cities Must Do: Pursuant to ORS 366.790 and Section 12 of HB 2017 (2017) cities with a population greater than 5,000 will continue to be required to report on the amount of monies received and expended from the state Highway Trust Fund for administration; bicycle paths; construction and expansion; operations and



maintenance; other payments; payments to other governments; and repairs and preservation. However, this information is already collected in the Oregon Department of Transportation's (ODOT) annual "Local Road and Street Questionnaire," in which all Oregon cities with a population greater than 5,000 participate. Therefore, this is not so much about new actions cities must take, but rather a reminder to those cities that must continue to report. The critical nature of this report, however, is now enhanced in that the results will be reformatted by the League and ODOT and posted on a new website being created by the agency for legislative and public review. Failure to report in a timely and accurate fashion could have repercussions related to future increases in the Highway Trust Fund. (LOC Staff Contact: Craig Honeyman)

HB 4120: Lodging Taxes

Effective Date: July 1, 2018

Summary: HB 4120 revises the definition of "transient lodging intermediary" to clarify that all online platforms are subject to lodging tax collection, as well as filing and payment requirements, unless otherwise provided for by a city or county. Voluntary collection agreements to pay local lodging taxes will no longer be necessary to receive payments. HB 4120 will also make it more feasible for the state to collect local taxes on behalf of cities as state and local provisions must be in sync for that to work efficiently.

What Cities Must Do: To take advantage of the new law, cities must synchronize their ordinance definitions with the new transient lodging intermediary definition in Section 1 of HB 4120. Per Section 6 of the bill, the new law applies to all transient lodging tax collectors unless a charter provision, ordinance, resolution of a unit of local government, or an agreement entered into between the transient lodging tax collector and the unit of local government, provides otherwise. Thus, cities should consult their attorney, as they may need to terminate agreements and/or revise ordinances and forms.

The League is working with the Oregon Department of Revenue (DOR) to make an optional, voluntary collection and enforcement agreement available for local lodging taxes. It would be akin to local marijuana tax intergovernmental agreements, whereby the DOR collects and enforces local marijuana taxes at the same time it collects state marijuana taxes. Cities that want to be ready for this service should also synchronize their lodging tax provisions with state law provisions regarding: lodging that is subject to the local

tax (see ORS 320.300(11) list); lodging that is exempt (see ORS 320.308 list); the due date for paying local tax and filing a return (see ORS 320.315 requiring quarterly filing); and state delinquency provisions, including penalties and interest. (LOC Staff Contact: Wendy Johnson)

HB 4145: Firearm Regulation

Effective Date: January 1, 2019

Summary: HB 4145 prohibits persons who are subject to protective orders, and those who have been convicted of misdemeanor violent offenses against romantic partners, from possessing firearms or ammunition. Previously, these restrictions only applied when these crimes were committed against a person who was co-habiting with the offender. The bill also requires the Oregon State Police (OSP) to enter all convictions and court orders that result in a person being barred from owning a firearm or ammunition into Oregon's Law Enforcement Data System, and the database operated by the National Crime Information Center. Finally, HB 4145 instructs the OSP to notify all relevant jurisdictions when a person prohibited from owning a firearm attempts to purchase one, and police agencies to report on the disposition of those notifications.

What Cities Must Do: City police departments that respond to the attempted illegal purchase of a firearm must notify the Oregon State Police how the matter was resolved. (LOC Staff Contact: Scott Winkels)

HB 4155: Net Neutrality

Effective Date: April 9, 2018

Summary: HB 4155 prohibits a public body, including a city, from contracting with an internet service provider (ISP) which does not practice net neutrality, except in certain specified circumstances. Among others, this restriction will not apply in instances when there is only one ISP providing services to a particular community. The Oregon Public Utility Commission is given the authority to make determinations as to when exceptions should be granted. HB 4155 was written in the wake of the Federal Communications Commission's overturning of net neutrality regulations effective in April 2018.

What Cities Need to Know: Beginning January 1, 2019 and thereafter, a city may not contract with an ISP that engages in paid prioritization, blocks lawful content or applications, or disadvantages lawful internet content, unless that ISP agrees to cease such prohibited activities. The Oregon Public Utility Commission has the authority to waive this restriction if it determines that the contracting ISP is the sole provider of internet access service, or meets any one of a number of other criteria, including, but not limited to, the provision of significant public interest benefits or as a reasonable network management practice. (LOC Staff Contact: Craig Honeyman) ■

City Events

May

- 4 **Albany** – Wine Walk (www.albanyvisitors.com)
- 12-13 **Medford** – Art in Bloom (www.art-in-bloom.com)
- 17-19 **McMinnville** – UFO Festival (www.ufofest.com)
- 18-20 **La Grande** – Ladd Marsh Bird Festival (www.dfw.state.or.us)
- 19 **John Day** – Seneca Oyster Feed (www.gcoregonlive.com)
- 19-20 **Florence** – Rhododendron Festival (www.florencechamber.com)
- 19-20 **Maupin** – Maupin Daze on the Deschutes (www.maupinoregon.com)
- 24-28 **Grants Pass** – Boatnik (www.travelgrantspass.com)
- 25-27 **North Bend** – BBQ, Blues and Brews by the Bay (www.oregonsadventurecoast.com)
- 25-6/10 **Portland** – Rose Festival (www.rosefestival.org)
- 28 **Depoe Bay** – Memorial Day Fleet of Flowers (www.fleetofflowers.org)
- 31-6/3 **Lebanon** – 109th Strawberry Festival (www.lebanonstrawberryfestival.info)

June

- Fridays **Dayton** – Dayton Friday Nights Summer Series (www.daytonoregon.org/fridaynights)
- 1-3 **Canby** – Canby Wine, Food & Brew (www.clackamascountyeventcenter.com)
- 1-3 **Yachats** – Yachats pride (www.yachats.org)
- 2 **Ontario** – America's Global Village Festival (www.ontariochamber.com)
- 2-17 **St. Paul** – Berries, Brews & BBQs (www.FPGardens.com)
- 8-9 **Canyon City** – 62 Days Celebration (www.gcoregonlive.com)
- 8-10 **Sisters** – Sisters Rodeo and Parade (www.sistersrodeo.com)
- 9 **Coos Bay** – Clamboree & Glass Art Festival (www.oregonsadventurecoast.com)
- 9 **La Pine** – High Desert Rhubarb Festival (www.lsgardens.com)
- 14-16 **Burns** – Country Music Jamboree (ci.hines.or.us)
- 15-16 **Lakeside** – Brewfest (www.lakesidebrewfest.com)
- 15-17 **Astoria** – Scandinavian Midsummer Festival (www.astoriascanfest.com)
- 15-17 **Brownsville** – Linn County Pioneer Picnic (www.historicbrownsville.com)
- 15-17 **Sutherlin** – Woofstock Festival (www.sutherlinwoofstock.com)

- 15-7/1 **Astoria** – Astoria Music Festival (www.astoriamusicfestival.org)
- 22-24 **Cannon Beach** – Plein Air & More Art Festival (www.cbgallerygroup.com)
- 22-24 **Lake Oswego** – Festival of the Arts (www.lakewood-center.org)
- 22-24 **Roseburg** – Summer Arts Festival (www.visitroseburg.com)
- 23-24 **Lincoln City** – Summer Kite Festival (www.oregoncoast.org)
- 27 **Cottage Grove** – Concerts in the Park (www.cgchamber.com)
- 29-7/1 **Rogue River** – 65th Annual National Rooster Crow Contest (www.cityofrogueriver.org)
- 29-7/14 **Eugene** – Oregon Bach Festival (www.oregonbachfestival.com)
- 30-7/1 **Salem** – World Beat Festival (www.salemmulticultural.org)

**Send your city event to
Julie Oke at jmoke@orcities.org**



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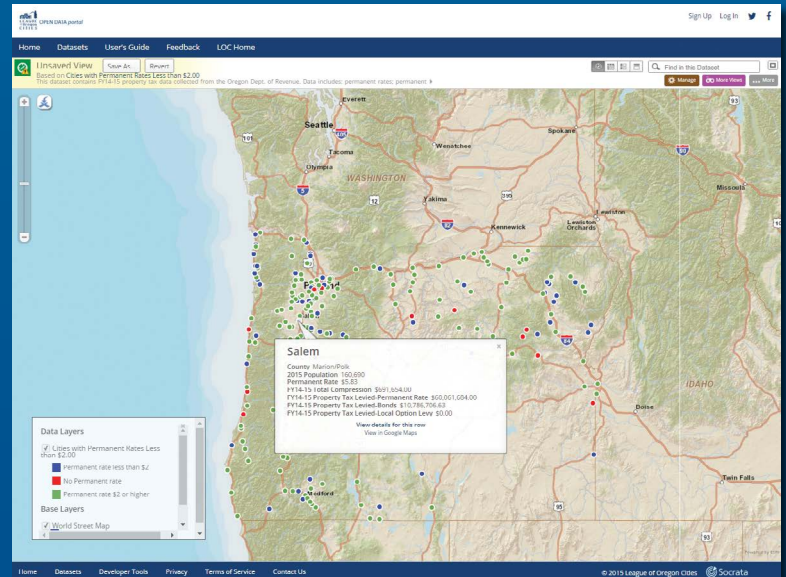
LOC-Data

data.orcities.org

The League has created an open data portal for members, the media and the public to easily access the vast amount of information and data we collect.

This helpful resource allows you to:

- ▶ Discover information about cities
- ▶ Analyze data
- ▶ Create charts and graphs to help tell your city's story
- ▶ Display key information using maps



Is there data you would like to see included on LOC-Data? Email paljets@orcities.org.



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