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City of Sherwood
Special Committee Meeting
07/25/2013
22560 SW Pine Street, Sherwood Or 97140

MEYER: Good evening. Today is July 25. It is approximately 6:35, and I call this meeting to order. Sylvia, would you kindly take role call?

MURPHY: Chair Meyer?

MEYER: Here.

MURPHY: Rachel Schoening?

SCHOENING: Here.

MURPHY: Beth Cooke?

COOKE: Here.

MURPHY: Doug Scott?

SCOTT: Here.

MURPHY: Nancy Barton?

BARTON: Here.

MURPHY: Naomi Belov?

BELOV: Here.

MURPHY: Thank you.

MEYER: Thank you Sylvia. We do not have minutes for review this evening, so we are going to go ahead and postpone the review of the minutes until a later date, and similar to last night we are going to need to excuse ourselves for just a few moments and go into a brief executive session, and we will be right back. Oh, I am sorry. Sylvia, could you read the script?

MURPHY: Thank you. The Sherwood Special Committee will meet an executive session this evening for the purpose of discussing exempt public records pursuant to ORS 1926602F. Representatives to the news media and designated staff shall be allowed to attend the executive session. All members of the audience are asked to remain in the community room. Representatives of the news media are specifically directed not to report any deliberations during the exec session except to state the general subject of the session as previously announced. No decisions shall be made in the exec session. At the end of the session the committee will return to open session.

MEYER: Thank you. Thank you all for your patience as we met in our executive session. We will now open the floor for public comment, and again as a reminder for public comment each individual has up to four minutes. I would ask that you do direct your comments directly to me and refrain from a lot of - any heckling in the audience please. Thank you. Come on up.

VOORHIES: Tim Voorhies again. I was down doing a preview job for the Y today, and I looked at the posting board. This meeting today is not even posted, so is it an illegal meeting?

MEYER: It is posted.

VOORHIES: No it isn't. Not down at the Y.

MEYER: Go ahead and continue your comments and maybe Sylvia can address that issue later, if that is okay.

VOORHIES: Okay. I didn't see, or I missed them, or the rules of engagement for this proceedings. Are there any posted anywhere? I don't want to make any mistakes, God forbid, passing notes, which is by rights. I have been told by other mayors that you can do and you don't have to go through the City Recorder to do it. What are the rules of engagement? I am asking you that.

MEYER: This isn't a question and answer period unfortunately, and so I...

VOORHIES: Well, I am just trying to lay out the ground rules for everybody here, so we...

MEYER: Okay.

58 **VOORHIES:** Because if we all know the ground rules, and I am using my four
59 minutes and I am going back and forth here. I want to know the rules of
60 engagement.

61 **MEYER:** Sure. So at each of our committee meetings we open the floor for
62 public comment at the beginning of each meeting for 40 minutes. There have
63 been instances where we didn't have a lot of public comment at the beginning
64 of our meetings...

65 **VOORHIES:** Mm-hm.

66 **MEYER:** And so as time has allowed we have opened up the floor for public
67 comments toward the latter part of the meetings. We have done our best to
68 answer questions in closing comments, and that is how we have approached
69 public comments and questions throughout this process.

70 **VOORHIES:** But a lot of the stuff you are discussing up here, yesterday you
71 are voting on something to send on through and it is a done deal. No more
72 public comment.

73 **MEYER:** So to be just very clear with you, the work that we are doing here
74 is crafting language that we will then forward to City Council for review and
75 City Council will then make a decision on whether or not to pass on any
76 ordinances to the voters for a public vote. We are not making decisions. We
77 are not a decision making body.

78 **VOORHIES:** Okay. How did the initial...

79 **MEYER:** And I am sorry, Tim, but again this is not a question answer period.

80 **VOORHIES:** No this, so the initiative process...

81 **MEYER:** So if you would like to make statements I am inviting you to do so.

82 **VOORHIES:** Well, this is all leading up to it.

83 **MEYER:** I really appreciate that, and if you do have questions I would
84 encourage you to write down the questions, submit them before or after the
85 meetings via e-mail or you can jot your notes down and present them to Sylvia
86 or Tom and we will be happy to address those things in the meeting, but this
87 is not the time for a question and answer period. I am sorry to have to tell
88 you that.

89 **VOORHIES:** Okay, then let me make a statement here.

90 **MEYER:** Yes.

91 **VOORHIES:** Okay, the initiative process, you go out and you collect, well
92 first of all Washington County and the City of Sherwood said 735 votes. That
93 was wrong. I am the one that brought it forth that they made the mistake.
94 Okay? But the initiative process is you go out and get 1012 signatures. You
95 take and put your initiative forward to the council. Now my concern is, is
96 if you put this up what we are working on forward and the council votes yes
97 it may not have to go to the people to vote. That is all I am saying. Have
98 a good day.

99 **MEYER:** Thank you. Anyone else? All right. For now we will go ahead and
100 close public comment and we will move on to new business. On our agenda this
101 evening is a continued review and discussion and first draft ordinance
102 language. I would like to make a statement. Last night we touched on a
103 number of topics, and we did review a number if issues related to first draft
104 language in regard to business hours, in regard to camping issues, and we did
105 also talk about hazardous materials and agreed as a committee to forwards
106 that language on to City Council for review, which we will do. On tonight's
107 agenda we have discussed in the past talking about living wage, sick
108 ordinance language. With that said, I have prepared a statement that I would
109 like to make. In regard to the sick leave ordinance language I have made a
110 concerted effort to read and review a variety of documents specifically
111 related to the Portland sick leave ordinance. I do have a couple of specific
112 thoughts I would like to share with the committee and the public. Number 1:
113 It is abundantly clear to me that careful consideration and care was taken
114 toward crafting this language. Number 2: As I see it, this ordinance is about
115 value. Should there be a value placed on people? Furthermore, should there

116 be a required minimal framework for businesses to encourage value as it
117 relates to people and employees. In my opinion Portland answered those two
118 questions with yes. I do respect the countless hours of deliberation, the
119 arguments, the calculations that were undeniably made in that process and
120 really the overall effort it must have taken for the City of Portland to
121 enact its sick leave ordinance. I personally applaud Portland for becoming
122 the fourth city in the United States to pass that ordinance and be a champion
123 in the effort within Oregon; however, with all of that said as chairwoman of
124 this committee, it is my opinion that we are working on a very tight schedule
125 and I do not feel that this is the time for us to move forward with crafting
126 language on a sick leave ordinance, and I would like to open up discussion
127 among the committee members about that comment of mine.

128 **FEMALE:** I appreciate your comments Meerta, and I would have to agree that
129 with the - I am having - I was involved in the Portland campaign and we spent
130 a significant amount of time bringing a tremendous number of stake holders to
131 the table to provide a product to the city that was the best possible
132 language that we could provide, you know, Commissioner Amanda Fritz put
133 tremendous effort in leading the way. You know, we had business people. We
134 had citizens. We had consumer groups. We had just a huge variety of people
135 that were involved and it did take months. Given the time line that we have
136 and that we are facing here, it is just - unfortunately I do not feel that it
137 would be something we could complete and provide a quality product for the
138 City of Sherwood, so I would agree with Meerta that it is not the right time.
139 I would encourage the City to take a look at it as we go forward, because it
140 is something that is a very important issue that we are facing around the
141 country.

142 **SCOTT:** So my question is, so we have been given this task of creating
143 ordinances and we have one that we have agreed on, two more that I think
144 hopefully we all agree, maybe not, that are pretty close. I would guess that
145 both of those would be forwarded on to the committee with some finalized
146 changes that we will discuss next week. So, if we do not move on with sick
147 leave, to my knowledge that is the only remaining item we have in our
148 pipeline, so unless - I am curious of where we are going to spend the rest of
149 our time that we have, and granted it is limited, but I mean if we are just
150 going to say this is too big for us now, let's not tackle it then what are
151 you proposing we spend the time on instead?

152 **MEYER:** For the record, I don't think this is too big for us. I don't think
153 this is the time or the forum to move forward with this discussion. I do feel
154 like as a committee we have had conversation about making other
155 recommendations to council and I think that this could certainly be included
156 in our recommendation for council for review. I would encourage us to really
157 consider that. That would be something that would be important to me, and you
158 know certainly I think it is important that we all agree on a recommendation
159 to council. And so I think that is the way I would like to see this evening
160 go.

161 **SCOTT:** So I am a little unclear. So on one hand you are saying you don't
162 want us to tackle this but you want us to recommend something to council, but
163 not an ordinance.

164 **MEYER:** What I am saying is that today is July 25 and as the attorney's
165 office and Thomas suggested honing in on the three ordinances that we have
166 been working on has been a lot of work. We are not complete with that
167 language. We still have to really iron out the details on that language. I
168 understand from, Heather, your office that by Friday we should have red lined
169 ordinances for review for our meeting on Monday and at that point we can make
170 some - have some additional conversation on that language to then move
171 forward to council.

172 **SCOTT:** Okay, so back to the sick leave ordinance, what are you suggesting
173 we recommend to council?

174 **MEYER:** I am suggesting that the council review the Portland Ordinance. I am
175 suggesting that council take its time to review the language and potentially
176 work with other municipalities in reviewing sick leave ordinance language. I
177 think that it is sensible, and I think that it does make sense. I don't think
178 that we are in a place on this committee at this time to craft the language.
179 **SCOTT:** I guess I would say, with all due respect, that the council doesn't
180 need us to recommend to take that up if that is something the council wants
181 to take up, so I am unclear on what - if we are not willing to spend - we
182 have got nine hours remaining. Lets say we need three or four of it to
183 finish off the two ordinances we have, that gives us five more hours, and if
184 we are not willing to spend five more hours at least agreeing that the
185 likelihood we are going to get to a good ordinance is low, but at least that
186 is five hours of testimony from the public internally, you know, five hours
187 that could go on the record that could be available to the council if and
188 when they do decide to take it up on in the future. I would be more
189 comfortable saying, council I really want you to take this up after we have
190 had that dialog vs. just saying well take it up, because I don't - I am not
191 comfortable recommending this language to the council at all.
192 **FEMALE:** I have to say I would not feel comfortable at this point knowing that
193 we can not complete the task in the timeline that we have to provide a
194 quality product that is finished for the council to, I mean, asking for
195 public comment at this point when we are essentially telling the public we
196 are wasting your time, because we are not going to be able to finish and I
197 really in five hours or even three hours to nine hours is small - a very
198 small amount of time in order to have the complexity. We know how long it
199 has taken to, you know, to provide business hours. Just to cover, you know,
200 to do the campaign. I mean we have to be so detail oriented to try to come
201 through this process and provide, again, the best possible quality product
202 for the city and for the residents, because it is something for them to vote
203 on. It is very, very important and I just don't think that given - I mean I
204 agree. Again, I agree with Meerta that it is important that we do our best
205 work and provide something that the voters can logically pass, and I don't
206 think that even nine hours is long enough to spend getting the level of input
207 that we would need from the public.
208 **SCOTT:** I completely agree with that. I just, what I am saying is two-fold.
209 One I am not comfortable recommending the city take something up not having
210 had at least some internal discussions and getting some testimony on the
211 record, so if we want to pass on this that is fine, but I am not willing to
212 make a recommendation that the council do anything either without some
213 further discussions. Secondly where do you propose we spend our time
214 instead?
215 **SCHOENING:** I guess I want to say that just because we have the time doesn't
216 mean we should spend the time, and I disagree with the fact that we are
217 almost done with the other ordinances. I think one of them might be done, but
218 I think there is still a lot left on business hours and time. I hear and
219 respect what you are saying about sending a recommendation to council that we
220 are not necessarily comfortable with, but I for one, as a business owner and
221 probably the only one who this really economically impacts, this ordinance at
222 the table, I think it is ridiculous to model something for the city of
223 Sherwood based on something that happened in the City of Portland and I have
224 heard that from citizens out here. I have heard citizens say we are not any
225 other city, we are Sherwood and we want to keep and maintain the integrity
226 that is our town. This I have heard loud and clear, regardless of what we are
227 talking about or who is talking. I think that modelling something totally on
228 the work that has been done in Portland is a mistake first off. Secondly
229 that is all we have in front of us. That is the closest thing we have, is
230 what has been done in another town, so in order to craft an ordinance this
231 big and this far reaching in the City of Sherwood I feel like business

232 owners, all of the diligence that was done, the due diligence that was done
233 in the city of Portland would have to take place here in the City of
234 Sherwood.

235 **SCOTT:** Absolutely.

236 **SCHOENING:** So, as a business owner and a person I would say to our city, to
237 the City Council as a council we felt that this was important, that it
238 merited discussion. We spent attorney fee money on it, and therefore we have
239 already given it attention, but I feel like just because we can ask the
240 public to talk about it and just because we have the power to command more of
241 everyone's time doesn't mean we should be talking about this.

242 **SCOTT:** And let me just clarify. I am not suggesting we do that. I am
243 saying I am not willing to recommend anything to the council without doing
244 that, so I just want to make that clear.

245 **MURPHY:** Nancy or Naomi, did you have anything you would like to add?

246 **BELOV:** I would like to add that maybe I think it would be nice to have, to
247 have all of us here and then to maybe table this discussion, focus on what we
248 started before and then get back to this on Monday.

249 **MURPHY:** Okay. Nancy, did you want to...

250 **BRUTON:** Yeah, I wanted to echo what it sounds like Rachel and Doug are
251 saying, which to me is that I personally do not feel that this is an
252 ordinance that we should be looking at for the City of Sherwood. I think
253 this is a bigger picture discussion that could be discussed at the state
254 level. I think that Portland set a precedent that we can be watching and see
255 how it is enactive and how it impacts the community of Portland. I
256 personally am very fearful of using the word "recommendation to look at" when
257 we looked at this with council, and I think it is important that we give them
258 a summary of the fact that there is a little bit of descent in terms of the
259 discussion on this panel alone and so it could forfeit some more community
260 feedback. I also think that it is important that we look a little bit to the
261 discussions revolving around house bill 3390 and the fact that legislatively
262 they are looking at this as a continued discussion on the state level.

263 **MURPHY:** Tom, do you have any comments?

264 **PESSEMIER:** Well, I actually was just kind of browsing through the original
265 ordinance that created this committee. You know, this was certainly one of
266 the items that I think that they anticipated that you guys would be working
267 on, whether it was wages or sick leave policy or something else, and so this
268 certainly was inside the scope of your work, and I think you guys are
269 identifying some concerns that you have relative to trying to move too fast
270 so this appears to be from what I am hearing from some of you more of a
271 timing issue than it is anything else and not only a timing issue but also
272 the ability to have enough communication with the citizens and the public in
273 Sherwood, not Portland, about the benefits of doing this and moving forward.
274 So I think you probably should at least do something to recognize what you
275 did do in regards to this particular, you know, conversation and potentially
276 think about what things this committee you think could make that successful
277 or that type of effort successful, since you guys have spent a lot of time
278 thinking about it. I mean, we have spent time, we have spent attorney time,
279 you guys have thought about it and so maybe it is not saying we recommend
280 anything other than - these are the type of things that we would think that
281 we need to go into a process in order to do something and be successful.
282 That is just a suggestion, but that kind of goes along with what I heard you
283 say before and that is you did also want to discuss other items that
284 potentially recommend the council consider at a future date so council didn't
285 limit you in any way, shape or form as to what type of business regulations
286 you might want to consider and there were other things you were kind of
287 talking about, which you didn't really have time to do on this committee that
288 actually might have been on chapter 16 or in other parts of the development
289 code that again there weren't time to deal with, so that could be one thing

290 that you guys could potentially have a conversation about but we, as I think
291 you noted, are running out of time and there has to be a report put together,
292 so the section 5 of the ordinance, or resolution, says "special committee
293 will make a written and oral report and policy recommendations to the City
294 Council at the first council meeting in August of 2013 and council has moved
295 a lot of things around to accommodate you guys being able to do that on
296 August 6th, which is going to make their August 20th meeting rather long, but
297 they wanted to make sure that you guys had plenty of time to do a report and
298 to have public hearings in regards to this language so that it can get out
299 and then people can comment, come in to a public hearing and they can hear
300 for themselves what businesses or residents think about the different
301 language you have put together. The sooner that can get out there the better.
302 I mean, so right now Sylvia has graciously offered to wait until Friday,
303 February - August 2nd in order to put the material out, but that is the Friday
304 before the meeting on Tuesday so, you know, if we can get it posted on the
305 website and get posted, but people will have to be reading it over the
306 weekend and digesting it and then prepare to do a public hearing on the 6th,
307 so there is little time, so anything you could do to get that out earlier I
308 think would be a good public benefit, because that would give time - more
309 time for people to review it and think about their comments and make better
310 comments at the public hearing on the 6th.

311 **FEMALE:** I feel that it is really important that we start on the report and
312 we have done a lot of really good work so far on what we have been able to
313 get to, and again as Rachel said, we are not finished yet, so providing the
314 best quality product through this process that we can, even if we can't reach
315 all of, you know, topics here that we would have loved to had if we had
316 months, I just think it is really important, because I think it is important
317 to provide, again, a quality product to the council.

318 **MEERTA:** So I think what I am hearing is that there is a lot of point to sick
319 leave, to benefits, to other policy issues that we have expressed an interest
320 in that we have heard that the public has an interest in and I would like to
321 suggest that at this point we discuss what we would like to take to council
322 for our report given all of the comments that have been made this evening.
323 How does everyone feel about that? Naomi? I mean this is not a formal vote,
324 but I am asking just for...

325 **BELOV:** Yeah, if there is any commonalities in what you want and maybe that
326 you see in the, if you do want to continue the discussion today. On the
327 Portland sick leave ordinance, maybe we could disagree on that and go from
328 there.

329 **MEERTA:** Nancy?

330 **BRUTON:** I am going to need a minute.

331 **MEERTA:** Okay, that is fine. And just to be clear. I am not asking for a
332 specific comments on the Portland ordinance or any other ordinance at this
333 point. What I am asking that we do, and what I am suggesting that we do is
334 collaborate on what information we feel like we need to take to council and
335 that we can, with great confidence, go to council and say these are the
336 things that we have heard. These are the things that we do feel need further
337 exploration, and in all of the time that we have spent together there have
338 been a lot of issues that have come up, as Tom mentioned, related to chapter
339 16 of our code that we have not been able to address and that we have all
340 agreed there are so many points of the code that we would like to see changes
341 made to, and we have heard from the public that you would like to see changes
342 made; so I think those are the things that could be really helpful in our
343 report to council, and those are the things that I would really urge us to
344 discuss so that as we are preparing this report we have good information to
345 provide.

346 **SCOTT:** I am unclear as to the format of the report. I was talking to Sylvia
347 before the meeting and it apparently is a rather somewhat of a fill in the

348 blank type of thing, but I haven't seen it. So I would like to know - I mean
349 it is really hard for me to answer a question without knowing what it looks
350 like.

351 **PESSEMIER:** Well let me just say, so I think what Sylvia was mentioning was
352 what I gave to Meerta earlier today. I didn't actually plan that we would
353 get this far today, so I can certainly hand it out. That just was a
354 suggestion as maybe something you might want to do and that was more directed
355 at the individual languages that you have already put together. So what
356 typically happens and what council is used to seeing in their package is a
357 staff report and it has different sections that we fill in, you know,
358 background, you know, what is the need for the project, financial
359 implications and finally recommendation of what you would want, so typically
360 there are sections that we do. You can use that or you can not use that. I
361 just gave it as an example so that it is something that they are used to
362 seeing, but certainly that wouldn't address some of the other things that you
363 are talking about, which might be more in a report that you would normally
364 think of a report where you are dealing with four or five or six different
365 other things. What I was thinking about doing a staff report in that way is
366 it can individually go with each individual ordinance so that if they do get
367 recommended to the voters or as council is considering them or the
368 (indecipherable) are putting together, the (indecipherable) titles and
369 everything then they have some things specific to that, but you can certainly
370 do that in just a general report as well and address each and every one of
371 them. It will be hard to break it out at that point, but that was just a
372 recommendation. It is really up to you guys to decide what format you want
373 the report in, who is going to present it, how you want to present it and
374 everything else, so, but I could certainly give you all an example of that.

375 **SCOTT:** So I guess I would say then to answer your question, Meerta, is I
376 would like to see in the report obviously the ordinances, an overview of the
377 ordinances that we end up approving and passing along for council and voter
378 approval and then anything additional that we don't create ordinance language
379 out of, I would like to see a vote, a formal vote on each item. If we are
380 going to say we want the council to look at this then I want us to vote on it
381 before it gets on that report.

382 **MEYER:** Oh and I fully intend - it is my hope and that has always been my
383 intention that anything that is provided to council from this committee is
384 provided based on consensus.

385 **MALE:** And I think the one - the other thing I remember us saying was the
386 dilapidated vehicles that we decided; instead of us crafting the ordinance
387 let the police department handle that, and I think we were pretty well in
388 agreement on that.

389 **MEYER:** Absolutely, and I think that, that is exactly the kind of discussion
390 I would like to move on this evening is those issues that have come up that
391 we want to make sure are included and are taken to council. This is our
392 opportunity to share with the council what we have heard from the public and
393 ideas that we have come up with that we feel will address some of those
394 concerns. So dilapidated vehicles, we talked about making a recommendation
395 to council that the chief work on and that the council review. Is everyone
396 in general agreement that, that is something that we would like to move
397 forward with?

398 **MALE:** Yes.

399 **MEYER:** Great. Some of the other things I have just been making notes for
400 the last couple of weeks, we talked about potentially making a recommendation
401 to the council about adding language to our nuisance code. We talked about
402 the dilapidated vehicle as one of those points. Are there any other points
403 that you can recall that were discussed that you would like to see included?
404 I remember discussion very briefly chronic nuisance properties and

405 potentially including some language regarding chronic nuisance properties in
406 that language. Does anyone have any thoughts on that?

407 **FEMALE:** Are we thinking of those within the commercial zone or, again,
408 within residential because I did feel that part of the responsibility of the
409 community was, again, more on the business?

410 **MEYER:** Yeah.

411 **PESSEMIER:** Yeah, I would say two things, and you know business regulations
412 but also things that council thought would ultimately be referred to the
413 voters, so you are talking about stuff that are more internal policies and
414 stuff as well so those were kind of the two things that they outlaid kind of
415 in the whereases and what they were hoping this committee would do, but that
416 was just where they were thinking when they put it together. Obviously it is
417 up to you what you decide you give to them.

418 **MURPHY:** Any other thoughts? Rachel?

419 **SCHOENING:** I am wondering if possibly in writing the report we should
420 include the employee issues as one statement or, because I feel like it is
421 pretty muddy. There has been conversation, you know, things were brought to
422 the committee like living wage that were - I mean there is a clear reason why
423 that cannot be addressed. That is pretty simple to put in a report, but I
424 feel like if we address that as one piece that makes a lot more sense than
425 saying we didn't craft an ordinance language in relation to sick leave
426 because of X. I feel like if we can bullet point the different issues so
427 that they can see them clearly, the issues that were a concern or were at
428 least addressed or attempted to be addressed I think that would make the most
429 sense. I know myself as someone who reads these reports and minutes it is
430 easier if they are all kind of, like Tom was saying they are all sort of
431 together in one piece and since those are ordinances I prefer we didn't go
432 through them separately, but that is must my opinion. I realize that we all
433 might vary quite a bit on different pieces of those, employee pieces, and
434 maybe that will change it, or those employee rights issues I should say. I
435 would hope that maybe we could narrow those down tonight on what those issues
436 were that we did not address, because we didn't craft any ordinance language
437 in relation to what people are calling living wage, so I feel like we should
438 very clearly define what we thought they were when we sat down at the
439 beginning of this and why we didn't address them.

440 **FEMALE:** And I would add the insecticide conversation, too, so that they
441 know that was a conversation of topic and that we learned via that
442 conversation.

443 **MALE:** Oh, and then the other one then would have been the fire arms and
444 ammunition sales along the same line.

445 **FEMALE:** Exactly. I think it is very important that, in reading the
446 resolution I felt like council understood that there were certain issues that
447 were very clearly defined that they wanted addressed and I think those need
448 to - people need to read the report and see that those were addressed, and we
449 shouldn't leave them out. It doesn't have to be three pages, you know, for
450 each one but a simple statement for why or how we weren't able to address it;
451 but secondly what things may have come up in researching those, because I
452 don't remember reading anything about - I am sorry, I don't remember reading
453 personally about sick leave. I feel like we might have made that leap in
454 looking for other ways to help employees, so I want to make that clear.

455 **FEMALE:** I agree. I don't think it was on the original discussion list.

456 **MEYER:** Well, I am more than happy to draft some language and bring it back
457 to committee for review so that we can hope to concisely present our thoughts
458 to council and clearly before anyone is presented with anything this will be
459 a discussion that we all agree on, and then we will move forward with
460 consensus. Some other things that we talked about that, and that the public
461 brought to our attention were issues related to traffic, and I think that I
462 would certainly like to include that in our recommendation, and I think that

463 is a land use concern that we have, that the public has expressed, and I
464 think it is important that, that is further explored. We, in our very first
465 meeting, had the pleasure of meeting a Sherwood resident who came to us and
466 suggested that as a new development and new businesses were coming to town
467 that we look at economic impact analyses or cost benefit analyses as we are
468 reviewing, as the city is reviewing applications. I am in favor of
469 recommending that council look at that to include in planning commission
470 review and in council review of new applications. Any thoughts on that?
471 **SCOTT:** I think that I would agree with putting in some very, very generic
472 language around listing the type of things that came up that we have talked
473 about in relation to planning and economic development. We really didn't have
474 any meaningful discussion on any of those items. I mean we just - people
475 brought them up and we said okay we can't go there because it is outside the
476 area of our ability to go into, so I think listing them and saying these are
477 items that the public brought to our concern. We didn't have discussion
478 about them, because we didn't have time to meet the requirements for Chapter
479 16 changes or it is traffic and we don't have any - we can't draft an
480 ordinance to impact traffic, but so we are addressing the - the public
481 brought these forward but I don't want to get too far into making any more
482 recommendation than that, because we really didn't have any discussion and
483 honestly there is more qualified boards and commissions in the city that are
484 - I think it is fine for us to say we recommend that council push this over
485 to the board, but I wouldn't go any further than just listing the item.
486 **FEMALE:** Tom, cue me in on any of this discussion in terms of how you suggest
487 may be best to present these kinds of points to council.
488 **PESSEMIER:** Well I tend to agree with a lot of Doug's statements. Certainly
489 if you want to have a more robust conversation on those I think that would be
490 appropriate, you know, recognizing that you probably want to have some
491 citizen input on those as well, but you know, a lot of things, especially in
492 chapter 16 as we talked about, there is we have a planning commission and
493 planning commission is tasked by council to do that, so Beth will get an
494 opportunity to work on that if she is appointed on the (indecipherable). I
495 am sure she will. But so certainly, you know, bringing those up but from my
496 perspective the main task that council assigned to you is to try to draft
497 ordinances and come up with stuff relative to business regulations that could
498 be referred to the voters. I think that is what their task was, and I think
499 that you guys have really worked hard on the ordinances you had, but now you
500 are starting to get more into a gray area so, caution there is probably
501 appropriate. And I also will mention, I actually went through my list. There
502 is also waist and noise management that you guys talked about at the
503 beginning. You did have, you did living wage review and I think that
504 included the sick ordinance was talked about on the first night. The use of
505 general chemicals and then there was bicycle parking, car pool parking, and
506 then (indecipherable) and then just parking in general were things you guys
507 determined at the first meeting at the table. That was a list of things that
508 I had from the first meeting that you guys all at least considered at some
509 point.
510 **MURPHY:** Thank you very much. So for the sake of moving forward do we have
511 consensus among the committee to move forward or not to move forward with
512 drafting sick leave - a sick leave ordinance?
513 **SCOTT:** I can't recommend anything to the council in regards to sick leave.
514 **MURPHY:** Would you like to make a motion?
515 **SCOTT:** I move that we indicate that we talked briefly about sick leave, got
516 some examples and never really had a meaningful discussion and chose not to
517 proceed.
518 **FEMALE:** I would second.
519 **FEMALE:** I would say we need to include everybody in that discussion. We
520 should wait until Monday.

521 **MURPHY:** We do have (indecipherable) this evening, and I would respectfully
522 suggest that Larry, last night, did share his thoughts with us on the issue,
523 and so I think that we need to move forward with a vote. All in favor of -
524 let me make sure I understand the motion. You made a motion, Doug, not to
525 move forward with drafting a sick leave ordinance for the City of Sherwood.
526 Is that correct?
527 **SCOTT:** No, that is not what I did. Earlier in this meeting we didn't have
528 a vote, but it became clear that the appetite to move forward had dissipated
529 because of time factors or other things.
530 **MURPHY:** Okay.
531 **SCOTT:** But my motion is simply to say in our report to council, all I think
532 we should say and I don't know if this is a motionable thing, but I am
533 unclear...
534 **FEMALE:** (indecipherable) through this...
535 **SCOTT:** ...Okay, so what I am saying is our report to council should state
536 sick leave came up. We were given a draft ordinance based on the Portland
537 sick leave ordinance and we chose not to pursue it.
538 **MURPHY:** And I believe you initially said that we looked briefly at it and
539 did not have lengthy discussions.
540 **SCOTT:** Sure.
541 **FEMALE:** So, while the committee is having this discussion, a motion
542 generally is a directive or a direction. You desire to do X. What is that
543 desire? Right now you are talking about a staff report. You are desiring
544 the content of a staff report. That is not something that is necessary to
545 have a motion on. That is something you would discuss as a committee, so
546 what specifically are you motioning for? We are motioning to take a vote to
547 do X.
548 **SCOTT:** Sure.
549 **MURPHY:** So, do we need just a motion to table?
550 **MEYER:** He has got one on the table, though so. Are you still making a
551 motion Doug, or are you not making one?
552 **SCOTT:** I was asked to make a motion so I did, but I am now withdrawing my
553 motion, because it is not applicable.
554 **FEMALE:** May I please make a motion that we determined to not move forward on
555 the sick leave ordinance?
556 **FEMALE:** Second.
557 **MURPHY:** All in favor?
558 **GROUP:** Aye.
559 **MURPHY:** Any opposed?
560 **MALE:** No.
561 **MURPHY:** We need to have a verbal so it is in the video.
562 **FEMALE:** I am opposed.
563 **SCOTT:** I am opposed.
564 **MURPHY:** And Doug, you are opposed as well?
565 **MURPHY:** So at this point you have a motion, you have a vote, you have four
566 in favor and two opposed? Is that correct? At this point the motion passes.
567 **FEMALE:** Thank you. So for the remainder of the evening we can choose to
568 continue conversation on items we would like to recommend or bring to council
569 attention, so if there are any other items that we would like to include for
570 council review I think this a great opportunity for us to focus on those
571 items.
572 **FEMALE:** And we are still waiting for Chad for the red lines for, yeah sorry.
573 **FEMALE:** By the end of the day Friday you should have the red line version of
574 the (indecipherable) talked about last time, so you have me
575 (indecipherable) and then I am assuming that you will (indecipherable) them at
576 Monday night's meeting - by Monday's meeting, I should say.
577 **MURPHY:** Okay, does anyone have anything that they would like to add this
578 evening?

579 **MALE:** I think that the list we discussed, I think we have covered everything
580 we have talked about since the start of this committee and so until we get
581 your first draft of the report it is hard to really go any further on those
582 items. I certainly thought if people have new items they want to add to the
583 table that we haven't previously discussed, I guess that is fine. I would
584 suggest that maybe given the time maybe we could take another round of public
585 comment maybe, based upon people that have more to say now.

586 **FEMALE:** And I was hoping I could ask Meerta, do you have a time frame in mind
587 of when you would be able to get us draft language for that first report?

588 **MEYER:** Um I should - today, sorry. Sure, thanks for putting me on the spot
589 here.

590 **MURPHY:** I know. I did that.

591 **MEYER:** I can make an effort to have draft language on a council report to
592 you by Monday?

593 **MURPHY:** That would be appreciated.

594 **FEMALE:** And I appreciate you are willing to spend the weekend, but I also - I
595 mean we will also have to leave a space for the additional minutes we have.

596 **MEYER:** Oh, absolutely. Absolutely, and anything that I do put together
597 will be a work in progress, so I would expect after our meeting on Monday to
598 go back and make changes and updates.

599 **MURPHY:** I think at this point, Tom would you like to add anything?

600 **PESSEMIER:** No. I think that you guys are all really well - I think you are
601 fairly well aware of the schedule so currently you have a meeting on Monday
602 to probably take some final comments, to work on your report, to get the
603 language back. I believe you are going to get on Friday to take a look at
604 that and give final input to the staff and attorneys to probably put things
605 together. You also have a meeting scheduled for Thursday with the intent of
606 everything being to the city recorder on Friday, so I think where you are at
607 is probably doable for sure given that if you are not working on the sick
608 leave ordinance language. If you had added that I think it would have been
609 really tight, so I think you have got a good schedule to get that done.

610 **MURPHY:** Do we, as a committee, want to take public comment this evening.

611 **FEMALE:** Yes, additional.

612 **MURPHY:** Additional public comment. All right. We will go ahead and open
613 up for public comment for the next 40 minutes.

614 **BEVEL:** Anthony Bevel, SW Lynnly, Sherwood. I mean this committee originally
615 formed because of this petition, and I think over a thousand people in
616 Sherwood signed this petition. The second paragraph says all workers in
617 Sherwood deserve a fair wage, decent benefits, and an opportunity to thrive.
618 That is why this committee was formed. You are kicking the can down the road
619 with this sick leave policy. If you don't touch it now, when are you going
620 to touch it? It is 60,000 dollars plus counting right now. What? Are you
621 going to spend another 60,000 and do what, kick it down the road again? You
622 had an opportunity to stand up and be counted. The City of Portland has a
623 policy. Look at it. I don't think - I mean on a personal thing. I have
624 worked eight out nine days this past week plus and it is not pushing
625 keyboard. It is hard physical labor, so I think you can get together, sit
626 down and work it out and hash out a good policy, however it goes. I don't
627 know how many attorneys you have working for you to handle this, but I am
628 sure that there is enough that they can handle it. I mean, for 60,000 plus
629 counting I think we should get something for our money. Right now I don't
630 think I am getting anything for my money. These issues that are being
631 tackled, I mean, everyone has self interests; business, Chamber of Commerce,
632 you know all in it for ourselves. I am a bit disappointed and I think you
633 need to handle it. You volunteered to do this so stand up and be counted. I
634 am a little bit frustrated, and you know it is not easy to sit back there and
635 listen and you have seven members on the board. I feel that maybe I should
636 be, I mean everyone back there is the 8th member and here you have another

637 thousand people who are sitting back there who want this handled, so handle
638 it. Thank you.

639 **MURPHY:** Thank you.

640 **TAYLOR:** I am Nancy Taylor, same household on Lynnly and we unfortunately
641 vote against each other in national elections, so, I actually work in
642 Portland and I applaud what you are doing because I think we all read the
643 editorial in the Oregonian that said, don't go after this. Don't ruin
644 Sherwood. Right? We all heard that. I did at least. This would be a
645 Herculean effort. We are not ready for that. We are ready for the BeNow,
646 which is what it was called. I can't remember if it was Mr. Gall that came
647 up with that.

648 **MURPHY:** Nancy, could you please talk into the microphone. I am having a
649 hard time hearing.

650 **NANCY:** I am so sorry.

651 **MURPHY:** That is okay.

652 **TAYLOR:** We were told in this editorial is that the best we could do would
653 be the BeNow, and BeNow means the passe, the ones that will just probably get
654 passed, because they don't have much tooth to them. This all started because
655 a predatory business wanted to come to this town. We already have predatory
656 businesses here. We didn't do anything to stop them. They are absolutely
657 correct. What we were hoping for, I think, when people signed this petition
658 was fair trade kind of companies. They are probably here. I think they are
659 the ones that have the one employee, the two employees, the six employees,
660 the eight employees. The kind of jobs - the other kind of jobs we have here
661 are already protected by unions. I think a lot of people sitting, at least
662 over here, maybe you might be protected by unions, people who work for you.
663 So there is no police union?

664 **MURPHY:** Nancy, again I am sorry but we are not going to do question and
665 answer.

666 **TAYLOR:** Okay. I am sorry.

667 **MURPHY:** I mean you are more than welcome to ask the question...

668 **TAYLOR:** Most citizens here are covered by something. I think the majority
669 of citizens living in Sherwood probably work outside of Sherwood, and they
670 are covered by something. I mean I don't work for a union shop but I have a
671 huge manual that makes sure I get time off and I get sick leave, so to kind
672 of wrap this up I am not disappointed. I agreed with what the editorial was
673 saying. There is no way Sherwood was going to pass it. Sad but true. Maybe
674 down the line. Maybe when we have all those big box stores, and they are
675 everywhere, we will pass something.

676 **MURPHY:** Thank you Nancy. Anyone else. All right. At this point I think we
677 can move on to our closing comments for the evening. Rachel, would you like
678 to begin tonight? I started with Naomi last night.

679 **SCHOENING:** I agree with much of what I have heard. I also am disappointed
680 with the amount that we were able to accomplish only because I feel like had
681 all of stayed up for 24 hours and not gone to our jobs and been in these
682 meetings consistently we might have been able to get one or two more
683 ordinances done; however, they still would not have been given the attention
684 that they deserve before you put something in front of a voter. I can only
685 come to this committee with my personal understandings, and I will say that I
686 am one of those small business that buys locally and I am a business located
687 in Sherwood, and I would have been affected by some of the ordinances that we
688 are discussing and I will be affected by them if I choose to go. I believe
689 that the people on this committee are on this committee because they took it
690 seriously when we were asked to apply and we did apply so we did ask for this
691 so we can't complain. I think that we all have taken it seriously and we
692 spent a lot of time and we have read a lot of material and we have listened
693 to a lot of people. I want to give respect and will to the thousand or
694 eighteen-hundred signatures, but I will also say that there are 18 thousand

695 people in Sherwood and they deserve to vote on an ordinance that makes sense
696 and has been well thought out. While it is true that I am not a voter in
697 Sherwood because I don't live here, I live in Beaverton, I spend the majority
698 of my time here or driving to here or home, and I truly love this town. I
699 really do. Three and a half years we have been here, my husband and I, and I
700 will tell you based on some of my comments I have heard over the last few
701 nights I looked back at our books and I saw that the first year as a small
702 business we were here we donated more to the community of Sherwood than we
703 took home. Sorry, I get emotional. It is very difficult for me to hear
704 things like I don't care about my employees or I want my cooks to come to
705 work sick. That is offensive to me. I am a small business and I want my
706 employees to stay home when they are not well and they do. That being said,
707 I believe that Sherwood needs business. My business sits empty during the
708 week, because there are no workers here to come to lunch. We need business.
709 We need to be business friendly. We need to be business friendly to good
710 business, and I have said that on the first day and I will say it today. I
711 think that really, really big 100,000 square foot stores are going to be
712 scary and I think they are going to be difficult for a small town. That is
713 my personal opinion. As a business owner, I have no idea what that impact
714 will be on me and I am afraid; however, I believe in the process, and I think
715 that the people at this table are fair. I think that the people at this table
716 are the right people to have the conversations to bring it to the people out
717 there to vote on, and if you don't think that they are that is also you
718 right. It is absolutely your right, and I think there should be voice at the
719 council meetings. One last thing. There are a couple of things that I have
720 heard in the community, and you know, I waited tables this week. I sat out
721 in the front of my restaurant so I could hear what people were saying, I am
722 hearing some things that don't make sense or that are not true; and Tom in an
723 earlier meeting explained very clearly how this works, and so I just want to
724 state for the record that we are not crafting anything or writing anything
725 that will happen or become law or ordinance when we are finished with it. We
726 are not creating a rule that any business will have to follow. We are just
727 sending something to the council and there will be opportunity for more
728 public comment. That is how I understood it, so I will hope that you will
729 still send e-mails and that you will still write letters and that you will
730 still come to council meetings and share your opinions, and I very much
731 appreciate you being here.

732 **MALE:** Well I think, Rachel, that was very well said so I want to really
733 applaud what you said. I am torn a little. I do feel somewhat disappointed,
734 because I do feel like the expectation from the public was something more
735 than the three ordinances that likely we will put forward. That said, once
736 you got in this room and you started going through the process, which I also
737 respect and wrote that on my application for this was that I am very process
738 oriented; and when you started looking at the specific things that people
739 were clamoring for, some people were clamoring for, and then you started
740 going how could we do this. Well, we can't because of X or we can't because
741 of Y; and that is the process. I know it can be frustrating at times, but it
742 is the reality of the situation on the ground. What you also - so we ran
743 into a lot of those, and I know that there are people on this committee who
744 would have loved to go down roads that were brought up and we have talked a
745 little bit about it a little while ago and we just frankly hit a wall where
746 we couldn't go down those roads because of a variety of reasons that have
747 been discussed, so I think that, that may be frustrating to people who maybe
748 have been following really closely or as closely as they can, but I guess I
749 can just say that understand that those things weren't dismissed lightly.
750 None of the things that we listed earlier were just cast aside lightly by
751 anyone up here, so with the possible exception of the sick leave policy;
752 however, I will agree with the rest of the committee that the time allowed to

753 craft a quality sick leave policy was just not there. You know, we were
754 given the Portland policy as a baseline. The Portland policy is probably or
755 perhaps or I guess the City of Portland can decide this is the right policy
756 for them, but it is nowhere near the right policy for Sherwood in my opinion.
757 So to start with that and to try to get to somewhere that is right for a town
758 of 18,000 vs. a town of 600,000 or city of 600,000 was just, and I said this
759 in a previous meeting, it is an untenable, you know, unaccomplishable goal
760 given the deadline we have. I won't go into the specifics of issues that I
761 have with the Portland policy, because I have done that somewhat previously,
762 but I will say that while in the festival this past weekend I was out in the
763 public quite a bit and I was approached by people I have never heard or seen
764 of before and didn't know who they were, but they knew I was on this
765 committee and some of them were citizens. Some of them were small business
766 owners, and in public comment we have heard from both of those people in both
767 of those categories and in the 1800 petitions that I have skimmed through and
768 read the comment section of, we heard from a lot of those people and what I
769 heard repeated over and over and over again were two themes. We want small
770 business, we want more small business. We want to build the small business
771 we have and we need to worry about unintended consequences on other business,
772 particularly small businesses, local businesses in this town of ordinances
773 that we may pass in attempting to go after not small businesses. And so that
774 from day one, has been foremost in my mind, unintended consequences in small
775 businesses. So taking that back to the Portland sick leave policy, and I
776 said this last night and I will repeat it, as it is written right now a
777 business of one employee has a record keeping requirement under that policy.
778 A business of six employees or more has a financial sick pay requirement
779 under that policy, and we don't compete for small business for Portland. We
780 compete - the small businesses in our town don't generally compete with
781 businesses in Portland and the small businesses in our city doesn't compete
782 with Portland to bring new small business here. We compete with Tualatin and
783 Wilsonville and Newburg and Tigard and Beaverton and passing this bill as
784 written or even closely as written would put us at a competitive
785 disadvantage, our small businesses in this town and our city in attracting
786 new ones would put us at a competitive disadvantage relative to those towns,
787 so to me if we are going to go with the sick leave policy it should be done
788 in Salem and it should apply statewide and it should put everyone on an equal
789 ground so that our city and our small businesses in our city are competing
790 equally with those in the next town over and the next town over and that is
791 my position on that. I did want to talk, again Anthony, I am not sure you
792 were here at the beginning, the fair wage. That has come up several times,
793 and I just want to make that clear, and I eluded to this earlier, but the
794 Oregon Revised Statutes basically tell us explicitly that we cannot raise the
795 bar on pay except in very specific circumstances related to government
796 employment or government contract, so early on we took that information and
797 we made - we really were forced to say, well we can't accomplish what the
798 people want us to accomplish in this hay arena, so we are not going there,
799 and I know that is a disappointment to a lot of people on this committee and
800 I know that is a disappointment to a lot of people in the community. That
801 specifically is one of those items that we just ran into a roadblock on that
802 there was no way for us to go around. That is all I have to say. Thank you
803 for your time.

804 **FEMALE:** Thank you. I am actually going to keep it short, and it is rare for
805 me to be somewhat quiet, but I feel like good public policy can accomplish
806 mutual goals, and this has been a learning process for me and one thing that
807 I am seeing and bearing witness to is that there is a lot of differences of
808 opinions at this table. There is a lot in this community, but I applaud the
809 fact that Sherwood is starting to gain more public interaction and more
810 public response and people recognizing that they need to be active

811 participants in civic enterprise. I think that, that is something that our
812 community can embrace. I was excited by the fact that we are looking at ways
813 that we can continue to be positive and continue to work towards mutual
814 goals, because I think we all believe that quality of life for this town is
815 important to us, and I know that it is in my rule, it is hard to organize
816 businesses to speak out because they are doing business, and I really do hope
817 that as recommendations from this committee go to council that, that is a
818 present consideration and I hope that our businesses will continue to speak
819 out and our residents and our community members, and again as I have in other
820 committee meetings I think everyone is sitting up here today, because it is
821 not easy. I thank staff and council for being willing to be here and be a
822 support system.

823 **FEMALE:** I would like to start with a question, Heather, so I would like to
824 know from Barry Elsner and (indecipherable), what was the most expensive of
825 the four ordinances that you are working on so far. Like which one did you
826 spend the most time on? Oh, about the sick leave? Did that take you a lot
827 of time?

828 **FEMALE A:** I don't know.

829 **BELOV:** You have no idea? Okay, well point is I think that we are not being
830 very transparent here and we are not being very honest to our, not only to
831 the people that are present, that is everybody. Because what I think is
832 really happening here tonight is that they have worked hard and the attorneys
833 have worked hard to give us an ordinance and with the sick leave policy, we
834 have it here. We could have submitted it; however Rachel, Doug and Scott
835 both, they all did not want to accept that so we don't have time to go into
836 this further and to delve in the language. They don't want to accept it.
837 That is fine, so for the record I would just like to know - to say that I
838 would have supported and I think that the city and the citizens, the 1800
839 people were asking us to do this and for us to just say no was ridiculous and
840 that we should have continued the discussion.

841 **SCOTT:** I would just like to say that I actually voted to continue the
842 conversation on that and Meerta and Beth voted to table it.

843 **MEERTA:** Doug, Doug. Excuse me, but I would like to let Naomi finish.

844 **BELOV:** I am done.

845 **FEMALE:** And last night I was amiss in asking Tom if he had any, I am sorry?

846 **FEMALE:** Did Beth have closing comments?

847 **FEMALE:** She declined.

848 **COOKE:** No I didn't.

849 **FEMALE:** So excuse me. I am sorry Tom. I was amiss last night in asking
850 you for any comments that you would like to make.

851 **PESSEMIER:** No problem. So I guess I really don't have a lot to say. I went
852 through the schedule earlier, but just kind of as a little bit of perspective
853 for you, I sense some kind of disappointment in the amount that you have
854 accomplished and setting the sick leave portion aside, you know, you have
855 accomplished about four months of work in four weeks, and you did it very
856 professionally and you were also on a steep planning curve, you know, through
857 this whole process. I think you can see why City Council needed help in doing
858 this, because it is hard. Creating ordinances is not easy. Creating new law
859 is not easy. There is a lot of things that go into it and the process isn't
860 over. You are still making recommendation. Council will probably go through
861 these and reconsider almost everything that you have thought about and make
862 additional improvements as they move on and if this moves to the voters as
863 well as that process, so while I appreciate the fact that there are only
864 three ordinances coming out of this process the reality is that I don't think
865 council could have done this themselves, you know, in any short period of
866 time frame. It would have taken them a lot of time and effort and so I think
867 you guys have added a lot of value and a lot of benefit to the process and I
868 think you guys should be proud of what you have accomplished so far.

869 MEERTA: Thanks Tom. I would like to say a few things. Fifteen days ago
870 this committee joined one another in an effort to work toward this language
871 that the people of Sherwood have asked us to review, to consider, with one
872 goal in mind; to preserve livability and character of Sherwood. That is a
873 tough task, Tom. You are right, and as chairwoman of this committee, Tim,
874 last night you made a comment and I lost a little sleep about it. I would
875 like to make it very clear that I have in no way as chairwoman of the
876 committee felt any pressure by the city staff or anyone else in facilitating
877 our meetings in one direction or another. I would welcome the opportunity to
878 work with Tom and Sylvia and your office, Heather, in the future because I
879 feel like none of the content of these conversations, none of it has been
880 predetermined. Our conversations have absolutely been fluid in nature and
881 they have been our own. I have had a lot of my opinions. I have disagreed
882 with a lot of opinions and I stand by my words and so does everyone else on
883 the committee that we get to have the opinions and so do you. This process is
884 so rich and wonderful, because we have that opportunity. You know, I do have
885 a heavy heart about the sick leave ordinance. I would really like to see
886 that move forward. I really would, but right now time is just not on our
887 side. I really personally feel like the Portland sick leave ordinance makes
888 a lot of sense for all of the reasons I stated earlier, and I do stand by
889 that. There are so many things I would like to say. I will end my closing
890 comments this evening with just feeling encouraged that we are moving
891 forward. Progress is being made. We are being heard as residents of
892 Sherwood and as business people in Sherwood. In our preparation of
893 recommendations to city council what my hope is, is that the vision and the
894 values and the mission of this community is reinforced by the recommendations
895 that we make. Thank you very much. Meeting adjourned.

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904
905 Minutes Approved:

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909 Meerta Meyer, Chair

910 10-14-13
911 _____
912 Date

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914 Documents presented at the meeting:

- 915
- 916 Exhibit A - Sherwood Special Committee Sick Leave-First Draft
- 917 Exhibit B - Perkins Coie, Portland Adopts Mandatory Sick Leave Law
- 918 Exhibit C - The Urban Institute, Employers Perspective on San Francisco's
- 919 Paid Paid Sick Leave Policy
- 920 Exhibit D - Ideas to Results, An Investigate into the Economic Impact of
- 921 Requiring Paid Sick Leave in Orange County
- 922 Exhibit E - Letter to Sherwood Special Committee from The Living Springs