

# CLASSIFIEDS / BIDS



## Director of Children's Investment Fund

The City of Portland is seeking a Director for the Children's Investment Fund. This is an at-will, exempt staff position that will report to Commissioner Dan Saltzman's Office. The Children's Investment Fund was created by the passage this fall of the Portland Children's Initiative. The Director will serve as staff for the 5 person Citizen's Allocation Committee as well as for any advisory committees established by the Allocation Committee. The Director will provide support and leadership to help identify and implement the funding decisions of the allocation committee. Experience in the areas of program development and management; policy development; management of complex processes; and public-private partnerships is highly desirable.

Please submit a resume, cover letter and information demonstrating the skills, experiences and abilities you possess to Office of City Commissioner Dan Saltzman, 1221 SW 4<sup>th</sup> Avenue, Room 230, Portland, OR 97204.

Annual salary: \$52,000 - \$69,000. The City offers a city-paid core benefits package and participates in Oregon's Public Employee Retirement System (PERS).

This position will remain open until filled. The City of Portland is an Equal Opportunity Employer.

## SPECIALIZED TRANSPORTATION PROGRAM COORDINATOR

Salem Area Mass Transit District is seeking a Program Coordinator to join our Specialized Transportation Division. This newly created position reports to the Specialized Transportation Director and will be responsible for preparing and monitoring specialized transportation grants and assisting in the planning and developing of elderly, disabled and rural public transportation services in Marion and Polk Counties.

Requirements: Bachelor's Degree in public transportation planning, public administration, or related field and two years of progressively responsible experience in public administration and/or grant administration or any satisfactory equivalent combination of related experience and training. The annual salary range is \$35,767 to \$46,553. The District also offers an excellent fringe benefit package.

Come in or call 503-588-2424 to obtain an official application form and detailed recruitment announcement. Send completed application form to Salem Area Mass Transit District, Human Resources Division, 555 Court St., NE, Suite 5230, Salem, OR 97301-3736. Official District application form must be completed and received at District by 4:30 p.m. February 21, 2003. Visit our web site at: [www.cherriots.org](http://www.cherriots.org).

## Office Assistant

Non-profit agency seeking exp'd front desk receptionist. Agency's mission is to promote & improve wellness among African American's living in PLYD thru health educ, advocacy, & research. Qualifications: Minimum of three years administrative / front desk exp. Applicant must possess strong organizational, written and verbal communication skills. Salary commensurate DOE. Excellent Benefits. Send resume to 2800 N. Vancouver Ave. Ste. 100, Portland, OR 97227. NO CALLS PLEASE



## WASHINGTON COUNTY

### ADMINISTRATIVE SPECIALIST II

Sheriff's Office positions require availability to accept work on a shift basis (day, swing, or graveyard), and work weekends, if assigned. Some positions require inmate contact. Must be bilingual - English/Spanish. \$2,315 - \$2,815 / month. Closes February 7, 2003

### DEPUTY SHERIFF

\$3,456 - \$4,202 / month. Closes February 7, 2003

Call (503) 846-8606/TTY (503) 846-4898 for information or see our website: [www.co.washington.or.us](http://www.co.washington.or.us). County application and supplemental application forms required. Women, minorities, and people with disabilities are encouraged to apply.

### APPLY TO:

Washington County Human Resources Division  
155 N. First Avenue, Suite 320  
Hillsboro, OR 97124



## PARKING FACILITY Operator

Immediate full and part-time openings. Seeking dependable, well-groomed, positive individuals.

\$8.00 + Starting wage  
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New hires must have acceptable documentation to confirm both identity and eligibility to work.

Apply 12:00-12:30 PM, Tues & Thurs at  
City Center Parking  
130 SW Stark, Portland

## CITY OF WEST LINN

Job Opportunity  
Police Officer - (Certified/Lateral)

\$3141 - \$4087 per month DOQ  
Position performs all aspects of police duties, such as: patrol, report writing, radar operation, traffic stops. Must have ability to communicate effectively and with authority both orally and in writing, and the ability to work assigned shifts. Requirements include: two years law enforcement experience, DPSST Basic Police Certification, and a valid Oregon driver's license (or ability to obtain prior to appointment) with good driving record. An Associate's Degree is desirable. Must be 21 years of age and a U.S. citizen. Bilingual (Spanish speaking), a plus. Prior to appointment, successful candidate must pass pre-employment screening. Application packets are available at West Linn City Hall, 22500 Salamo Road, West Linn, OR 97068, (503) 722-3427 (voice mail) (503) 657-7845 TDD. (This is a continuous, open recruitment.) Completed application packets received at West Linn City Hall by 4:00 PM, February 10, 2003, will be reviewed for consideration in the next testing date to be held February/March, 2003. EEO

# World Renowned Educator Visits



Marva Collins (center left)  
PHOTO BY DAVID PLECH  
THE PORTLAND OBSERVER

*She's very loving, very passionate about kids and their ability to succeed. She doesn't carry the children through a lesson she encourages them.*

—Lisa Manning, community coordinator at SEI

continued ▲ from Metro

wants. Each child came up to the front of the class to recite the poem from memory.

One particularly shy little girl struggled with the second verse, her voice barely above a whisper.

"I went to the store and bought myself some ice cream, don't have it no more," she said.

Collins puts her hand on the girl's back.

"Big voice," she reminded the girl. "Believe in yourself."

Newly strengthened the girl boomed back, "I went to the park and wrote myself a poem, still got it!"

Collins gave her a hug.

"Good Job!" she said.

Marva Collins grew up in Atmore,

Ala., at a time when segregation was the rule. Black children were not permitted to use the public library and her schools had few books. But her father instilled in her strong desire for learning, achievement and independence.

Her experiences in that system of segregation, coupled with her dissatisfaction with the quality of education her two youngest children received in prestigious private schools led her to open her own school on the second floor of her home.

Thus, Westside Preparatory was founded in 1975 in Garfield Park, an inner city Chicago neighborhood. During that first year Collins took in learning disabled, so-called problem children and even one child labeled border-line retarded. By the

end of that first year every child scored at least five grades higher, proving that the previous labels placed on the children were misguided.

Collins has continued to work with dozens of public school systems and has always achieved striking results. Her success with students labeled "unteachable" has led to profiles in Time and Newsweek magazines, a television appearance on 60 Minutes and a made-for-television movie. It is rumored that both presidents Ronald Regan and George Bush Sr. wanted Collins to fill the position of Secretary of Education during their administrations.

Collins' visit to Portland was arranged by Tony Hopson of Self Enhancement Inc. She paid tutorial

visits to SEI, Jefferson, Boise Eliot and Humboldt Elementary.

Lisa Manning, community coordinator at SEI helped Collins manage her time in Portland. She felt incredibly fortunate to have Collins at SEI and in the local schools.

"She's very loving, very passionate about kids and their ability to succeed," Manning said. "She doesn't carry the children through a lesson she encourages them."

By the end of class at Boise Eliot, the kids couldn't wait to participate, but buses were lining up outside and Flowers had to get them out of the classroom. Collins still had them captivated.

"You've got the most wonderful machine in the world right here," Collins said, tapping her forehead. "All you've got to do is use it."

continued ▲ from Front

# Training Brings Diversity to the Ranks

opposing the hires.

The trainee program, launched just five years ago, has become a stepping-stone for minority applicants into what was once an almost exclusively white world of Portland firefighting.

Warren said 95 percent of the department's employees of color enter as trainees with no prior experience.

"What the trainee program does is bring them up to the level of the people coming in with prior experience," Warren said.

Since the program was introduced five years ago the department has jumped from four percent women and minorities to 19 percent.

Though the fire bureau is required by law to have an affirmative action plan, Warren said the department does not specify exact numbers.

"We have no quotas. We do have

goals," Warren said. "We want to make the fire department representative of the communities we serve."

About 40 applicants will be skimmed from the pool of 174 for 14 weeks of training in EMT and firefighting skills. After that, trainees will complete the rest of their training with experienced firefighters entering the department from other states and cities.

All firefighters are required to complete a year of training with Portland before being considered for employment.

"It's a way of assuring that everyone is equal when they get to the table," Warren said.

Ed Wilson, Chief of Portland Fire and Rescue, said the program is successful in contributing to an increasingly diverse firefighting workforce.

"Portland Fire and Rescue for many years has had various pro-

grams to increase the diversity of our department," he said. "We have spent a tremendous effort recruiting. Our numbers are getting better year after year."

He admitted the department made little headway in the 80s and early 90s due to budget constraints that limited recruiting and hiring efforts. During that same time, a series of districts were annexed that included close to 200 employees. Subsequently the department was flooded with experienced firefighters who also happened to be mostly white males.

"We couldn't hire very many people during that time," Warren said. "That hurt our efforts to diversify."

Other situations hurt too. Last year a firefighter out of Station 24 endured racial jokes and harassment. A lawsuit was resolved through an out of court mediation

process. It was determined that the employee was working in a hostile environment.

But Wilson said the incident was isolated and not typical of the department as a whole.

"No other issues have been raised by that individual and he's back to work for us," Wilson said.

Despite setbacks, the Chief now believes the department is right on track.

He echoed Warren's desire to see the department's firefighters represent the communities they work for.

"I think the citizens of Portland are very diverse in nature, so I think it's important that the workforce that responds to their needs reflects that," he said.

Wilson said all aspects of diversity make the department stronger by promoting communication in emergency situations.

# The Firefighter That Almost Never Was

continued ▲ from Metro

Ladd plotted his course and weighed his options. A year quickly passed and he took the tests all trainees must take before becoming a firefighter. He passed them with flying colors and the department expressed interest in hiring him.

Now Ladd had to choose - bus driver, teacher, artist, writer or fireman.

"I settled on being a fireman," he said.

It was 1973 and at the time Portland had only employed one African American firefighter. The firefighters union body had voted not to approve the hiring of more African Americans to the force.

Ladd was undeterred. Even as he recalls the story he tells it with a smile, like it's just another one of those things to overcome.

Ladd said there weren't that many African Americans in the Marines either, so he didn't think

he'd feel out of place in an almost exclusively white world of firefighting.

"I'm used to being the only one," Ladd said. "But I never thought about it like that."

But after just 30 days Ladd didn't want to be fireman anymore. He remembers those early days in the downtown station as being particularly frigid and said the attitude of management was not much warmer.

"It was the coldest winter. We were shivering. It was just freezing," he said.

He finished his shift that Friday and dialed up TriMet to let them know he was coming back. They were happy to have him.

Ladd arrived at Station 4 on Monday and planned to resign and start driving busses the next day. He told the lieutenant on duty that he needed to speak with him.

"I want to resign," Ladd said.

"Why? What to you mean?" the lieutenant replied.

Ladd repeated himself. "You'll have to go to the main station," the lieutenant shot back. "You can't resign here."

TriMet was a couple blocks from the station so Ladd went there first. He joked with the other drivers and plotted his return. After a couple hours he made it to the main fire department.

Battalion Chief John Dooney Sr. confronted Ladd as he scaled the steps leading up to the station.

"Are you Ladd?" the chief yelled.

"Yes sir I am," Ladd replied.

"What do you mean you want to quit this job?" Dooney bellowed.

"I'm not letting you resign!" Unsure of what to make of the fiery Chief, Ladd stepped back and let him continue unopposed.

"My grandfather was a fireman, my father was a fireman," Dooney screamed. "By god you're going to be a fireman too!"

Dooney then advised the stunned recruit to turn directly around and go back to his post as

if nothing had happened.

With the Chief's words still ringing in his ears, the 30-day-old firefighter did just that. The question of his resignation was never raised again.

"I settled in to being the best I could be in the fire department," Ladd remembered. "Chief Dooney is responsible for me staying in."

Ladd is now 55 years old. He has been fighting fires downtown out of Station 4 for the last thirty years. When he came aboard in 1973, he was the second African American ever hired into the Portland Fire Department.

Fitting in at Station 4 was not a problem. Brimming with WWII vets, the ex-marine was quickly accepted as one of their own.

"They were very welcoming," Ladd remembered. "In fact, they went kind of overboard."

That same camaraderie and closeness still keeps Station 4 buzzing. The guys chide Ladd on being the oldest guy in the firehouse, but they take his experience very seriously.

"We like to work with guys like Bill that have fought a lot of fires," said Station 4 Lieutenant Dave Baker.

Ladd knows the department has had its fair share of complaints. He said last year an African American employee sued the department for discrimination.

But Ladd likes to take everything in stride. To him, all the guys are just firefighters, regardless of skin color. He said he has few complaints about the profession that just wouldn't let him go.

"I never had any of those problems," he said, flashing his trademark smile.

**SUB BIDS REQUESTED**

**OHSU BioMedical Research Building  
Multnomah Pavilion (MNP)**

**Bid Package #2 - Site Utility Relocations**

**Pre-Bid: February 4, 2003 at 2:00pm**  
**Bids Due: February 11, 2003, at 2:00pm**

**HA Hoffman-Andersen, A Joint Venture**  
805 SW Broadway, Suite 2100  
Portland, OR 97205  
Tel: 503/221-8811 - Fax 503/221-8888  
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