



Eugene City Council

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EUGENE CITY COUNCIL AGENDA

September 8, 2025

5:30 p.m. CITY COUNCIL WORK SESSION

City Council meetings will continue to be held in hybrid format using in person and 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>

**Meeting of September 8, 2025;
Her Honor Mayor Kaarin Knudson Presiding**

Councilors

Greg Evans, President
Eliza Kashinsky
Jennifer Yeh
Mike Clark

Lyndsie Leech, Vice President
Matt Keating
Alan Zelenka
Randy Groves

5:30 p.m. CITY COUNCIL WORK SESSION

1. WORK SESSION: City Manager Recruitment

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: City Manager Recruitment

Meeting Date: September 8, 2025
Department: Central Services
www.eugene-or.gov

Agenda Item Number: 1
Staff Contact: Mia Cariaga and Kristie Hammitt
Phone: (541) 682-5408

ISSUE STATEMENT

In April City Manager Sarah Medary announced that she will be retiring in December 2025. The City Charter vests the City Council with the sole authority and responsibility to appoint the City Manager. If Medary vacates the position prior to the City Council permanently filling it, the City Charter provides that the Mayor appoints a City Manager Pro Tem to temporarily fill the City Manager vacancy. This work session is an opportunity for Council to continue their work on a recruitment for a new City Manager.

BACKGROUND

City Council selected Bob Murray and Associates as a recruitment firm to support a national search for a new City Manager. Bob Murray and Associates has been meeting with Councilors and stakeholders (both internal and external) to inform a job posting for Council to consider at this meeting. Council is also asked to consider a proposal for a forum to collect public input on the qualities and attributes desired in a new City Manager.

The firm will also share next steps and timing related to application deadlines, options for public input, first round interviews by Council, and final interviews for Council consideration. All steps will align with the timing requested by Council to hold interviews with finalists in January 2026.

PREVIOUS COUNCIL DIRECTION

[May 12, 2025 Work Session](#)

City Council chose a path of hiring a recruitment firm to support Council's efforts to conduct a national search and hire a new City Manager.

Councilor Evans, seconded by Councilor Leech, moved to proceed with Option 1 as outlined in Attachment A to this AIS, with the additional caveat that Step 1 of the process be made up of Council leadership and any volunteers from Council.

Passed 8:0

July 9, 2025, Work Session

City Council interviewed three recruiting firms and selected Bob Murray and Associates.

Move to select Bob Murray and Associates to conduct the Eugene City Manager recruitment process in accordance with the terms of a contract negotiated and executed by Central Services Director, Mia Cariaga.

Passed 7:0

COUNCIL OPTIONS

1. Job Posting:

- a. Upon review of the job posting, Council can approve the job posting so that Bob Murray and Associates can begin advertising the position.

OR

- b. Upon review of the job posting Council can make suggested changes prior to approval of the job posting.

OR

- c. Upon review of the job posting, Council can request that Bob Murray and Associates return at a later work session with revisions.

2. Public Input:

- a. Hold a forum to collect public input in alignment with the proposal presented by Bob Murray and Associates;

OR

- b. Identify an alternative method to collect public input;

OR

- c. Choose to forgo public input prior to the interview processes.

SUGGESTED MOTIONS

1. Move to approve the job posting as presented by Bob Murray and Associates.
2. Move to direct staff to schedule a forum to collect public input in alignment with the proposal presented by Bob Murray and Associates.

FOR MORE INFORMATION

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