Eugene City Council
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www.eugene-or.gov

EUGENE CITY COUNCIL AGENDA AMENDED

July 16, 2025

12:00 p.m. CITY COUNCIL WORK SESSION

City Council Wednesday work sessions are held using virtual meeting technology. Information about online or other options for access and participation will be available at https://www.eugene-or.gov/3360/Webcasts-and-Meeting-Materials

NOTE: This agenda has been amended to correct information on page 4 of Attachment A of Item 3

Meeting of July 16, 2025;
Her Honor Mayor Kaarin Knudson Presiding

Councilors

Greg Evans, President	Lyndsie Leech, Vice President
Alan Zelenka	Jennifer Yeh
Randy Groves	Mike Clark
Matt Keating	Eliza Kashinsky

12:00 p.m. CITY COUNCIL WORK SESSION

1. **EXECUTIVE SESSION: Pursuant to ORS 192.660(2)(i)**
2. **WORK SESSION: Municipal Court Judge Annual Evaluation**
3. **WORK SESSION: Eugene Public Library – Year 3 Levy Report**

The Eugene City Council welcomes your interest in these agenda items. This meeting location is wheelchair-accessible. For the hearing impaired, an interpreter can be provided with 48 hours' notice prior to the meeting. Spanish-language interpretation will also be provided with 48 hours' notice. To arrange for these services, contact the receptionist at 541-682-5010. City Council meetings are telecast live on Metro Television, Comcast channel 21, and rebroadcast later in the week.

El consejo de la Ciudad de Eugene agradece su interés en estos asuntos de la agenda. El lugar de la reunión tiene acceso para sillas de ruedas. Se puede proveer a un intérprete para las personas con discapacidad auditiva si avisa con 48 horas de anticipación. También se puede proveer interpretación para español si avisa con 48 horas de anticipación. Para reservar estos servicios llame al 541-682-5010. Las reuniones del consejo de la ciudad se transmiten en vivo por Metro Television, Canal 21 de Comcast y son retransmitidas durante la semana.

For more information, contact the Council Coordinator at 541-682-5010,
or visit us online at www.eugene-or.gov.

EUGENE CITY COUNCIL
AGENDA ITEM SUMMARY

Work Session: Municipal Court Judge Evaluation Process

Meeting Date: July 16, 2025
Department: Central Services
www.eugene-or.gov

Agenda Item Number: 2
Staff Contact: Becky DeWitt
Contact Telephone Number: 541-682-5659

ISSUE STATEMENT
Greg Gill was hired as the Municipal Presiding Judge on August 30, 2019. This agenda item is for Council to conduct Municipal Court Judge Gill's annual performance review. The two-part format includes an executive session followed by a public session. During the public session, Council also has the opportunity to discuss any potential salary increase to Judge Gill's current salary.

BACKGROUND
The presiding Municipal Court judge performs and oversees all judicial functions of the Eugene Municipal Court. In accordance with Eugene Code 2.011(2), the City Council will review and evaluate the Judge's performance and salary annually.

A formal evaluation process is called for in Calendar year 2025. In alignment with EC 2.011 (2) (c): The members of the evaluation committee shall be nominated by the mayor and appointed by the council. The advisory committee is required to be at least five members, with at least one member of the Human Rights Commission, two attorneys familiar with Municipal Court, and two other persons generally familiar with the judicial system. The formal evaluation process shall include a public hearing and the evaluation report shall be submitted to and accepted by the council.

On May 12, 2025 Council appointed Mayor Knudson's nominees for the advisory committee and directed staff to convene the committee members for a series of meetings to evaluate Presiding Judge Gill's performance and produce an evaluation report. The council-approved process included a stakeholder survey, interview with Judge Gill, a public hearing before the committee and a review of court metrics. Committee members Blake Burrell, Ashlee Rochelle Wiese, Brook Reinhard, Judge Jay McAlpin, and Tracy Eppler met on May 22, June 2, June 12, and June 26 to accomplish this process and have produced a report, **Attachment A, that will be sent under separate cover,** to inform Council's evaluation of Judge Gill's performance.

With respect to compensation, Judge Gill's employment contract with the City provides for Council consideration of an increase to Judge Gill's compensation at the same time as his annual performance evaluation. A summary of Judge Gill's current compensation information is attached as **Attachment B.**

The current employment agreement between the City and Judge Gill is included as **Attachment C.**

RELATED CITY POLICIES
The City Council conducts an annual performance review of the Municipal Court Judge, aligned with City Code and their desire to offer formal feedback.

COUNCIL OPTIONS
The Council may discuss the evaluation, provide feedback and direct staff accordingly. The Council has the sole authority to determine compensation for the Presiding Municipal Court Judge. The Council has a wide variety of options available to them including, but not limited to the following:

1. 1 step increase = Step 9 (Grade 12), $186,430.40/Annually ($89.63/Hourly)
2. 2 step increase = Step 10 (Grade 12), $191,817.60/Annually ($92.22/Hourly)
3. An alternative merit salary increase, as determined by Council that does not correspond to a specific step on the Grade 12 scale.
4. No merit increase this year.

MOTION OPTIONS
Option 1:
Move to award Judge Gill a merit salary increase of 1 step which is equivalent to Step 9 (Grade 12), $186,430.40/Annually ($89.63/Hourly), and to authorize the Council President to execute an amendment to Gill's employment contract with the awarded salary increase.

OR

Option 2:
Move to award Judge Gill a merit salary increase of 2 steps which is equivalent to Step 10 (Grade 12), $191,817.60/Annually ($92.22/Hourly), and to authorize the Council President to execute an amendment to Gill's employment contract with the awarded salary increase.

ATTACHMENTS
A) 2025 Judicial Evaluation Report **(to be sent under a separate cover)**
B) Summary of current compensation information
C) Current employment agreement between the City and Judge Gill

FOR MORE INFORMATION
Staff Contact: Becky DeWitt, Interim Employee and Labor Relations Manager
Telephone: 541-682-5659
Staff E-Mail: bdewitt@eugene-or.gov

Municipal Court Judge

2025 Compensation Information

Current Municipal Court Judge Salary Range: The salary range for the Presiding Municipal Court Judge is a 10-step range and corresponds to **Grade 12** of the Non-Represented Pay Scales.

Annual	$142,126.40	$147,659.20	$153,192.00	$158,745.60	$164,278.40	$169,811.20	$175,344.00	$180,876.80	$186,430.40	$191,817.60
Hourly	$68.33	$70.99	$73.65	$76.32	$78.98	$81.64	$84.30	$86.96	$89.63	$92.22

Current Salary for Gill: $180,876.80/annually ($86.96 hourly), equivalent to Grade 12, Step 8, of the Non-Represented Pay Scales.

Contract Provisions: The employment contract with Municipal Court Judge Gill states that the cost-of-living adjustment (COLA) will be given to Gill at the same time each year and at the same percentage as given to the non-represented employee group. The 2025 COLA increase of 2.7% for non-represented was effective 7/1/2025. The COLA % is determined by the City Manager in June. This COLA moved the salary range for the Municipal Court Judge position providing Judge Gill with a corresponding increase to his hourly rate.

Regarding merit increases, Gill's employment contract provides that "the City Council shall consider increasing Gill's compensation at the same time of Gill's annual performance evaluation."

2024 Salary Adjustments:
On 6/10/24 the City Council awarded Judge Gill a merit increase which was approximately a 3.2% increase, placing him at grade 12, step 8 of the salary range for the Presiding Municipal Judge classification. In accordance with his contract, Gill received a 2.4% COLA on 6/30/24 which increased his salary from $171,995/annually to $176,113/annually and a 2.7% COLA on 7/1/25 which increased his salary to $180,876.80/annually.

Merit Increases Options
Council may award Gill a merit salary increase in any amount, including an amount that corresponds to step increase(s) of the Grade 12 pay scales. Potential merit increase options include:

- 1 step increase = Step 9 (Grade 12), $186,430.40/Annually ($89.63/Hourly)
- 2 step increase = Step 10 (Grade 12), $191,817.60/Annually ($92.22/Hourly)
- An alternative merit salary increase, as determined by Council, that does not correspond to a specific step on the Grade 12 scale.
- No merit increase this year.

EMPLOYMENT AGREEMENT

BETWEEN: City of Eugene (City)

AND: Gregory E. Gill (Gill)

RECITALS:

A. The Charter of the City of Eugene provides that the City Council shall appoint one or more municipal judges. Eugene Code 2.011(1) provides that the City Council shall appoint the Presiding Municipal Judge.

B. The City wishes to employ Gill as Presiding Municipal Judge, and Gill wishes to accept the position on the following terms.

AGREEMENTS:

1. **Duties**. City agrees to employ Gill as Presiding Municipal Judge beginning on August 30, 2019, on the terms and conditions described below. Gill agrees to accept the position of Presiding Municipal Judge effective August 30, 2019. Gill agrees to devote his full time and attention to duties of Presiding Municipal Judge and to perform the functions and duties of this position in accordance with the City Charter, City Code, and Council direction. The City and Gill understand that Gill is in the process of transitioning his private law practice to other attorneys, that the transition will be completed no later than March 1, 2020, and that the time Gill spends winding down his private law practice and/or transitioning his current clients to other attorneys will occur when Gill is not functioning as the Presiding Municipal Judge (either after work hours or during vacation leave). Gill shall comply with all policies, rules, and regulations in effect or made or modified by the City during the term of this Agreement, except as otherwise provided in this Agreement. In his hiring and supervision of contracted judges, Gill will implement and adhere to all behavioral policies in the Administrative Policy Manual, including the Respectful Work Environment policy.

2. **Term and Termination.** This Agreement shall remain in effect for an indefinite term and is an at will agreement. Gill understands and agrees that he serves at the pleasure of the City Council and may be removed from his position without cause and without notice. Gill may resign at any time with sixty (60) days' prior written notice. The period of such prior notice may be shortened by the Council due to exigent circumstances, such permission not to be unreasonably withheld.

3. **Severance Pay.** In consideration of Gill's promise in paragraph 1 above, if Gill's employment with the City is terminated by the City Council, City agrees to pay Gill a lump sum cash severance payment equal to two months of his base salary; provided, however,

that Gill will not be entitled to any severance payment if he does not meet the conditions of employment described in section 4, or his employment is ended due to gross misconduct. Gross misconduct is defined as:

3.1. Conduct evincing willful or wanton disregard of an employer's interest as is found in deliberate violation or disregard of standards or behavior which the City has the right to expect of its employees;

3.2. Careless or negligence of such a degree or recurrence as to manifest equal culpability, wrongful intent or evil design; or

3.3. Conduct that shows an intentional and substantial disregard of the City's interest or the employee's duties and obligations to the City.

4. **Conditions of Employment.** Gill shall obtain and maintain Law Enforcement Data System (LEDS) clearance, remain an active member in good standing with the Oregon State Bar, maintain compliance with ORS 221.142 (qualifications for municipal judges), and possess and maintain a valid Oregon driver's license with a driving record at a level that meets City standards.

5. **Salary and Benefits.** City agrees to compensate Gill for his services rendered pursuant to this Agreement the following salary and benefits:

5.1. A base salary of $137,009.60/annually beginning on August 30, 2019. Market adjustment pay increases (MAPs) will be given Gill at the same time each year and at the same percentage as those given to the non-represented employee group.

5.2. A transportation allowance of $300 per month and a smartphone allowance of $65 per month. The allowance amount will be updated periodically to align with the non-represented stipend amount when it is adjusted.

5.3. A contribution to a deferred compensation program equivalent to three percent (3%) of his salary, provided that Gill contributes a minimum contribution of one percent (1%) of his salary to the program.

5.4. Participation in the Oregon Public Service Retirement Plan (OPSRP) generally available to City's other exempt, managerial employees when Gill becomes eligible for such participation.

5.5. Insurance benefits, including medical, dental, vision, life and long term disability insurance, and the City's employee assistance program, generally available to City's other exempt managerial employees when and as Gill becomes eligible for them.

5.6. Vacation, sick leave, and holiday leave benefits in accordance with City's policies and practices with respect to City's other exempt, managerial employees. Gill must be employed a minimum of six months to be eligible to use the vacation he has accrued, other than the vacation described in paragraph 5.9, or to receive payment for any vacation accrual upon his termination.

5.7. Payment of Oregon State Bar dues and reimbursement for tuition and reasonable expenses related to continue legal education or other professional conferences or trainings.

5.8. City reserves the right to modify or discontinue any and all of the above benefit and compensation plans, policies, and practices at anytime without notice to or recourse by Gill, as long as such action is taken generally with respect to exempt, managerial employees and does not single out Gill.

5.9. In addition to the foregoing, and on a one-time basis only, Gill will be credited with 120 hours of vacation and 40 hours of sick leave upon his hire date and will be eligible to use this accrual immediately.

6. **Performance Evaluations and Salary Adjustments**. The City Council will review and evaluate Gill's performance and salary annually (in October) and in accordance with Eugene Code 2.001(2). The City Council may conduct additional reviews of Gill's performance at any other time it deems appropriate. Adjustment to salary (other than MAPs governed by section 5.1) shall occur as provided in Exhibit A attached to this Amendment.

7. **Indemnification.** The City shall defend and indemnify Gill against any tort, professional liability claim or demand, or other legal action arising out of an alleged act or omission occurring in the performance of Gill's duties as Presiding Municipal Judge, unless prohibited by law. The duties of the Presiding Municipal Judge do not include the commission of any criminal act or intentional tort. This indemnification shall include the cost of defense, provided that the City shall choose or approve legal representation for Gill and will retain control over the defense of the claim, including the sole power to compromise and settle any claim or action and pay the amount of the settlement or judgment.

8. **Notices.** Notices pursuant to this Agreement shall be given by deposit in the United States Mail, postage prepaid, addressed as follows:

City: President of City Council
City of Eugene
125 East 8th Avenue, 2nd Floor
Eugene, OR 97401

Employee: Gregory E. Gill
Eugene Municipal Court
1102 Lincoln St.
Eugene, OR 97401

Alternately, notices required by this Agreement may be personally served. Notice shall be deemed given as of the date of personal service or as of the date of deposit of such written notice in the United States Mail.

9. **Review by Independent Counsel.** Gill acknowledges that the City has advised him to have this Agreement reviewed by an attorney of his choice.

10. **Effective Date.** The Agreement shall become effective when signed by all parties.

11. **Voluntary Agreement.** Gill acknowledges that he understands the terms of this Agreement and that he has entered into it voluntarily.

12. **Integration**. The terms of the parties' agreement are set forth completely in this written document. This Agreement supersedes all prior or contemporaneous oral and written agreements, understandings, and commitments. Gill acknowledges that he has not relied on any other representation or promises by the City, its agents, employees or representatives, except those contained in this Agreement.

13. **Severability of Provisions**. Any provision, or portion of any provision in this Agreement that is held unenforceable, void, or unconstitutional shall not affect the remainder of the terms of this Agreement or any portion thereof which shall be deemed severable and shall remain in full force and effect. In the event that a provision is held unenforceable, void, or unconstitutional, the City Council and Gill shall discuss what changes, if any, should be made in response.

14. **Construction.** It is the intent of the parties that this Agreement and the appointment of Gill as the Municipal Presiding Judge comply, in all aspects, with the provisions of the Charter and City Code. If any provision of this Agreement is capable of two constructions, only one of which complies with the Charter and City Code, the construction that complies with the Charter and City Code shall control. If any provision of the Agreement conflicts with the Charter or City Code, the Charter or City Code shall control and the conflicting provision of this Agreement shall be of no effect. All other provisions not in conflict with the Charter or City Code shall remain in full force and effect. Without limiting the foregoing, this Agreement will be governed by and interpreted in accordance with the laws of the State of Oregon.

15. **Modification.** This Agreement may not be modified in any respect, except by a written agreement executed by the City and Gill.

CITY OF EUGENE, OREGON

By: Betty Taylor
Betty Taylor
President of the City Council

Date: 8/21/19

Gregory E. Gill

Date: 8/20/19

Exhibit A

Presiding Municipal Judge Gregory Gill
Performance Review Compensation Adjustment

Pursuant to Section 6 of the Employment Agreement, Gill's salary shall be adjusted as provided below unless the Council determines that the City's budget situation is sufficiently ominous that no merit increase should be made. Any adjustment pursuant to section 6 and this Exhibit shall be in addition to any market adjustment pay (MAP) provided by section 5.1 of the Employment Agreement.

Calculation of value of ratings:

- Number of raters X value of each rating category added together = overall value.
  - Values: Successful = 1, Good = 2 and Excellent = 3
- Overall value divided by number of raters = weighted average.
- Mayor's rating is excluded from the overall value calculation and the weight average calculation.
- Weighted overall performance rating average will be rounded to the nearest tenth.

Weighted Average Range	Percentage Increase
1 – 1.5	0%
1.6 – 2.5	3.5%
2.6 – 3	5%

FIRST AMENDMENT TO EMPLOYMENT AGREEMENT

BETWEEN: City of Eugene (City)

AND: Gregory E. Gill (Gill)

RECITALS:

A. The Charter of the City of Eugene provides that the City Council shall appoint one or more municipal judges. Eugene Code 2.011(1) provides that the City Council shall appoint the Presiding Municipal Judge.

B. On August 21, 2019, the City and Gill executed an employment agreement to employ Gill as Presiding Municipal Judge ("Agreement").

C. On January 19, 2022, the Eugene City Council unanimously passed the following motion: "Move to give Greg Gill a 3.2 percent merit increase to his annual salary and authorize the Council President to negotiate and execute an amendment to his employment contract allowing for discretionary salary adjustments for the years that he is not formally evaluated by the Council and deleting the reference to an October evaluation date."

D. The City and Gill wish to amend the Agreement in accordance with the City Council's January 19, 2022, motion.

AGREEMENTS:

The City and Gill agree to amend the Agreement as set forth below:

1. Paragraph 5.1 is amended to read as follows:

5.1 A base salary of $147,992/annually beginning on January 20, 2022. Cost-of-Living Allowance (COLA) increases will be given Gill at the same time each year and at the same percentage as given to the non-represented employee group.

2. Paragraph 6 is amended to read as follows:

6. **Performance Evaluations and Salary Adjustments**. The City Council will review and evaluate Gill's performance and salary annually and in accordance with Eugene Code 2.011(2). The City Council may conduct additional reviews of Gill's performance at any other time it deems appropriate. When there is a formal performance evaluation held in accordance with EC 2.011(2)(c), the City Council shall make a salary adjustment in the manner provided in Exhibit A attached to the

Agreement. For all other years, the City Council shall consider awarding Gill a merit salary increase at the same time that the City Council discusses Gill's self-evaluation (per EC 2.011(2)(a)) or informal evaluation (per EC 2.011(2)(b)).

3. All other terms and conditions of the Agreement remain in full force and effect.

CITY OF EUGENE, OREGON

By: _____
Randy Groves
President of the City Council

Date: 1/20/2023

_____
Gregory E. Gill

Date: 1/17/23

SECOND AMENDMENT TO EMPLOYMENT AGREEMENT

BETWEEN: City of Eugene (City)

AND: Gregory E. Gill (Gill)

RECITALS:

A. The Charter of the City of Eugene provides that the City Council shall appoint one or more municipal judges. Eugene Code 2.011(1) provides that the City Council shall appoint the Presiding Municipal Judge.

B. On August 21, 2019, the City and Gill executed an employment agreement to employ Gill as Presiding Municipal Judge ("Agreement"). The Agreement was amended on January 20, 2023 ("First Amendment").

C. On April 26, 2023, the Eugene City Council unanimously passed the following motion: "Move to authorize the Council President to execute an amendment to Judge Greg Gill's employment contract that: 1) establishes a Presiding Judge salary of $131,331.20 to $177,278.40, with a range adjusting consistent with COLA adjustments for non-represented staff; and 2) awards Judge Gill a merit increase of $8,112, which is approximately a 5.3% pay increase, placing him at grade 12, step 7 of the established salary range."

D. The City and Gill wish to amend the Agreement to be consistent with the City Council's April 26, 2023, motion.

AGREEMENTS:

The City and Gill agree to amend the Agreement as set forth below:

1. Paragraph 5.1 is amended to read as follows:

5.1 An annual base salary of $162,032, equivalent to Grade 12, Step 7, of the Non-Represented Pay Scales. Cost-of-Living Allowance (COLA) increases will be given Gill at the same time each year and at the same percentage as given to the non-represented employee group.

2. A new Paragraph 5.10 is added to read as follows:

5.10 The position of the Presiding Municipal Judge has a ten-step salary range of $131,331.20 to $177,278.40, equivalent to Grade 12 of the Non-Represented Pay

Scales. This salary range shall be adjusted each year consistent with the Cost-of-Living-Allowance (COLA) increases made to the salary range of the non-represented staff.

3. Paragraph 6 is amended to delete the reference to Exhibit A and to read as follows:

6. **Performance Evaluations and Salary Adjustments**. The City Council will review and evaluate Gill's performance and salary annually and in accordance with Eugene Code 2.011(2). The City Council may conduct additional reviews of Gill's performance at any other time it deems appropriate. The City Council shall consider increasing Gill's compensation at the same time of Gill's annual performance evaluation.

3. All other terms and conditions of the Agreement remain in full force and effect.

CITY OF EUGENE, OREGON

By: _____
Randy Groves
President of the City Council

Date: 6-27-2023

_____
Gregory E. Gill

Date: 6.26.23

EUGENE CITY COUNCIL
AGENDA ITEM SUMMARY

Work Session: Eugene Public Library – Year 3 Levy Report

Meeting Date: July 16, 2025 | Agenda Item Number: 1
Department: Library, Recreation and Cultural Services | Staff Contact: Angela Ocaña
www.eugene-or.gov | Contact Telephone Number: 541-682-8480

ISSUE STATEMENT
At this work session Council will receive a Fiscal Year 2024 Library Levy update. Staff will provide an update on the status of the investments, service usage and community access.

BACKGROUND
On November 3, 2020, the City of Eugene voters approved Measure 20-309 to fund expanded Eugene Public Library services for five years beginning July 2021. The expanded services promised in the levy were in three categories:

1. More hours and access
2. More programs for all ages
3. More materials and technology

These expanded services align with the Eugene Public Library's mission "providing equitable resources and opportunities for everyone to create a connected, caring, and inspired community."

The Library Levy requires 47 open hours across the Bethel and Sheldon Branches, an increase in programming across the 3 branches, maintenance of the budget for materials and internet devices, and an ongoing guarantee of accountability and transparency through annual summaries of spending and performance measures, an annual review by the citizen Library Advisory Board, and annual report to City Council. The year 2 Library Levy report was presented to the Eugene City Council on February 14, 2024 and the year 1 Library Levy report was presented to City Council on December 14, 2022. In year 3, all Library Levy requirements were achieved across the Eugene Public Library.

This is the third report for the levy period. Areas of emphasis for year three include connection, empowerment, and equity/access. Key accomplishments and developments in those areas include:

- **Connection**
  - Increased Visits, Users, and Materials
    - 834,640 visits across the three library locations

        - 22,584 new registered users, bringing the total number of cardholders to 121,081
        - The digital and physical library collection size grew to over 1.85 million
    - Library staff participated in 138 outreach events
    - Implemented or expanded programs that facilitated connection including philosophy discussions, craft groups, and English and Spanish language practice groups

- **Empowerment**
    - Residents at the Mission built skills through a series of library programs
    - Monthly drop-in tech help program for one-on-one support
    - Sheldon Branch has expanded programs for teens and adults with disabilities through partnerships that promote social inclusion and combat ableism

- **Equity/Access**
    - Expanded Storytime including for young children/babies and differently abled children
    - Vending Machine provides materials to underrepresented communities that align with their identities and interests
    - Sheldon Branch has expanded programs for teens and adults with disabilities through partnerships that promote social inclusion and combat ableism.

Staff will provide a more detailed overview of the report's findings, highlighting progress made toward the levy's commitments and the emphasis on connection, empowerment, and equity/access. In addition, a brief update on the overall levy timeline and remaining reporting periods will be included to ensure continued transparency and accountability.

RELATED CITY POLICIES

This item relates to the following City Council Goals:

- Accessible and Thriving Culture, Parks and Recreation: A community where arts and outdoors are integral to our social and economic well-being and are available to all.
- Sustainable and Accountable Development
- Equitable, Effective, Accountable Municipal Government

PREVIOUS COUNCIL DIRECTION

December 14, 2022 City Council Work Session

Council received a report on the first year of expanded library services made possible with levy funding.

February 14, 2024 City Council Work Session

Council received a report on the year 2 expanded library services made possible with levy funding during the period starting on July 1, 2022 and ending on June 30, 2023.

COUNCIL OPTIONS
This is an informational item.

CITY MANAGER'S RECOMMENDATION
Informational only.

SUGGESTED MOTION
Informational only.

ATTACHMENTS
A. Eugene Public Library: Year 3 Levy Report as approved by the Library Advisory Board
B. Memo to City Manager Sarah Medary from the Library Advisory Board Chair

FOR MORE INFORMATION
Staff Contact: Angela Ocaña, Library Services Director
Telephone: 541-682-8480
Staff E-Mail: Aocana@eugene-or.gov

YEAR 3 LEVY REPORT

measure 20-309

Eugene Public Library

HOURS & ACCESS

PROGRAMS & SERVICES

MATERIALS & TECHNOLOGY

ACCOUNTABILITY & TRANSPARENCY

At the heart of Eugene Public Library lies a simple yet powerful belief: the library is for everyone. For nearly 120 years, our library has been more than just a building filled with books. It's been a safe haven, a community hub, and a place where individuals can learn, grow, and connect. Whether you're seeking knowledge, a captivating story, or simply a welcoming space to engage with others, the library has always been a place where everyone is invited to belong.

As times evolve, our commitment to this mission remains unwavering. Through years of growth, change, and challenges, the library staff has stayed true to its goal of providing equitable resources and fostering opportunities that build a connected, caring, and inspired community. We believe in the power of lifelong learning, the nurturing of curiosity, and the celebration of the joy that comes from reading. From free access to a vast array of ideas and resources to a wide range of programs that spark creativity and connection, the library stands as a pillar of equity and inspiration in Eugene.

This levy report covers the period from July 1, 2023, through June 30, 2024, marking the third year of the five–year operating levy passed by Eugene voters with overwhelming support of 76%. The levy has been crucial in enabling the library to enhance its services and expand its impact on the community.

Since the pandemic, one of the most consistent needs we've heard from our community is a strong desire for connection. In response, Eugene Public Library has prioritized programs designed not only to foster learning but also to promote meaningful engagement among community members. From philosophy discussions and knitting circles to English and Spanish language practice groups, we are bringing people together through shared interests and experiences.

This year, we've placed particular emphasis on increasing access to services and programs. Whether through initiatives held at one of our three library locations or through our extensive outreach efforts in the community, we are committed to meeting our community where they are, ensuring that library resources and services are within reach for all.

This report highlights several of these efforts and the impact they have had on our community. Eugene Public Library isn't just a place where stories live, it's a vibrant space where our community comes to life.

HOURS & ACCESS

Access to services and resources remains central to Eugene Public Library's mission. Whether in person or online, free access to materials helps build an informed and connected community.

As promised in the 2020 levy renewal, we maintained the service levels funded by the 2015 levy. That included keeping all three locations open for a total of 47 hours each week. We delivered on that commitment in year one and sustained it through FY24, ensuring continued access for borrowing and resource use.

Visits to the library increased this year, with 834,640 people coming through our doors across the three locations, up from 826,982 in FY23. While we are still working toward our pre-pandemic peak of 1.1 million visits, we're seeing encouraging growth. The Downtown Library had a modest increase following last year's 79% jump, while Bethel Branch saw a 9% increase and Sheldon Branch a 4% rise in foot traffic.

We also added 22,584 new registered users in FY24, bringing our total cardholders to 121,081. A contributor to this year's increase was expanded access for students and teachers outside our regular borrowing district, joining those from 4J, Bethel, charter, and homeschool groups as part of our efforts to ensure all youth in our region can use the library.

Staff continued community outreach at 138 events, collaborating with local partners and engaging the public at major gatherings like the Black Cultural Festival and Pride, as well as neighborhood events such as We Are Bethel, Boo Barn, and Día, a celebration of Hispanic culture.

Access also extends beyond our buildings. This year, our home delivery team launched a version of the Library of Things tailored to homebound users. Items in this collection include a lap loom, cake pans, air quality monitor, electricity usage reader, LED page magnifier, and even a robotic companion cat.

To further support equitable access, particularly for marginalized communities, we have added baby storytime and sensory storytime to our weekly lineup. These additions reflect our continued commitment to inclusivity, innovation, and meeting the diverse needs of our community. As we look ahead, Eugene Public Library remains dedicated to breaking down barriers and expanding opportunities for all.

JOY AND BIBLIOMATICO: BOOK FOR EVERYONE

What started as a partnership with the Lane County African American/Black Student Success program has turned into something truly magical at the downtown library: the Bibliomatico. This vibrant, token–powered book vending machine isn't just dispensing books, it is dispensing joy, inclusion, and opportunity.

Here's how it works: local youth organizations receive custom tokens to share with the kids they serve. Each token is a golden ticket to a free book—one they can keep, reread, and cherish at home. But these aren't just any books. The Bibliomatico is filled with stories by authors from historically underrepresented communities, and characters who reflect the rich diversity of our world. Every title is chosen with care to empower young readers, spark their imaginations, and help them see themselves in the pages.

It's about more than literacy. It's about equity, access, and belonging. The Bibliomatico invites kids into the library experience on their own terms, helping them build personal libraries that reflect who they are and who they can become. Thanks to community partnerships and bold library innovation, we're building a future full of readers, dreamers, and leaders—one token, one book, one inspired child at a time.

Circulation

We continued to see an increase in circulation across the system, **with a 3 % growth.** Downtown and Bethel saw larger increases, while virtual circulation grew by over 40,000.

TOTAL CIRCULATION

2,796,968 ITEMS

Downtown	1,818,286
Bethel Branch	198,868
Sheldon Branch	246,875
Virtual	532,939

PROGRAMS & SERVICES

Books and resources are just a part of what Eugene Public Library offers. In the third year of our operating levy, we expanded our diverse and free programming, which many patrons were excited to see return after the pandemic. Alongside reintroducing programs for all ages, we launched new initiatives to better serve underserved communities.

As part of our levy commitment for this five-year term, we promised to maintain the 1/3 increase in programming achieved during the first levy cycle, and to sustain the Maker equipment, offsite programs, and the Library Van. In FY24, we made significant strides toward our pre-pandemic program levels, increasing from 798 programs in FY23 to 1,135 this year. The largest jump was a 61% increase in onsite programs, leading to an increase in participants, which grew from 15,747 in FY23 to 21,745 in FY24.

These programs include adult-focused opportunities like Author Talks, which celebrate reading, storytelling, and author-reader connections. This year, we hosted five featured authors, including Diane Wilson (The Seed Keeper), drawing nearly 200 attendees.

We also expanded youth programming with a focus on diversity. This year, we introduced 8 themed picture book bins, showcasing popular subjects such as Dinosaurs, Animals, and Sparkle, featuring works by diverse authors. These bins circulated over 30,000 times in FY24, more than doubling their previous circulation.

We've also prioritized expanding juvenile offerings, adding large-print books for youth with vision challenges, refocusing the Juvenile Language Center, and growing our juvenile comics collection (9,000 titles, circulating 121,000 times). Building on the success of our picture book bins, we introduced Popular Collection Browsing Bins with categories like "Who Was/Is" and "Science Comics," making it easier for teens to find books they love.

In response to feedback from patrons seeking more community connections, we've focused on programs that foster engagement and learning. We hosted Talk Time language programs (in English and Spanish) and the Community Philosophy Circle, which encourages open discussions on universal ideas and had 142 participants over six sessions in FY24. Additionally, to decrease isolation and increase social connections, we developed programs such as the knitting circle and the craft program and are working to expand this work through partnerships with area living centers and social service organizations.

Eugene Public Library is also committed to making opportunities accessible to underrepresented communities. Sheldon Branch has become a hub for inclusive programming, especially for teens and adults with developmental and intellectual disabilities. This collaboration with local partners like Sheldon High School's Transitional Education Network and Eugene Rec's Adaptive Recreation program, promoting social inclusion and combating bias and ableism.

PROGRAMS

Total

1,135

42 % INCREASE

Attendance

26,744

EMPOWERING COMMUNITY CONNECTIONS AT SHELDON

The Sheldon Branch is dedicated to serving individuals with intellectual and developmental disabilities, focusing on inclusion and empowerment. Our work includes partnerships with the Transition Education Network (TEN) at Sheldon High School and the Community Living Program (CLP), providing a safe, supportive environment for participants. Through our programs, community members have opportunities to build meaningful relationships and create lasting friendships.

A key feature of our programming is the monthly Make & Take activities. These hands–on projects are thoughtfully designed to accommodate varying cognitive and physical abilities while recognizing the individual's identity as a teen or adult. Each activity encourages creative expression and fosters a sense of accomplishment, allowing participants to explore new skills at their own pace.

At Sheldon, we believe in creating an inclusive space where all participants are valued and respected. Whether through collaborative projects or social interaction, our goal is to help individuals feel connected, empowered, and supported in their personal growth.

MATERIALS & TECHNOLOGY

Eugene Public Library is committed to maintaining a diverse collection of materials that reflect the needs and interests of our community. We ensure access to a wide range of resources in both physical and digital formats, alongside a variety of technology.

Our levy promise was to maintain the library's budget for books, movies, eBooks and other items as well as to maintain and replace internet-ready devices at Bethel and Sheldon branches.

In FY24, we made significant strides in expanding computer access for our community members. Libraries play a vital role in bridging the digital divide, providing crucial internet access and online resources for everything from job searches to staying connected with loved ones. Total computer sessions increased to 88,442 in FY24, up from 82,602 in FY23, highlighting the ongoing demand for digital access.

In addition to continuing popular technology services like the wireless hotspot and resume printing programs, we launched a monthly Drop-In Tech Help program. This initiative offers community members one-on-one support for a range of tech-related questions, from navigating mobile devices to using online services. It also includes assistance with library resources, like eBooks and streaming movies. In its first year, the program served 52 patrons, helping them build confidence and digital skills.

Our collection continues to grow, adding over 30,000 new physical titles. Today, our total collection stands at 1,850,279 items, with much of the growth happening in our digital library, which added 247,215 titles. We remain dedicated to expanding access to materials, empowering our community with the tools they need to thrive in today's digital world.

Physical Collection
435,899
Digital Collection
1,414,380
Collection Size
1,850,279

FY2024 MATERIALS

INCREASE
283,380

BUILDING CREATIVITY AND COMMUNITY AT BETHEL

The Bethel Branch's Builders and Makers program brings kids and families together for hours of creative fun. Staff love seeing the excitement as our youngest community members create something all on their own. The program fosters community connections, as families collaborate on projects, building relationships while being creative.

Promoting creativity, collaboration, and community, each session is designed around a variety of materials such as LEGO, MagnaTiles, paint, and clay.

Participants of all ages take pride in their creations, whether it's a towering structure or a colorful sculpture.

One young participant captured the essence of the program perfectly: "This is the most magnificent thing I have ever created all by myself! I didn't think I could do it, but I thought creatively, and I did it!" This quote speaks to the program's impact—empowering children to think creatively, take risks, and experience the joy of accomplishment.

ACCOUNTABILITY & TRANSPARENCY

Trust and libraries go hand in hand. The staff at Eugene Public Library takes the community's trust seriously. Study after study proves libraries remain highly trusted because of their proven ability to foster and share knowledge and to maintain people's privacy.

Our levy promise

is to guarantee accountability and transparency. In this measure, we promised to separate levy fund budgeting and accounting per state law, to prepare an annual staff summary of spending and performance measures, an annual review by the citizen Library Advisory Board and an annual City Manager's report to City Council.

FY 2024 LIBRARY EXPENDITURES

Levy Funds	$2,385,387 *
General Fund	$11,500,852
Misc. Trust Funds	$90,241
	$13,976,480

SOME DETAILS ON FY 2024 LEVY SPENDING:

The Library Local Option Levy is set at $2.85 million per year for five years, in accordance with state law restrictions regarding how levies are structured.

*Each year of the levy, we intentionally reserve funds as part of budget planning for the full five years. While the levy provides the same amount of revenue each year, spending fluctuates because of ongoing expansion of services as well as increased costs, inflation and other factors. Funds are budgeted in order to ensure the ability to fulfill levy promises throughout the duration.

This report offers a glimpse into the impact of the levy, but the full story is about more than just numbers. It's about how access to programs, materials, and resources fosters a more informed and engaged community—a truth reflected in countless stories from the public.

Libraries are about more than books; they're about people. The extended levy services enabled us to meet community needs, even as we continue to navigate the challenges of the pandemic.

Library staff, partners, and volunteers work every day to support an informed community, nurture a love of reading, and encourage lifelong learning. That's the core of our mission.

We remain steadfast in our commitment to providing free access to a world of ideas and information. As we serve through these changing times, this dedication ensures that Eugene Public Library remains a vital, adaptable resource for residents. It also keeps our library a truly public space—open, welcoming, and essential to all.

In November 2020, Eugene voters overwhelmingly supported the passage of Measure 20-309, which provides an additional five years of support for library services.

Ongoing levy information is available to the public at eugene-or.gov/levyinfo. This report will also be available online after review from the Library Advisory Board and City Council.

541-682-5450
eugene-or.gov/library

Eugene Public Library

Eugene Public Library

April 1, 2025

To: Sarah Medary, Manager
City of Eugene

From: Paris Woodward-Ganz, Chair
Eugene Public Library Advisory Board

Re: Report on the third year of the Library Levy

The Eugene Public Library Advisory Board is pleased to present this report for the third year of the Library Levy. In November 2020, the City of Eugene voters overwhelmingly approved Measure 20-309 to fund expanded Eugene Public Library services for five years beginning in July 2021. The Citizen Library Advisory Board is responsible for annually reviewing the levy performance to ensure accountability and transparency.

I recognize that I am young, perhaps one of the youngest people to serve as chair, but before I was the chair I was (and still am, the youth representative. When I came to Eugene as a 17-year-old college student away from home, this library became a sanctuary to me, not just a place of knowledge. The Eugene Public Library System is **deeply** committed to serving the community. I have watched people come in filled with awe at our Library of Things. I have watched college students, unable to afford books for classes in reading heavy majors, find them on our shelves. I have had professors recommend Libby, anticipating students would want to further explore means of access to books. This library functions so well not just because it serves the community, but because it is a part of it. When the library received feedback, we adapted. We adopted programs that would benefit all members of the communities. We did outreach, we worked to marry two very important ideas– the library as a place where people can check out books and gain information, and the library as a community center. As an ecosystem. As a living reflection of the most hardworking and dedicated people who all work inside its walls.

As you will read in the attached report, Eugene Public Library's levy implementation focuses on: *"Promises made, Promises kept."* The expanded services promised in the levy were in three categories:

1. More Programs for All Ages

Promises made: The Library promised to increase free events by 33% throughout the levy, emphasizing areas identified as community priorities: early literacy, activities for teens, and "Maker" opportunities. Additionally, the library promised to provide more free programs off-site and bring these services to parts of the community not currently served by one of the three branch locations.

Promises kept: Over 300 more programs were provided in FY24 than in FY23. Programming increased for all ages, specifically for preschool and elementary children, which increased by 190 more programs, including more storytimes.

Another way the Eugene Public Library creates a sense of belonging for everyone in our community, even the most marginalized, is the attention to adults and teens with developmental and intellectual disabilities. New partnerships with

the 4J transition program, CLP TEN, and the Hilyard Community Center furthered our investment in this community. The intersectional programming highlights the library's commitment to creating community and social inclusion for our most martialized communities.

2. More Materials and Technology

Promises made: The Library promised to return the budget for books, movies, eBooks, etc., to pre-recession levels and to increase the community's Internet access at the Bethel and Sheldon Branches by providing laptops for patrons.

Promises kept: The Library's collection rose minimally by another 30,000 materials, and the circulation of the collection rose slightly over the previous year. While Downtown and Sheldon remained steady, the Bethel branch increased its circulation of materials by 10,000 each of the past two years. The Bethel branch refreshed its Spanish, teens, and early literacy collections this year. Additionally, branch laptops now include library hotspots, increasing viability for those communities.

The Juvenile comics collection expanded to accommodate 9,000 comics, which circulated 121,000 times, for an average of 12 circulations per item. The newly created picture book bins, encouraging young readers to select their books and sense of autonomy, circulated 30,000 times with a collection size of only 3,000. Double the number of circulations from the regular picture book collection. Additionally, the library's commitment to equity, diversity, and inclusion saw a change to the holiday collection by changing call numbers and headings from Chinese New Year to the more inclusive Lunar New Year, reflecting the diverse celebrations of this holiday.

This year, our Maker items in the Library of Things added….

3. More Hours and Access

Promises made: The Library promised to be open to the public for 160 hours a week across three locations.

Promises kept: 83,640 visitors came to the Eugene Public Library this year. Registered cardholders increased by 23,000, with Bethel and Sheldon seeing 1,000 more registered users. The total number of computer sessions in FY23 was 82,602, over 30,000 sessions more than in FY22.

The library made two new additions to the downtown Youth Services area. The first is a tween corner focusing on youth ages 9-12. This space gives middle school students a space before transitioning to the teen room, focusing on age-appropriate reference materials, supplies, crafts, and ownership of their space. In conjunction with programming in the space, this new tween space increases the 40 developmental fundamental assets that youth need to be successful.

Second, starting as a partnership with the Lane County African American/Black Student Success program, the Bibliomatico now has a home in the downtown library. This vending machine book dispenser utilizes tokens given to community partners to hand out to the youth they work with. The library features authors from traditionally marginalized populations and main characters from diverse backgrounds. The Bibliomatico allows children to keep these inclusive books and build their home collection, creating lifelong readers who can see a more compassionate, inclusive work through the power of diverse books while drawing in youth in our community who may not be traditional library users.

In closing, the Eugene Public Library Advisory Board takes great pride in reporting to you the continued success of the levy in the third year.

Sincerely,

Paris Woodward-Ganz
Library Advisory Board Chair