ROUGHLY EDITED TRANSCRIPT
CITY OF EUGENE
WORK SESSION
SEPTEMBER 22, 2025
5:30 P.M.

* * *

This text, document, or file is based on live transcription. Communication Access Realtime Translation (CART), captioning, and/or live transcription are provided in order to facilitate communication accessibility and may not be a totally verbatim record of the proceedings.

* * *

>> MAYOR KNUDSON: WELCOME TO

THE SEPTEMBER 22nd, CITY

COUNCIL WORK SESSION.

THANK YOU FOR JOINING US ON

THIS HYBRID FORMAT.

OUR FIRST MEETING IS FALL,

2025, OFFICIALLY.

THERE IS NO OPPORTUNITY FOR

PUBLIC COMMENTS, AND THOSE

WISHING TO ACCESS THE MEETING

CAN WATCH THE LIVE STREAM

AVAILABLE ON OUR WEBSITE OR

BY CALLING ON THE PHONE

NUMBER LISTED ON THE PUBLIC
PODCAST.
IN CASE OF A MEDICAL
EMERGENCY AND AUTOMATED
EXTERNAL DEFIBRILLATOR AND
AED IS LOCATED BEHIND THE
COUNTER OF STAFF, LOCATED ON
THE LEFT SIDE AND IN CASE OF
AN EVACUATION EMERGENCY,
EXITS ARE IN THE BACK OF THE
ROOM AND THE DOORS THROUGH
THE PATIO CAN BE USED AS
NEEDED.
THANK YOU AGAIN FOR JOINING
US.
I NOW CALL THE
SEPTEMBER 22ND, 2025, WORK
SESSION OF THE EUGENE COUNCIL
TO ORDER.
I WILL TURN OVER TO INTRODUCE
OUR FIRST TOPIC OF THE
LIBRARY LOCAL OPTION LEVY.
>> YES, WE HAVE OUR LIBRARY

DIRECTOR AND JOSH BATES, OUR

LIBRARY AND SERVICES DIRECTOR

HERE TO SPEAK WITH US.

I WILL TURN IT OVER TO JOSH.

>> GOOD EVENING, MAYOR

COUNCIL AND STAFF.

I AM JOSHUA BATES, THE

EXECUTIVE DIRECTOR OF

CULTURAL SERVICES FOR THE

CITY OF EUGENE.

I WANT TO THANK YOU FOR THE

OPPORTUNITY TO MEET.

WE APPRECIATE THE TIME.

TODAY'S WORK SESSION IS THE

FIRST STEP IN A BROADER

CONVERSATION ABOUT THE

LIBRARY LEVY, WHICH WILL

EXPIRE IN JUNE OF 2026.

THIS IS AN OPPORTUNITY TO

REFLECT ON OUR EXISTING LEVY.

THE HISTORY OF OUR FUNDING

APPROACH AND HOW OUR

COMMITTEE SUPPORTED LIBRARY

SERVICES AND THE FRAMEWORK TO

SHAPE OUR PATH FORWARD

TOGETHER.

TO HELP GROUND US IN THE

HISTORY IMPACT, I WOULD LIKE

TO INTRODUCE OUR LIBRARY

DIRECTOR ANGELA C., AND HOW

THEY SUPPORTED THE COMMUNITY

WE ALL SERVE.

I WILL PASS IT OVER TO YOU,

ANGELA.

>> THANK YOU, JOSHUA AND

THANK YOU, COUNCIL.

FEELS LIKE I WAS HERE

YESTERDAY TALKING ABOUT THE

LIBRARY LEVY AND THE IMPACT

IT MADE ON THE COMMUNITY.

I AM GRATEFUL TO BE HERE

AGAIN TO TALK ABOUT THE

LIBRARY'S FUTURE.

WE GENERATE $2.8 MILLION A

YEAR WHICH COVERS 18.4 STAFF

MEMBERS OF THE BOOK BUDGET

AND PROGRAMS.

HERE ARE THE BOOK COVERS, THE

LEVY MAKES A COMMITMENT AND

TRANSPARENCY THROUGH THE

ADVISORY BOARD AND YEARLY

UPDATES.

I WOULD NOT BE A GOOD

LIBRARIAN IF I DIDN'T SHARE

OUR HISTORY.

THE OPENING OF THE NEW

DOWNTOWN LIBRARY, AND THE

OPENING OF THE BETHEL AND

SHELDON LIBRARIES.

THAT FUND INSTABILITY

RESULTED IN REDUCTION OF

POSITIONS.

IN 2015, THE LIBRARY

COLLABORATED WITH MEMBERS AND

IN VISION, OF THE LIBRARY OF

THE FUTURE.

THIS EFFORT WAS RESTORING

HOURS OF SERVICES AND ON

NOVEMBER 3RD, 2015, THE

EUGENE COMMUNITY PASSED
MEASURE 20235.
IT ADDED 22 HOURS TO BETHEL
AND SHELDON AND INCREASE
PROGRAMS AND SERVICES FOR ALL
AGES.
IT RESTORED MATERIALS AND
BUDGET TO FY09 LEVELS.
THE 2020 LEVY PROCESS TOOK
PLACE DURING THE PEAK YEAR OF
COVID-19 AND NO POLLING WAS
DONE.
THIS LEVY MAINTAINED 160
OPERATIONAL HOURS ACROSS ALL
THREE LOCATIONS WITH MORE
PROGRAMS AND SERVICES AND
ACCESS TO ADDITIONAL
MATERIALS AND TECHNOLOGY.
IT WAS PASSED WITH 76% OF THE
VOTE.
OKAY, AS YOU HEARD FROM THE
EUGENE COMMUNITY SURVEY
RESULTS THIS MONTH.

LIBRARY RECREATION AND
CULTURAL SERVICES SEEN AS A
GOOD VALUE FOR YOUR TAX
DOLLARS.
HERE ARE THE HIGHLIGHTS: THE
LIBRARY AVERAGES 1 MILLION
VISITORS A YEAR, 65% OF ALL
EUGENE RESIDENTS HAVE AN
ACTIVE LIBRARY CARD, WE
EXPANDED OUR ACCESSIBILITY
FOR EVERYONE IN THE COMMUNITY
BY GOING FINE-FREE, AND WE
CHECKED OUT 25 MILLION ITEMS.
OKAY, WHAT DOES THAT REALLY
MEAN? 25 MILLION ITEMS WOULD
BUILD YOU THE EIFFEL TOWER
PLUS ANOTHER THIRD.
IF YOU PUT ALL OF THE ACTIVE
EUGENE LIBRARY CARD HOLDERS,
YOU WOULD HAVE TO FILL TWO
STADIUMS AND YOU WOULD NOT
QUITE FILL IT UP.
OKAY.

>> HERE IS THE NEWLY PAINTED
BETHEL LIBRARY.
THEY EXPANDED THEIR HOURS TO
49 HOURS A WEEK WITH AN
INCREASE CHECKOUT OF 38%.
THE BRANCH DEVELOPED THEIR
OWN PERSONALITIES MIRRORING
THE DIVERSE NEIGHBORHOODS
THEY SERVE.
A FOCUS ON OUR SPANISH
PATRONS AND SENIORS AND ADULT
WITH DISABILITIES AND TEENS.
SPEAKING OF TEENS, THE LEVY
EXPONENTIALLY EXPANDED
SERVICES TO TEENAGERS.
THIS WAS AN UNDER RESOURCE
POPULATION GAP FOR THE
LIBRARY.
THE NATIONAL YOUTH RISK
BEHAVIOR SURVEY SHOWS THAT
TEENS WHO FEEL CONNECTED TO
THEIR COMMUNITY ARE LESS
LIKELY TO ENGAGE IN RISKY

BEHAVIORS.

THE 40 FUNDAMENTAL ASSETS FOR

TEENS REINFORCES THE MORE

POSITIVE ADULT ROLE MODELS

THAT TEENS HAVE IS A

DETERMINATING FACTOR IN THEIR

SUCCESS.

HERE ARE SOME OF THE

GROWTH - IN 2012, THE LIBRARY

HAD HALF OF THE ROOM

DEDICATED TO TEENS.

IN 2024, EACH LIBRARY HAS A

SPACE FOR TEENS.

IN 2012, THERE WERE 70 TEEN

PROGRAMS.

IN 2024, WITH AN ASSIST FROM

THE COMMUNITY SAFETY PAYROLL

TAX, THERE WERE 169 PROGRAMS.

THAT MEANS IN 2012, WE HAD

1,154 ATTENDEES BUT IT WAS

DOUBLED IN 2024 WITH 2,096

ATTENDEES.

THAT MY FRIENDS IS A LOT OF

TEENAGERS.

TEENS BENEFIT FROM LIBRARY PROGRAMS.

SO, AS YOU KNOW THE GENERAL FUND SHORTFALL MEANT CHALLENGES ACROSS THE CITY.

YOU HAD TO MAKE DIFFICULT CHOICES.

THE LAST TEN YEARS, THE LIBRARY HAS BEEN ABLE TO MAINTAIN ITS PROMISES WHILE IMPLEMENTING REDUCTION SCENARIOS OVER THE LAST FOUR YEARS.

THE BOOK BUDGET IS PAID BY THE EUGENE FRIENDS AND THE FOUNDATION.

WHILE THE LIBRARY IS ABLE TO KEEP THOSE PROMISES, IT IS BECOMING INCREASINGLY DIFFICULT.

TO ADD NEW SERVICES LIKE A BOOK PICK-UP OR DROP-OFF OR A

NEW LIBRARY LOCATION WOULD
REQUIRE ADDITIONAL FUNDING.
THE COST JUST TO MAINTAIN
SERVICES ACROSS THE CITY IS
INCREASING.
THE OTHER SIDE OF THAT
EQUATION IS THE LIBRARY HAS
BECOME MORE CREATIVE AND
EFFICIENT IN ITS OPERATIONS.
IT HAS BEEN RECOGNIZED AS ONE
OF THE LIBRARY'S JOURNALS
STAR LIBRARY.
THIS AWARD RECOGNIZES LIBRARY
PER CAPITA OUTPUTS PER
VISITS, CIRCULATION,
ATTENDANCE AND TECHNOLOGY
BASED ON ITS EXPENDITURE
LEVELS.
THE LIBRARY RANKED IN THE TOP
3% NATIONWIDE FOR ITS BUDGET
LEVEL AS IMPACT PER DOLLAR.
A TESTAMENT TO THE LIBRARY
AND ITS STAFF BEING ABLE TO

THINK CREATIVELY ABOUT HOW IT
IMPLEMENT SERVICES TO THE
PUBLIC AND HOW IT STRETCHES A
DOLLAR.
SO, WE HEARD A LOT OVER THE
LAST DECADE -- WE HAVE
LEARNED A LOT ABOUT OUR
LIBRARY LEVIES.
IN 2015, THE ADVISE WAS TO
FOCUS ON PARTICULAR LANGUAGE
SINCE THERE HAD BEEN A GAP IN
LEVY SERVICES.
WELL, THIS IS NOT NECESSARILY
A BAD THING.
IT DOES MEAN IT FOCUSES MORE
ON SPECIFIC TOOLS THAN ON
OVERARCHING CONCEPTS.
I HAVE TALKED A LOT IN THE
LAST FEW YEARS OF THE DIGITAL
DIVIDE AND ACCESS AND
UNDERSTANDING AND QUICK
CHANGING TECH ENVIRONMENT.
THE 2015 LEVIES CALLED OUT

LAPTOPS AND ITS LANGUAGE

WHICH IS JUST ONE WAY TO

ADDRESS THE DIGITAL DIVIDE.

THE LIBRARY WAS LIMITED BY

PROVIDING THE SPECIFIC TOOL

EVEN WHEN THE COMMUNITY NEEDS

AROUND TECHNOLOGY SHIFTED.

AND IN 2020, THERE WERE

MINIMAL LANGUAGE CHANGES TO

THE LIBRARY.

WE HAVE BEEN WORKING IN THE

SAME AREA WHILE - WHEN IT

COMES TO THE LIBRARY OF THE

FUTURE, HERE ARE SOME OF THE

NATIONAL TRENDS FOR THE

LIBRARY.

THE GROWING IMPORTANCE OF

ARTIFICIAL INTELLIGENCE AND

AUTOMATION.

CENSORSHIP AND ACCESS AND THE

ROLE OF LIBRARIES AS A CORNER

STONE OF DEMOCRACY.

STAFFING, BUDGET, AND

OPERATIONAL PRESSURES.

COMMUNITY RESILIENCE AND

CREATIVE PLACE MAKING.

AND HERE IS WHAT WE HEARD

FROM OUR OWN COMMUNITY

THROUGH OUR LIBRARY SURVEY

DONE IN 2023 AND PATRON

COMMENTS.

THEY WANT AN INCREASE IN

TECHNOLOGY LENDING AND

INCREASE ACCESS TO DIGITAL

COLLECTIONS.

PERCEPTIONS OF SAFETY IN THE

DOWNTOWN COURSE STILL

PERSISTS.

EXPAND INTO RIVER ROAD SANTA

CLARA AND LARGER BRANCHES AND

FACILITY UPGRADE.

BETTER RESTROOMS AND MORE

STUDY ROOMS AND REMOTE WORK

SPACES AND INCREASE PLACES

FOR YOUTH AS WELL AS CONCERNS

AROUND BUDGET AND HOURS.

>> THANK YOU FOR THAT
BACKGROUND AND OVERVIEW,
ANGELA.
MOVING FORWARD, I AM GOING TO
BE PROVIDING INFORMATION ON
THE FINANCIAL BREAK DOWNS OF
THE LAST TWO LIBRARY LEVIES.
AS YOU CAN SEE IN 2015, THE
TAX RATE WAS $0.17 PER
THOUSAND DOLLARS OF ASSESSED
VALUE OF THE AVERAGE
HOUSEHOLD PAYING $36 PER
YEAR.
IN 2020, THE TAX RATE WAS
LOWERED TO $0.15 WITH AN
AVERAGE HOUSEHOLD OF PAYING
$7 PER YEAR.
THESE ARE THE HISTORICAL AND
RURNT RATES.
WE'LL BE FACILITATING A
PROCESS TO HELP US ARRIVE AT
POTENTIAL PACKAGES AND RATES
FOR YOUR CONSIDERATION.

LOOKING AHEAD, THE CURRENT
LEVY COLLECTIONS WILL END IN
JUNE OF 2026.
IN PREPARATIONS FOR THAT
DATE, WE ARE WORKING ON TWO
TIMELINES.
THE SPECIFIC DATE THAT WE'LL
RETURN IN FRONT OF CITY
COUNCIL AND THE SPECIFIC
ACTION THAT STAFF WILL TAKE
TO PREPARE FOR THOSE
MEETINGS.
THIS IS ALL IN PREPARATION
FOR POTENTIALLY BEING ON THE
MAY 2026 BALLOT WHICH WILL
NOT DISRUPT LIBRARY SERVICES.
THESE TIMELINES WILL MOVE US
TOWARDS THAT DIRECTION.
FOR CITY COUNCIL MEETINGS,
TODAY, WE ARE PRESENTING A
FRAMEWORK FOR THE PROCESS.
ON OCTOBER 27TH, WE'LL BE
RETURNING TO CITY OF COUNCIL

TO DISCUSS CONCEPTS FOR THE
LEVIES AND ALONG WITH
PACKAGES OF THE FINANCIAL
PACKAGES.
IN JANUARY, WE'LL BE BACK FOR
POTENTIAL COUNCIL ACTION TO
PLACE THE NEXT LIBRARY LEVY
ON THE BALLOT.
IN FEBRUARY, THERE COULD
POTENTIALLY BE COUNCIL ACTION
TO VOTE ON A RESOLUTION TO
PLACE THIS ON THE MAY BALLOT.
THE FINAL DAY FOR COUNCIL TO
VOTE ON A RESOLUTION TO PLACE
THE LEVY ON THE MAY BALLOT IS
FEBRUARY 18TH.
CONCURRENTLY, OVER THESE NEXT
FOUR MONTHS, STAFF WILL BE
WORKING TO ACCUMULATE
INFORMATION TO HELP YOU ALL
WITH YOUR DECISIONS.
WE ARE WORKING TO FINALIZE
OUR CONTRACT WITH A POLLING

ORGANIZATION, AND WE'LL BE
FACILITATING COMMUNITY
ENGAGEMENT AND PULLING UNTIL
JANUARY.
ALSO, IN THE NEXT MONTH, WE
ARE HOPING TO MEET WITH
INTERESTED COUNSELORS FOR
FEEDBACK ON THIS PROCESS.
TODAY, WE ARE ALSO HOPING FOR
FEEDBACK.
ONCE AGAIN, THANK YOU FOR
HAVING ANGELA AND MYSELF.
TODAY WAS ABOUT PROVIDING
INFORMATION TO ALL OF YOU
AROUND THE HISTORY OF
EUGENE'S LIBRARY LEVIES.
AS WE ARE CONSIDERING A
POTENTIAL LIBRARY LEVY, WE
ARE FOCUSED ON MAXIMIZING THE
IMPACT OF THE RESOURCES WE
HAVE BEEN ENTRUSTED FIRST AND
THE SAFETY OF OUR COMMUNITY
MEMBERS AND CONTINUE TO BE

SHEPHERD OF THIS IMPORTANT

PUBLIC INSTITUTION.

WE LOOK FORWARD TO WORKING

WITH ALL OF YOU AND THE

COMMUNITY TO SHAPE A PATH

FORWARD TOGETHER TO

STRENGTHEN OUR EUGENE PUBLIC

LIBRARIES FOR YEARS TO COME.

WITH THAT, I WILL TURN IT

BACK TO THE MAYOR.

>> THANK YOU, STAFF, THANK

YOU FOR THAT PRESENTATION.

THANK YOU ALSO, STAFF FOR A

COUPLE OF PAPER TOWELS.

[LAUGHTER]

>> FOR US TO CLEAN UP

SOMETHING THAT WAS APART OF

THAT FINALE.

A LOT OF HELPFUL INFORMATION

JUST SHARED.

I WILL NOW OPEN UP TO FLOOR

FOR DISCUSSION AND I SEE

COUNSELOR CLARK.

>> THANK YOU, MAYOR AND BOTH

THE PRESENTATION.

I APPRECIATE ALL THE

INFORMATION.

I WANT TO ASK SOME QUESTIONS

IN A DIFFERENT AREA THAT HAS

THE POTENTIAL TO BE A LITTLE

CONTROVERSIAL, MAYBE? SO, I

AM GOING TO ASK MY QUESTIONS

CAREFULLY, OKAY? ONE OF THE

COMMUNITY ASKS MENTIONED OF

THE SECOND OF THE LAST PAGE

HERE WAS THE EXPANSION OF

SANTA CLARA OF ANOTHER

LIBRARY BRANCH.

SO, I WANT TO ASK YOU TO GIVE

ME MORE INFORMATION ABOUT

WHAT'S BEEN ASKED AND WHAT

PRELIMINARY PLANNING HAS

HAPPENED SO FAR?

>> ANGELA, WOULD YOU LIKE TO

ANSWER THAT?

>> UH-HUH.

SO, NO PRELIMINARY PLANNING
HAVE BEEN DONE OTHER THAN THE
ASK FOR THE COMMUNITY DURING
OUR SURVEY.
I THINK I HAVE THE NUMBER
HERE OR I CAN SEND YOU THE
NUMBER.
>> MIKE CLARK: I WANT TO
DISTINGUISH A COUPLE OF
THINGS, TOO.
WHEN THAT SURVEY IS DONE, ARE
THOSE SURVEY OF PEOPLE YOU
KNOW ARE CITIZENS OF EUGENE
OR PEOPLE WHO LIVE IN THE
AREA WHO MAY BE COUNTY
RESIDENTS?
>> ANGELA: GREAT QUESTION.
THE SURVEY -- I DON'T THINK
IT DISTINGUISHED WHETHER OR
NOT, 85% RESPONDED LIVING IN
SANTA CLARA AND EXPRESSED IN
INTERESTS OF A LIBRARY ZONE
IN THEIR AREA.

THAT COULD MEAN THEY WERE
EUGENE RESIDENTS OR THEY WERE
OUT OF DISTRICT RESIDENTS.
>> MIKE CLARK: YOU HAVE
INFORMATION ON CITY RESIDENTS
AS OPPOSED TO COUNTY
RESIDENTS LIVING IN THAT AREA
WHO ARE REGULAR USERS OF THE
LIBRARY?
>> ANGELA: I DON'T BUT I CAN
GET IT FOR YOU.
>> MIKE CLARK: THAT HAVE
LIBRARY CARDS AND YOU HAVE
THAT LIVING IN THE CITY OR
NOT?
>> ANGELA: YES, WE CAN SEND
IT TO YOU.
>> MIKE CLARK: THE REASON I
ASK FOR THE DISTINCTION IS
WHETHER OR NOT THOSE FOLKS
WHO WERE NOT IN THE CITY OF
SANTA CLARA AREAS, ARE ALWAYS
APART OF OTHER DISCUSSIONS AS

WELL.

THERE ARE CITY OF EUGENE

SERVICES THAT WE EXTEND,

FIRE, FOR EXAMPLE, TO NON

CITY-RESIDENTS WHICH -- THERE

IS SOME QUESTIONS AS TO THE

WISDOM OF THAT, CONSIDERING

THAT THERE BEING EXTENDED

THOSE SERVICES WITHOUT PAYING

FOR THEM THE WAY THEIR

NEIGHBORS MIGHT AND OUT THERE

MAYBE ACROSS THE STREET SAY,

FOR EXAMPLE.

THAT'S A POLICY QUESTION WE

ARE STRUGGLING WITH.

I WANT TO MAKE SURE WE ARE

APPLYING AND MAKING LONG-TERM

PLANS HERE WITH THOSE

CONSIDERATIONS AT LEAST IN

MIND.

>> I BELIEVE FOR LIBRARY

SERVICE IF A PERSON LIVES

OUTSIDE OF THE INCORPORATED

PARTS OF EUGENE, THEY HAVE TO
PAY FOR THE LIBRARY CARD.
SO, IT IS A LITTLE DIFFERENT
THAN OTHER TYPES OF SERVICES
THAT IS ARE COMPULSORY.
>> MIKE CLARK: I HAVE SEEN
THESE DISCUSSIONS TAKEN PLACE
OVERTIME.
WE DON'T AS A PRACTICE EXTEND
LIBRARY CARDS TO ANYONE
WITHOUT ASKING THEM TO PAY
FOR THEM?
>> ANGELA: THE ONLY EXCEPTION
TO THAT IS THROUGH THE 4J
SCHOOL AND BETHEL SCHOOL
DISTRICTS THEN THOSE STUDENTS
WHO ARE OUT OF DISTRICT GET
LIBRARY CARDS THAT'S PAID FOR
IN PART OF THE BETHEL SCHOOL
SYSTEM AS WELL AS THE CHARTER
FUNDRAISERS THEY HAVE DONE.
IT IS $130 TO ACCESS LIBRARY
SERVICES IF YOU DON'T --

>> MIKE CLARK: I'LL LOVE TO
KNOW WHAT YOU HAVE OF PEOPLE
MADE THAT INVESTMENT AND
LIVING IN THAT AREA.
A LOT OF FOLKS LIVE IN SANTA
CLARA THAT I DO REPRESENT AND
ARE PAYING THAT, AT LEAST
CITY RESIDENTS.
I WANT TO MAKE SURE WE ARE
ACTING FAIRLY FOR THOSE, TOO.
THANK YOU FOR VERY MUCH.
>> MAYOR KNUDSON: COUNCIL
KEATING.
>> MATT KEATING: THANK YOU.
WITHOUT LIBRARIES, WHAT ARE
WE? WE HAVE NO PATH OR NO
FUTURE.
I CANNOT SAY ENOUGH GOOD
THINGS OF THE EUGENE PUBLIC
LIBRARY.
THREE THINGS I WOULD LIKE TO
TOUCH ON: DIGITAL DIVIDE, I
WOULD LIKE TO TALK ABOUT

ACCESS AND HOT SPOTS.

I BELIEVE IT IS THROUGH THE

LIBRARY OF THINGS THAT WE CAN

GIVE WI-FI HOT SPOTS TO FOLKS

AND I WOULD LIKE TO HEAR

ABOUT THE CHALLENGES ONCE WE

REMOVE THE FINES.

I WOULD LIKE TO TALK ABOUT

THE DOLLY PARTON IMAGINATION

LIBRARY AND HOW MANY KIDS WE

PUT ON PATHWAY OF LITERACY

AND THE POTENTIAL OF

EXPANDING THAT PROGRAM

STATEWIDE.

SO, ALL RESIDENTS AND NOT

JUST HERE, STATEWIDE HAVE

ACCESS TO A STELLAR SERVICE.

AND IF WE CAN ALSO TALK ABOUT

THE PERCEPTION OF SAFETY IN

THE DOWNTOWN.

THIS COUNCIL TOOK ACTION IN

2023 TO PREVENT CAMPING

WITHIN A THOUSAND FEET OF THE

LIBRARY OR OF ANY ACCREDITED
EDUCATION OF ENTITY.
I WOULD LIKE TO HEAR FROM YOU
IF WHERE YOUR STAFF IS ON
THAT ISSUE.
WE DID IT WITH STAFF SUPPORT
AND HAS THAT ACTION RESULTED
IN A MORE ACCESSIBLE LIBRARY
FOR ALL.
>> ANGELA: HARD-HITTING
QUESTIONS TODAY, COUNCIL
KEATING, I LOVE IT.
WI-FI HOT SPOTS WHICH WE ARE
OVER HAULING WHICH IS REALLY
GREAT.
DID YOU KNOW THAT MULTNOMAH
LIBRARY DOES NOT CHECK OUT
HOT SPOTS TO THEIR PATRONS,
BUT WE DO.
WE HAVE THE LARGEST
COLLECTION OF HOT SPOTS IN
THE STATE.
WI-FI HOT SPOT IS TURNED OFF.

SO, IF THEY ARE NOT
RETURNED - I THINK THREE OR
FIVE DAYS, THEY ARE
DEACTIVATED SO IT ENCOURAGES
RETURNS FOR MATERIALS.
IT IS ONE WAY TO GET THEM
BACK.
IMAGINATION LIBRARY - I DON'T
HAVE THE NUMBER OFF THE TOP
OF MY HEAD.
I WILL TOOT THE EUGENE
LIBRARY HORN A LITTLE BIT, IT
IS THROUGH ADVOCATES THAT WE
ARE ABLE TO GET FUNDING.
IF WE CAN GET STATE FUNDING
TO OFFSET COSTS, WE WOULD
DRAMATICALLY MAKE AN IMPACT
IN EARLY LITERACY FOR
CHILDREN NOT JUST IN EUGENE
BUT THE ENTIRE STATE.
SO, THAT'S SOMETHING WE DON'T
TALK ABOUT ENOUGH AND HOW
THEY ADVOCATED FOR STATE

FUNDING FOR THAT PROGRAM.

IT IS ALSO FUNDED BY

DONATIONS OF THE OTHER HALF

THAT'S RUN THROUGH THE

LIBRARY'S DONATION.

THE ACTUAL SURVEY I WAS

REFERRING TO WAS DONE BEFORE

THE CAMPING PUT IN PLACE.

IN A WAY, IT REALLY TOLD US

ABOUT HOW PEOPLE IN OUR

COMMUNITY FELT ABOUT THE

LIBRARY AT THAT TIME BEFORE

THE ORDINANCE WAS ROLLED

OVER.

I THINK WE MAY SEE A LITTLE

BIT OF A CHANGE BECAUSE YOU

PUT THAT ORDINANCE INTO PLACE

THAT LED TO THE LIBRARY

FEELING LIKE A MORE

ACCESSIBLE INCLUSIVE SPACE

BECAUSE THERE IS NOT CAMPING.

AS YOU KNOW WE WERE SEEING A

NUMBER OF BEHAVIORS INSIDE

THE LIBRARY.

I THINK IT IS HARD WHEN YOU

ARE LIVING AND THEN YOU JUST

THINK THAT THE LIBRARY IS

PART OF YOUR HOME BECAUSE YOU

ARE HERE AND HERE.

SO, WE REALLY HAD TO

DISTINGUISH THOSE PIECES FOR

FOLKS.

THE LIBRARY IS A PLACE WHERE

WE COME AND RESPECT EVERYBODY

TOGETHER.

AND ALSO TO THE WELL-BEING OF

STAFF, THEY GAVE A LITTLE BIT

OF A CHEER OR A SIGH OF

RELIEF.

IT IS TWOFOLD IN BOTH OF THEM

BECAUSE OF HOW HARD THAT

MOMENT IN TIME WAS.

>> MATT KEATING: THANK YOU,

IF I CAN SHIFT GEARS A LITTLE

BIT.

THERE IS AN AMAZON DROP BOX

IN EUGENE, WOULD THIS LEVY
ALLOW SIMILAR DROP-OFFS
THROUGHOUT EUGENE AND A
FOLLOW-UP IF THE LIBRARY LEVY
FAILS TO PASS OR WE DON'T PUT
IT ON THE BALLOT IN A TIMELY
FASHION, WILL WE SEE CUTS AS
THE SHELDON OR BETHEL
BRANCHES, RESPECTIVELY?
>> ANGELA: A REALLY GOOD
QUESTION.
TO EXPAND SERVICE, WE KNOW WE
HAVE TO BE THOUGHTFUL IF WE
HAD ADDITIONAL STAFF.
THAT'S OUR RESPONSIBILITY AS
THE LIBRARY IS THAT WE NEED
TO THINK MORE CREATIVELY AND
THE DROP BOXES AND POTENTIAL
PICK UP LOCATIONS WOULD BE
SOMETHING THAT WOULD COST US
VERY, VERY MINIMAL STAFF THAT
I THINK IS THE MOST
RESPONSIBLE TO DO FISCALLY.

IT WOULD REQUIRE AN INCREASE
OF FUNDING.
ON THE 27TH WHEN WE TALK
ABOUT THOSE PACKAGES, I AM
EXCITED THAT AMAZON DROP IS
VERY WELL USED AND LOVED AND
I THINK IT IS POTENTIALLY ONE
OF THE WAYS WE CAN EXPAND
SERVICE, FISCALLY RESPONSIBLE
THROUGHOUT OUR COMMUNITY.
THE SECOND, IF THE LIBRARY
FAILS TO PASS.
OVER THE LAST FOUR YEARS, WE
HAVE REDUCED 14 POSITIONS.
WE KNOW THE BOOK BUDGET IS
PAID FOR BY DONATIONS AND THE
LEVY.
18.4 POSITIONS ARE PAID FOR
OUT OF THE LEVY.
THOSE REDUCTIONS WOULD MEAN
IF WE DON'T HAVE THE LEVY, WE
HAVE TO MAKE SIGNIFICANT CUTS
ACROSS THE BOARD.

WE DON'T KNOW WHAT THAT LOOKS
LIKE SO I CAN'T ANSWER
SPECIFICALLY TO THE BRANCHES.
WE KNOW IT WOULD BE A ROUGH
PATCH.
>> MAYOR KNUDSON: THANK YOU
VERY MUCH FOR THE
PRESENTATION.
>> RANDY GROVES: THANK YOU
FOR THE PRESENTATION.
IT IS ALWAYS GOOD TO SEE
THIS.
THE LEVY RENEWAL CONVERSATION
HAS BEEN ON OUR MINDS AS WE
APPROACH THE NUMBERS AND
OBVIOUSLY, FISCAL CHALLENGES.
I DO BELIEVE WE ARE FORTUNATE
TO HAVE THE LIBRARY
FOUNDATION AND ALL THE WORK
THEY DO.
IT IS -- I DON'T KNOW IF WE
WOULD HAVE THE LEVELS OF
LIBRARIES WE WOULD HAVE TODAY

WITHOUT THEIR COMMITMENT AND
THE HARD WORK THAT WE PUT IN.
WE RECEIVE INFORMATION WHICH
IS APPRECIATED AND CAN'T
ALWAYS TAKE THEM UP ON OFFERS
TO DO THINGS BUT I WOULD
CERTAINLY LIKE TO HEAR ABOUT
IT.
ONE THING I WILL BE LOOKING
FOR AS WE GET INTO THE FUTURE
IS DISCUSSION ABOUT LEVY
RENEWAL.
I LIKE THE GOLDIELOCK'S
VERSION OF THE BED IS TOO HOT
OR LIGHT AND SEE HOW THE
DOLLARS CAN BE BEST EX
PENDED.
SOUTHWEST EUGENE IS AN AREA
THAT DOES NOT HAVE A
COMMUNITY CENTER OR A DOG
PARK OR A LOT OF THINGS THAT
A LOT OF THE CITY HAVE AND
INCLUDING A BRANCH LIBRARY

BUT MAYBE A PICK-UP BOX WOULD

HELP WITH THAT.

I WANT TO ADDRESS SOMETHING

THAT COUNCIL CLARK BROUGHT UP

OF THE SPLIT PROPERTIES IN

RIVER ROAD SANTA CLARA AND

YES, THAT'S A PROBLEM.

I WANT TO DLENUATE OF THE

DIFFERENCE BETWEEN RIVER ROAD

OR SANTA CLARA.

RIVER ROAD YOU ARE IN THE

CITY AND PAYING TAXES FOR

FIRE SERVICE.

IF YOU ARE

INCORPORATED -- YOU ARE

PAYING OF THE CONTRACT FOR

THE CITY OF EUGENE TO PROVIDE

FIRE SERVICES INTO THE AREA.

IT GETS A LITTLE TRICKIER IN

NORTH OF BELT LINE JUST

BECAUSE SOMEBODY CAN CALL UP

FROM AN INCORPORATED HOUSE TO

REPORT A HOUSE FIRE, THEY CAN

SEE DOWN THE STREET, WELL, IT
GETS LOGGED THAT WAY AND THAT
HOUSE SITTING ON FIRE MAY BE
IN THE CITY.
SO, THERE IS AN ABUNDANCE OF
CAUTION THAT THE FIRE
DEPARTMENT SENDS NO MATTER
WHERE IT IS AND THEY'LL BACK
OFF IF IT IS NOT BEING
HANDLED.
SO, JUST TO CLARIFY THAT
PIECE.
SO, I HAVE GOT OTHER
QUESTIONS I CAN ASK BUT IT IS
GOING TO BE MORE AROUND THE
ACTUAL FINANCING, AND I THINK
IT IS GOING TO BE -- I WILL
HAVE MORE AT THE NEXT WORK
SESSION.
I DO APPRECIATE THIS AND I
RESPECT WHAT THE LIBRARY
DOES.
I AM HAPPY TO HEAR THAT THE

CHANGE IN THE CAMPING

ORDINANCE MADE A DIFFERENCE

DOWN THERE.

IT LOOKS DIFFERENT WHEN I GO

BY.

I DON'T HEAR THE COMPLAINTS

WHEN I USED TO.

>> THANK YOU.

>> MAYOR KNUDSON: COUNSELOR

ZELENKA?

>> ALLEN ZELENKA: I THINK THE

LIBRARY IS A VALUABLE SERVICE

FOR OUR COMMUNITY.

LAST TIME THE VOTE WAS NEARLY

77% IN FAVOR.

SO, I THINK THE COMMUNITY

AGREES AND IT IS HIGHLY

SUPPORTED BY THE COMMUNITY.

WE DON'T GET HAVE MANY 77%

VOTES.

I THOUGHT IT WAS A MISTAKE

LAST TIME NOT TO KEEP THE

LEVY RATE AT THE SAME LEVEL.

[AUDIO IS FADING]

>> ALAN ZELENKA: THAT

RESULTED IN CUTS.

I VOTED TO KEEP THE RATE THE

SAME SINCE THE MAJORITY.

I DON'T THINK IT IS BAD THAT

TIME BECAUSE INFLATION WAS

RELATIVELY UNDER CONTROL.

WE HAVE SEEN DRAMATIC

INCREASES AND HOPEFULLY,

THAT'S BEHIND US.

IT IS STILL IN THE THREE PLUS

PERCENT RATE.

COSTS HAVE GONE UP A LOT

RELATIVELY SPEAKING.

ASSUMING TO KEEP THE RATE THE

SAME OR THE AMOUNT THE SAME

WILL RESULT IN SOME PRETTY

BIG CUTS THIS TIME AROUND.

I DON'T HAVE A SENSE OF THAT

YET AND WHAT THAT'S GOING TO

LOOK LIKE.

>> THAT'LL BE APART OF WHAT

WE BRING BACK TO COUNCIL.

WE'LL COME BACK WITH

DIFFERENT LEVELS AND

CONCEPTS.

I DON'T THINK WE HAVE A GOOD

ANSWER TO THAT QUESTION TODAY

BUT CERTAINLY AT OUR FUTURE

CONVERSATIONS WE'LL BE ABLE

TO ANSWER THAT QUESTION.

>> ALAN ZELENKA: OKAY, I WANT

TO MAKE SURE.

>> MAYOR KNUDSON: THANK YOU

COUNSELOR KASHINSKY.

>> ELIZA KASHINSKY: THANK YOU

FOR THIS.

WHEN I LOOKED AT THE

STRUCTURE WHERE IT SAYS WE'LL

PROVIDE SPECIFIC SERVICES, I

KNOW WE HAD CHALLENGES OF

BUDGET - MAYBE WE PRIORITIZE

THINGS DIFFERENTLY IF THAT

LANGUAGE HAD NOT BEEN IN

THERE.

I NOTICED THAT YOU TALKED

ABOUT THE RESTRICTION OF THAT

LANGUAGE AND SO IS THIS SORT

OF INTENT TO FIGURE OUT HOW

TO CRAFT IT SO THAT THERE IS

THAT LEVEL OF ACCOUNTABILITY

WITHOUT IT LEADING TO

OPERATIONAL DECISIONS THAT WE

MAY NOT MAKE OTHERWISE?

>> THAT'S ACCURATE.

WE ARE TRYING TO FIGURE OUT

HOW TO THINK ABOUT ALL

DIFFERENT PARTS OF OUR

LIBRARY AS BEING INTEGRATED

AND ALSO THINKING THROUGH HOW

A FUTURE LEVY COULD ALLOW FOR

US TO HAVE FLEXIBILITY AND

ANY FUTURE BUDGET SCENARIO.

I THINK THE OTHER PART OF IT

TOO IS THAT THERE ARE

DIFFERENT TYPES OF SERVICES

THAT CHANGE OVERTIME.

I THINK ANGELA MENTIONED OF

THE DIGITAL DIVIDE AND THE
PROVISION OF SERVICES, SO
SINCE 2015 IT CHANGED
ASTRONOMICALLY.
>> ELIZA KASHINSKY: MY SECOND
QUESTION -- I FEEL LIKE I MAY
BE ABLE TO GUESS THE ANSWER
TO THIS.
--
>> ANGELA: IT IS A REALLY
GREAT QUESTION.
I THINK YES AND NO.
WE DON'T NEED TO BE AT THE
FY09 LEVELS.
WHEN YOU LOOK AT THE
COLLECTION, WE HAVE DONE A
GREAT JOB OVER THE LAST
DECADE OF ADDING BACK ALL OF
THE THINGS WE HEARD FROM OUR
COMMUNITIES SPECIFICALLY
AROUND BOOKS AND MATERIALS.
NOW, WHAT WE ARE TRYING TO DO
IS STAY AHEAD OF THE CURVE.

I HAVE TALKED ABOUT IT

BEFORE.

DIGITAL MATERIALS ARE

EXPONENTIALLY MORE EXPENSIVE

THAN PHYSICAL MATERIALS.

SO, WE ARE LOOKING AT HOW WE

CAN MAINTAIN THE GREAT LEVEL

OF SERVICES THAT WE GOT BACK

IN THE 2015 LEVEL.

ALSO, PREPARE FOR THE FUTURE

AS WE SEE RISING COSTS COME

UP FOR THINGS LIKE THAT.

>> ELIZA KASHINSKY: THANK

YOU.

>> MAYOR KNUDSON: THANK YOU,

MAYOR AND THANK YOU FOR THE

PRESENTATION.

>> JENNIFER YEH: I THINK THIS

IS GREAT AND THANK YOU FOR

THE PRESENTATION.

I HAD THE SAME QUESTION OF

FLEXIBILITY.

I WOULD HOPE TO SEE THINGS

MORE FLEXIBLE THAN LAST TIME.

I UNDERSTAND WHY WE WERE

THERE.

IT SEEMS LIKE WE HAVE LEARNED

SOME LESSONS.

I WANT YOU GUYS TO BE ABLE TO

ADAPT AS TIME GOES FORWARD

RATHER THAN BEING CONFINED BY

THE DECISIONS WE MAKE.

THE CITY CAME OUT TWICE WITH

STRONG SUPPORT AND THEY TRUST

THE LIBRARY.

THEY KNOW THAT YOU GUYS ARE

GOING TO DO THE RIGHT THING

AND MAKE GOOD CHOICES.

I THINK THERE IS SUPPORT OUT

THERE FOR THAT TYPE A LEVY.

THE POLLING WILL GIVE US MORE

OF THAT INFORMATION.

MY ONLY CONCERN IS AROUND THE

BRANCH LIBRARY WHERE THERE IS

BEEN CUTS BEFORE.

IF YOU NEED TO MAKE A BIG CUT

IS VERY ATTRACTIVE AND
PRESERVES RESOURCES AT
DOWNTOWN SO AS WE ARE DOING
THIS, I WANT TO MAKE SURE WE
ARE ALSO THINKING ABOUT HOW
WE CAN CONTINUE TO COMMIT
RESOURCES EVEN IF A LARGE HIT
COMES.
AS WE HAVE SEEN FROM YOUR
DATA WHEN WE INCREASE THOSE
HOURS, PEOPLE
CAN'T -- THEY'RE GOING TO USE
THE BRANCHES IF THEY ARE
THERE AND GREAT TO PROVIDE
SERVICES IF WE HAVE TO LIMIT
IN THE FUTURE.
THE LAST THING I WILL SAY IS
I AGREE WITH COUNSELOR
ZELENKA THAT THE LIBRARY IS
ON PAR WITH PUBLIC SAFETY.
THE LIBRARY CONTRIBUTES TO
PUBLIC SAFETY, RIGHT? THERE
ARE SOCIAL SAFETY AND

INTELLECTUAL SAFETY AND

DEMOCRATIC SAFETY AND

LIBRARIES ARE RIGHT THERE ON

THE FRONT LINES MAKING SURE

THAT WE HAVE THAT SO -- YOU

KNOW THAT WE ALL APPRECIATE

YOU BUT I HOPE THAT YOU WILL

TAKE IT BACK TO YOUR STAFF

AND LET THEM KNOW HOW MUCH WE

SEE WHAT THEY ARE DOING AND

WE UNDERSTAND ITS VALUE.

>> WE ABSOLUTELY WILL.

THANK YOU, COUNSELOR YEH.

>> MAYOR KNUDSON: ANY MORE

QUESTIONS? I HAVE ONE QUICK

QUESTION WHICH RELATES TO

THIS CONVERSATION HOW IT FITS

TO OTHER WORK THAT'S ONGOING.

THAT WAS THE ANALYSIS OF

OPERATIONS AND HOW MUCH DOES

THE LIBRARY'S WORK FIT INTO

THAT WORK TO UNDERSTAND

EFFICIENCIES AND THINK ABOUT

THE WAYS IN WHICH WE CAN BE
CREATIVE AND ADAPTIVE AND
EFFICIENT WITH RESOURCES?
>> THAT'S A SEPARATE
ANALYSIS.
-- SO, WE ARE STILL WORKING
TO FINALIZE THAT ANALYSIS.
>> MAYOR KNUDSON: THANK YOU,
COUNSELORS, SEEING NO OTHER
QUESTIONS.
THANK YOU TO OUR PRESENTERS
FOR A LOT OF GREAT QUESTIONS.
THAT CONCLUDES OUR FIRST
AGENDA ITEM.
I WILL TURN TO OUR NEXT
SESSION, WHICH IS
STAKEHOLDERS FEEDBACK-- [
AUDIO FADES]
>> OKAY, OUR GUEST WILL JOIN
US VIA ZOOM.
WE ARE HERE TONIGHT JOINED BY
BARRY DUNN AND ASSOCIATES.
SORRY, BOB MURRAY AND

ASSOCIATES WHO ARE SUPPORTING
YOUR RECRUITMENT PROCESS AND
JOB MURRAY IS HERE.
TONIGHT, HE'S HERE TO SHARE
IN-DEPTH FEEDBACK AS YOU
HEARD IT FROM THEM.
I WILL JUST REMIND EVERYONE
THAT'S ONE OPPORTUNITY TO
ENGAGE IN THIS PROCESS ON
OCTOBER 20TH, BOB MURRAY AND
ASSOCIATES WILL HOLD A ZOOM
CALL AS DROP IN FOR ANYONE IN
THE COMMUNITY WHO WOULD LIKE
TO JOIN.
THAT EVENING YOU ARE
SCHEDULED TO HEAR FROM THE
COMMUNITY DIRECTLY ABOUT THE
QUALITIES THAT THEY WOULD
LIKE YOU TO BE LOOKING
FORWARD AS YOU RECRUIT.
WITH THAT, I WILL TURN IT
OVER TO JEFF MURRAY WHO'S ON
ZOOM.

>> THANK YOU, MIA.

CAN EVERYONE HEAR ME OKAY?

>> MAYOR KNUDSON: WE CAN,

JEFF.

IS MY PRESENTATION BEING

DISPLAYED APPROPRIATELY?

>> MAYOR KNUDSON: YES, WE CAN

SEE THE SLIDES.

>> I AM HAVING DIFFICULTY

SEEING YOU SO IF I GET AHEAD

OF MYSELF, SOMEONE SPEAK UP.

AGAIN, THANK YOU FOR HAVING

ME, MAYOR AND COUNCIL

MEMBERS, THIS IS AN UPDATE TO

THE SEPTEMBER 8TH DISCUSSION

WE HAD.

IF RECALL THE SEPTEMBER 8TH

PRESENTATION HAD SOME BULLET

ITEMS THAT WAS A

RECONCILIATION OF ALL THE

FEEDBACK WE GOT.

AS YOU ALL RECALL VALERIE MET

WITH EACH OF YOU ELECTED

OFFICIALS AND I MET WITH
MEMBERS OF THE EXECUTIVE TEAM
AND EXTERNAL STAKEHOLDERS AND
VALLEY MET WITH DIVISION
MANAGERS.
SO, I REACHED OUT AND SPOKE
TO APPROXIMATELY 14 MEMBERS
OF YOUR EXECUTIVE TEAM OR THE
DEPARTMENT DIRECTS AND NINE
EXTERNAL STAKEHOLDERS AND
THEN THERE WERE SOME EXTERNAL
STAKEHOLDERS WE COULD NOT
CONNECTED OR DIDN'T FIT INTO
THEIR SCHEDULES OR THEY
DIDN'T WANT TO TALK TO ME.
SOME GREAT NEWS -- LET'S
START WITH THE OBVIOUS.
EVERYONE LOVES SARAH.
THEY JUST BELIEVE WHAT SHE
HAS DONE FOR THE ORGANIZATION
HAS BEEN OUTSTANDING, AND IF
WE CAN FIND ANOTHER SARAH
WITH A FEW MINOR TWEAKS, I

THINK EVERYONE WOULD BE VERY

HAPPY.

EVERYONE LOVES WORKING FOR

YOUR CITY.

YOU HAVE AN AMAZING CITY.

I AM NOT TELLING YOU ANYTHING

YOU DON'T KNOW.

YOUR EXTERNAL STAKEHOLDERS,

CITY OF EUGENE IS A WONDERFUL

PARTNER AND ALWAYS AREAS FOR

IMPROVEMENT.

THEY LOVE LIVING HERE.

I SCHEDULED 30 MINUTES FOR

EACH OF MY STAKEHOLDERS SO WE

WENT RELATIVELY QUICKLY.

SOME WENT A LITTLE LONGER AND

SOME WENT A LITTLE SLOWER.

I AM GOING TO TRY TO GET

RIGHT INTO IT.

AT THE END OF THE DAY, PEOPLE

HAD SOME OVERLAPPING IDEAS.

I TRIED TO CAPTURE SOME OF

THE UNIQUE ONES BUT AS A

GENERAL RULE OF WHAT I AM
GOING TO PRESENT TONIGHT IS
WHAT I HEARD AS A WHOLE FROM
ALL OF THE PEOPLE.
THIS PRESENTATION WILL BE
SOME WHAT BIFURCATED.
I AM GOING TO START WITH
INTERNAL STAKEHOLDERS
FEEDBACK FIRST, AND THEN I
WILL WRAP UP WITH EXTERNAL
FEEDBACK AFTER THAT.
LET'S SEE IF I CAN GET MY
SLIDES TO GO FORWARD HERE.
SO, THE INTERNAL
STAKEHOLDERS, THE FIRST
BULLET ITEM THERE - THESE
WERE WHAT I CALLED THE CORE
PRIORITY ISSUES I HEARD.
THIS COALESCE AROUND FIVE
MAIN TOPICS.
SOME OF THESE ARE NO-BRAINER
FOR YOU.
SOME OF THESE ARE

REINFORCEMENTS.

MY ONE PERSONAL PLUG, I LOVE

THE LIBRARIES AND

PRESENTATION.

JOSHUA WAS ONE OF THE PEOPLE

I SPOKE WITH, ACTUALLY.

THE CORE PRIORITY WERE FIVE

OF THEM AND THE FIRST ONE IS

UNHOUSING COMMUNITY AND

HOUSING AND AVAILABILITY OF

HOUSING AND HOW CITY MANAGER

NAVIGATES THAT WILL BE VERY

IMPORTANT.

PUBLIC SAFETY, NOT JUST

WHAT'S VISIBLE, THEY WANT TO

MAINTAIN A STRONG

RELATIONSHIP WITH EUGENE PD

AND SPRINGFIELD FIRE, AND

NAVIGATE THE NEXT CITY

MANAGER REALLY NEEDS TO BE

ABLE TO NAVIGATE THE

PRESSURES OF THAT

EUGENE/SPRINGFIELD

RELATIONSHIP AND KEEP A
STRONG RELATIONSHIP WITH THE
PUBLIC SAFETY AT THE
UNIVERSITY OF OREGON.
OTHER KEY ITEM WAS THE
DOWNTOWN SAFETY AND
REVITALIZATION.
I THINK ALL OF THE INTERNAL
STAKEHOLDERS SAW THIS AS A
KEY TO ECONOMIC DEVELOPMENT
AND LIVABILITY.
OTHER CORE PRIORITY ISSUES
WAS BUDGET AND REVENUE
STRATEGY.
HOW ARE THE NEXT CITY MANAGER
MAKE CREATIVE APPROACHES FOR
NEW REVENUE PLATFORMS AND
PUBLIC FUNDING AND
INNOVATIONS.
IT IS TOUGH.
OREGON IS A TOUGH TAX
STRUCTURE AND THE NEXT CITY
MANAGER WILL HAVE TO PROVIDE

SOME OF THAT STRATEGY AS A
CORE PRIORITY ISSUE.
THE LAST REALLY SURFACES TO
THE TOP IS EQUITY.
IT IS NOT JUST - WELL, THE
HOMELESSNESS OR HOUSING IS
VISIBLE BUT UNDERSTANDING
BROADER EQUITY ISSUES WITHIN
THE COMMUNITY AND THE SERVICE
DELIVERY TO COMMUNITY.
ALSO, EQUITY IN ABOUT
LEARNING TO ADDRESS SOME OF
THE LINGERING ITEMS SUCH AS
THE LEGACY INFRASTRUCTURE
THAT'S GOING TO BE IMPORTANT.
I WILL GET TO THAT A LITTLE
BIT MORE DETAIL AS WE GO ON.
SECOND BULLET ITEM IS
INTERNAL STAKEHOLDERS KEY
LEADERSHIP QUALITIES THEY ARE
LOOKING FOR.
I THINK THIS GOES WITHOUT
SAYING SARAH BROUGHT SO MUCH

AUTHENTICITY AND INTEGRITY TO
THE ROLE.
THEY WANT A PERSON THAT'LL BE
ABLE TO BRING THAT SAME
AUTHENTICITY AND INTEGRITY.
MULTIPLE VOICES HAVE STRESSED
THIS MORE THAN ONCE TO ME IS
THAT WE HAVE TO BE HONEST,
TRANSPARENT, AND YOU HAVE TO
BE ABLE TO AVOID THE QUOTE ON
QUOTE, "GRAY AREAS" WHEN YOU
ARE MAKING DECISIONS.
IT ROLLS RIGHT IN HAVING A
STRONG-EMOTIONAL
INTELLIGENCE.
HAVING THE ABILITY TO BUILD,
TRUST, AND MAINTAIN
COMPOSURES UNDER STRESS AS
YOU KNOW THIS CAN FEEL LIKE A
CONTACT SPORT.
OTHER LEADERSHIP QUALITIES IS
BEING A BOLD, STRATEGIC
THINKER WHICH THE DEFINITION

THAT I LANDED ON GETTING WITH
PEOPLE WHEN I AM ASKING THEM
WHAT IT MEANT IS BEING AND
WILLING TO TAKE CALCULATED
RISKS, PUSH PEOPLE FOR
PROGRESS BUT NOT BE CONFLICT
DIVERSE.
I THINK ANY LARGER CITIES CAN
FEEL THOSE STRESSES.
THEY ALSO WOULD LIKE TO SEE
SOME OF A COLLABORATIVE
CULTURE BUILDER.
THAT WOULD BE FOSTERING AND
HEALTHY AND ENGAGED
CONSTRUCTION ACROSS THE
DEPARTMENT AND BUILDING
STRONG-CROSS RELATIONS.
THIRD IS GOVERNMENT IN
ACTION.
THE NEXT CANDIDATE MUST
POSSESS A DEEP UNDERSTANDING
OF EUGENE AND STRONG FORM OF
GOVERNMENT AND BE ABLE TO

NAVIGATE RELATIONSHIPS WITH EACH OF YOU AS WELL AS ELECTED OFFICIALS AND HELP GUIDE YOU TOWARDS MAKING DECISIONS.

THERE IS REGIONAL RELATIONSHIP MANAGEMENT, CITY MANAGERS HAVE TO MAINTAIN AND GROW TIES WITH COUNTIES AND SPRINGFIELD AND UNIVERSITY OF OREGON, UTILITIES AND THE TRANSIT DISTRICTS.

LASTLY, SOME OF THAT GOVERNANCE IS UNDERSTANDING THE LABOR LANDSCAPE PARTICULARLY OF A PUBLIC SAFETY LABOR LANDSCAPE AND SOME OF THE CITY MANAGERS ACROSS THE NATION IN RIGHT TO WORK STATES, ORGANIZE LABOR HERE AND THE WEST COAST PARTICULARLY AS YOU ALL KNOW IN THE PACIFIC NORTHWEST IS

STRONG.

SOMEONE WITH THAT EXPERIENCED

ORGANIZED LABOR, PUBLIC

SAFETY FUNDING AS WELL AND

WHAT BRINGS THOSE CON

COMPLEXITY EXTRA AGENCY

DYNAMICS.

FOURTH, I AM GOING TO PAUSE

ON THIS SLIDE BEFORE I MOVE

TO THE NEXT, OPERATIONS AND

TECHNICAL SKILLS WHICH DUB

TAILS INTO THE GOVERNMENT

PART.

THIS IS NOT AN ENTRY LEVEL

POSITION FOR ANY CITY

MANAGERS.

THEY HAVE TO BE STRONG WITH

PUBLIC BUDGETING EXPERIENCE.

AGAIN, AS I MENTIONED THAT

OREGON HAS A CHALLENGING TAX

ENVIRONMENT.

THEY'LL NEED TO BUILD TO

GUIDE THE CITY ON HOW WE MOVE

FORWARD AND HOW WE TAKE THE

NEXT STEP FORWARD.

WITH THAT, COMES CHANGE

MANAGEMENT.

ANY TIME THERE IS A CHANGE AT

THE TOP, EVERYONE FEELS A

LITTLE BIT OF THOSE TREMERS.

THE NEXT CITY MANAGER WILL BE

ABLE TO GUIDE THE CITY

THROUGH THE LEADERSHIP, THE

TURNOVER THAT MAY BE

HAPPENING WITH THE TENURE OF

MANY OF YOUR MEMBERS.

EUGENE GOT EVOLVING-COMMUNITY

NEEDS.

YOU ARE MOVING FROM A SMALLER

COMMUNITY TO A LARGER AND

METROPOLITAN COMMUNITY.

IT COMES WITH METROPOLITAN

ISSUES THAT YOU DIDN'T HAVE

AND YOU ARE CLOSING IN ON

200,000 AND THIS IS GOING TO

BE VERY IMPORTANT.

ONE OF THE THINGS I TOUCHED
ON EARLIER IS TECHNOLOGY AND
INFRASTRUCTURE.
ACCORDING TO YOUR PEOPLE,
THERE ARE MANY LEGACY SYSTEMS
THAT REALLY NEED ATTENTION,
PARTICULARLY IN THE CYBER
AREA.
SO, ADDRESSING THOSE LEGACY
ISSUES, BRINGING THOSE UP TO
SPEED AND THEN LEVERAGING
EMERGING TECHNOLOGY TO MAKE
YOUR ORGANIZATION MORE
EFFICIENT AND TRANSPARENT.
LASTLY, EQUITY, INCLUDING AND
BELONGING, MAKE SURE OTHER
COMMUNITIES ARE SERVED
EQUITABILITY.
BEFORE I MOVE ON, ARE THERE
ANY QUESTIONS SO FAR?
>> MAYOR KNUDSON: DON'T SEE
ANY QUESTIONS, THANK YOU FOR
CHECKING.

>> THANK YOU.

OKAY, LET'S GO TO -- WRAPPING

UP WITH OUR INTERNAL

STAKEHOLDERS.

WE TALKED A LITTLE BIT ABOUT

CULTURE AND WHAT THEIR

INSIGHTS FOR CULTURE.

THIS WAS THE DESCRIPTION THAT

WE GOT FROM THE 14 EXECUTIVE

TEAM MEMBERS IS THAT, AND

THESE ARE MY WORDS.

THESE ARE THE THEME.

EUGENE IS BEING DESCRIBED AS

AN ACTIVIST, DRIVEN

ORGANIZATION WITH A

STRONG-NONPROFIT PRESENCE AND

A STRONG NEIGHBORLY FIELD.

ONE OF THE WORDS, ONE OF YOUR

TEAM MEMBERS MENTIONED WAS

THAT EVERYBODY FEELS LIKE

THEY'RE SOMEBODY'S NEIGHBORS

WHICH GIVES EUGENE SOMETIMES

THAT SMALL TOWN FEELING, BUT

YOU ARE REALLY ANYTHING BUT A

SMALL TOWN.

THAT FEELING IS WHAT MAKES

PEOPLE FEEL SO GOOD AND WARM

ABOUT EUGENE.

AGAIN, A WONDERFUL CITY.

SOME CULTURE PERCEPTIONS IS

THAT SOMETIMES THERE ARE

AVERSION TO RISKS.

I UNDERSTAND IT, AND I CAME

FROM ORGANIZATIONS LIKE THAT.

WHAT I HEARD IS AT TIMES THE

CITY STARTS FROM A POSITION

OF NO RATHER THAN HOW DO WE

GET IT DONE.

NOT ALL THE TIME, BUT THAT

GOES ALONG WITH SOME OF THE

RISK AVERSIONS.

AND THEN I TOUCHED ON THIS A

LITTLE EARLIER, THE EXECUTIVE

TEAM IS COLLABORATIVE, BUT

THERE HAS BEEN PEOPLE WHO

HAVE BEEN THERE 30 PLUS YEARS

AND SO THEY'RE GETTING CLOSE
TO THAT NEXT CHAPTER IN THEIR
LIVES SO THERE WILL BE SOME
TURNOVERS AND GENERATIONAL
CHANGE FOR THE NEXT CITY
MANAGER WHICH HAS NOT
HAPPENED FOR QUITE A WILE.
-- WHILE.
THIS ONE IS QUITE COMMON FOR
ESPECIALLY CITIES OF YOUR
SIZE, YOUR EXECUTIVE TEAM
SOMETIMES BELIEVES THAT YOUR
"PROCESS" HAS A TENDENCY
BECOMING THE PRODUCT WHICH
CAN BE FRUSTRATING AT TIMES.
SO, MOVING ONTO THE NEXT
BULLET ITEM THERE.
MANAGEMENT STYLE, EVERYONE
WANTS TO BUILD ON SARAH'S
GREAT WORK, ESPECIALLY HER
COLLABORATION AND STRONG
CULTURE SHE HAS BUILT BUT
ALSO INJECTS SOME NIMBLENESS

AND EXECUTION FOCUS.

THOSE FIRST 90 DAYS ARE GOING

TO BE SEEN AS VERY IMPORTANT

FOR THE NEXT CITY MANAGER.

THEY WANT THEM TO BE A PERSON

WHO ASKS A LOT OF QUESTIONS,

LISTEN AND AVOID BEING A

"KNOW IT ALL," BE EMOTIONALLY

INTELLIGENT, BUILD TRUSTS AND

FOSTER THAT RESPECTFUL

DIALOGUE AND TRY TO OBTAIN

THE DIVERSE PERSPECTIVES THAT

ARE WITHIN THAT EXECUTIVE

TEAM AS WELL.

MORE MANAGEMENT STYLE THAT

THEY ARE LOOKING FOR,

COURAGEOUS DECISION MAKER,

AND I HEARD THIS ONE

SPECIFICALLY, BE WILLING TO

ADDRESS COMPLEX CHALLENGES

HEAD-ON EVEN IN POLITICALLY

SENSITIVE CONTEXT AND

CONTINUE TO FOLLOW TRUST WITH

THE EXECUTIVE TEAM AND MENTOR
AND LEADERSHIP DEVELOPMENT
ARE ABSOLUTELY GOING TO BE
EXPECTED FROM THIS NEXT CITY
MANAGER.
AND HAVE THE ABILITY TO
NAVIGATE THE CONFLICT AS IT
NATURALLY ARISES THERE.
FOURTH BULLET - POLITICAL AND
SORT OF COMMUNITY.
THIS PERSON NEEDS TO HAVE
SOME POLITICAL SAVINESS.
SO, HAVE A STRONG PARTNERSHIP
WITH YOU ALL AS COUNCIL AND
MAKE SURE THEY NAVIGATE
WITHIN YOUR FORM OF
GOVERNMENT WITH SOME SKILLS
ENSURING THAT YOU ARE ALL
VERY WELL INFORMED SO YOU CAN
MAKE DECISIONS AS AN ALIGNED
GROUP.
SO, ONE UNIFYING VOICE.
SO, THAT'LL BE SIGNIFICANT

AMOUNT OF PUBLIC DISCOURSE
AND PRIVATE DISCOURSE AMONGST
YOURSELF.
I SAID EARLIER, BE A REGIONAL
CONNECTER.
I HEARD THIS MORE THAN ONCE
TO CONTINUE TO BUILD AND
SUSTAIN THOSE POLITICAL
RELATIONSHIPS WITH LANE
COUNTY AND SPRINGFIELD AND
UNIVERSITY OF OREGON THERE.
LABOR RELATIONS EXPERTISE.
ULTIMATELY, AT THE END OF THE
DAY, THE INTERNAL STAKE
HOLDER WANT TO MAKE SURE THAT
THE CITY MANAGEMENT TEAM AND
THE ORGANIZE LABOR COME TO AN
AGREED BENEFICIAL OUTCOMES.
LAST POINT HERE IS SORT OF
THE OPERATIONAL EXCELLENCE
THAT'S EUGENE STANDARDS OF
BEING THE BEST AT WHAT YOU
DO.

I CAN'T SAY THIS ENOUGH OF
THE NUMBER OF TIMES I HEARD
BECAUSE I ASK EVERYBODY WHY
DO YOU LOVE EUGENE.
WHY DO YOU LIKE WORKING IN
EUGENE? THEY LOVE HOW EUGENE
IS.
THIS IS AN UNBELIEVABLE
OPPORTUNITY BUT GETTING
THINGS DONE AND GETTING IT
DONE THE RIGHT WAY AND
WORKING WITH ALL OF YOU.
GUIDE THE ORGANIZATION
THROUGH LEADERSHIP
TRANSITIONS AND EVOLVING
COMMUNITY NEEDS AND MAKING
SURE THEY REALLY LEVERAGE
THOSE EMERGING TOOLS TO
ENSURE SERVICE AND DELIVERY
OPTIONS AND STRENGTHEN YOUR
CYBER SECURITY AND MAKING
YOURSELF SMART TRANSPARENT.
ENSURE IT IS EQUITABLE AND

RESPONSIVE TO YOUR

REPRESENTATIVE COMMUNITIES.

I AM GOING TO PAUSE HERE

BEFORE I GO TO EXTERNAL

STAKEHOLDERS.

ANY QUESTIONS?

>> MAYOR KNUDSON: DON'T SEE

ANY QUESTIONS, JEFF.

>> THANK YOU.

EXTERNAL STAKEHOLDERS.

THESE ARE NINE INDIVIDUALS AS

I STATED EARLIER.

TRY TO GET IN TOUCH WITH A

FEW OTHERS THAT YOUR

EXECUTIVE TEAM HAS

IDENTIFIED.

AGAIN, WE COULD NOT GET SOME

OF OUR SCHEDULE OR THEY WERE

UNAVAILABLE.

I ENDED UP SPEAKING WITH NINE

PEOPLE.

IT WAS A DIVERSE GROUP.

SOME FROM THE BUSINESS

COMMUNITY AND SOME FROM YOUR
NEIGHBORHOOD AGENCIES AND
SOME FROM THE LOCAL TRANSIT
AND THE UTILITIES AS WELL AS
THE CHAMBER THERE.
AGAIN, SOME KEY CHALLENGES
COALESCE AND COMMON THEMES
STARTED TO COME THROUGH HERE.
I GOT THEM LISTED HERE.
LET'S START WITH BUDGET
CRISIS.
THERE ARE SOME LEAN FINANCES
AHEAD.
IT MAY REQUIRE SOME UNPOPULAR
CUTS.
IF IT HAPPENS, COMMUNICATIONS
FROM THIS GROUP AND THE CITY
MANAGER WILL BE CRITICAL.
WITH THAT BUDGE ISSUE IS THE
FIRE DEPARTMENT CONSOLIDATION
MUST BE ADDRESSED AND FIXED
WHICH INCLUDES THAT LONG
STANDING RELATIONSHIP BETWEEN

EUGENE AND SPRINGFIELD AND

THE INTEGRATION ISSUES.

ALL OF THEM NEEDS

RESOLUTIONS.

I HEARD IT HERE EARLIER FROM

THE LIBRARY AT THE SANTA

CLARA REGION, EXTERNAL

STAKEHOLDERS BELIEVE THAT MAY

BE AN AREA OR ANNEXATION MAY

BE A TOPIC THAT THIS GROUP IS

GOING TO ADDRESS AND DISCUSS.

THEN, BECAUSE OF THE BUDGET

CRISIS, SERVICE DELIVERY

DISRUPTIONS IN CERTAIN

NEIGHBORHOODS ARE STARTING TO

BE PERCEIVED.

I DIDN'T GET A TON OF DETAILS

BECAUSE OF MY LIMITED TIME.

I AM HOPING TO TAKE AS MANY

NOTES AS I COULD HERE.

THE BUREAUCRACY THAT'S

PERCEIVED WITHIN THE CITY IS

THAT THE CITY IS RATHER

REACTIVE THAN PROACTIVE AT
TIMES.
SO, THAT'S THE BUDGET CRISIS
THERE KIND OF SUMMED UP.
THE NEXT ONE WE HEARD IT FROM
THE INTERNAL STAKEHOLDERS AS
WELL.
I HEARD A LITTLE BIT FROM
YOUR LIBRARY DIRECTOR, YOUR
IN-HOUSE COMMUNITY.
THE MULTIPLE VOICES, EXTERNAL
TAKE HOLDERS STRESSED SOME
SENSE OF URGENCY.
I KNOW THERE ARE
COLLABORATIONS AND AREAS OF
OPPORTUNITIES BETWEEN THE
CITY AND COUNTY AS WELL AS
YOUR NEIGHBORING PARTNERS
THAT CAN ALL PROVIDE A
HELPING HAND IN THIS.
TIE CLOSELY TO HOMELESSNESS
IS THE NEXT BULLET OF PUBLIC
SAFETY.

THERE IS A PERCEPTION THAT
THERE IS A STRESS ON THE
SERVICES THAT THE HOMELESS
AND UNHOUSED COMMUNITY IS
PUTTING ON YOUR EMS AND FIRE
PARTICULARLY BUT THEN ALSO
THE PERCEPTION THAT COMES
WITH HOMELESSNESS THAT IS
CRIME.
AGAIN, SOME OF IT IS TRUE AND
SOME OF IT IS NOT.
IT IS A PERCEPTION.
AND SO THAT REVITALIZATION
AND I WILL GET INTO THAT A
LITTLE LATER.
THAT IS GOING TO BE MOST
IMPORTANT FOR YOUR EXTERNAL
STAKEHOLDERS.
SO, WE TALKED ABOUT BUDGET,
HOMELESSNESS AND PUBLIC
SAFETY.
LET'S TALK ABOUT THAT
ECONOMIC DEVELOPMENT AND

BUSINESS COLLABORATION

OPPORTUNITY.

YOUR EXTERNAL STAKEHOLDERS

WANT A STRONG CITY MANAGER

WHO CAN PARTNER WITH THE

UNIVERSITY, THE CHAMBER, AND

YOUR LOCAL BUSINESSES.

CLEAN UP THE DOWNTOWN AREA

AND GET SOMEBODY WITH

CREATIVE SOLUTIONS TO BUDGET

CHALLENGES AND SEEK OUT NEW

STREAMS OF REVENUES.

RELATIONSHIP BUILDING -- I

HEARD IT OVER MY 31 YEARS IN

GOVERNMENT THAT I FIND IT TO

BE SO TRUE.

RELATIONSHIPS ARE PRIMARY.

EVERYTHING IS SECONDARY.

YOUR EXTERNAL STAKEHOLDERS

BELIEVE THIS IS AN ESSENTIAL

RELATIONSHIP OPPORTUNITY TO

BUILD BRIDGES THAT ARE

PERCEIVED TO DIVIDE

COMMUNITIES, PROGRESSIVE
COMMUNITIES WITH THE BUSINESS
COMMUNITIES AND THE CITY AND
COUNTY AND DIFFERENT ADVOCACY
GROUPS AND THERE IS A
PERCEPTION AMONG YOUR
EXTERNAL STAKEHOLDERS AND
THIS IS DIRECTED TO THE
COUNCIL THAT AT TIMES YOU MAY
BE ONLY LISTENING TO THE LOUD
VOICES AND NOT THE MAJORITY
OF THE VOICES.
THEN, THE SECOND BULLET THERE
IS THE DOWNTOWN
REVITALIZATION OF THE CITY.
IMPROVING DOWNTOWN'S VIBRANCY
IS SOMETHING THAT ALL
BUSINESS WANT.
WHAT HAVE ARE SOME OF YOUR
DESIRED LEADERSHIP QUALITIES
THAT YOU WOULD LIKE TO SEE IN
THE NEXT CITY MANAGER? AGAIN,
ECHOING WHAT I HAVE HEARD AND

TRY TO FIND SOMEONE LIKE SARAH, BUT SOMEONE WITH HIGH INTEGRITY AND VISIONARY THINKING AND ETHICAL AND COURAGEOUS AND STARE DOWN TOUGH THINGS.

BE COLLABORATIVE AND OUTWARD FACING AND BE VISIBLE IN THE COMMUNITY, THAT WOULD INCLUDE ATTENDING EVENTS AND BE THAT COMMUNITY BUILDER WHICH CAN BE TOUGH FOR A CITY YOUR SIZE.

BE INCLUSIVE AND BE WILLING TO DISRUPT THE DEMOCRATIC PROCESS WHILE LISTENING TO STAKEHOLDERS AND EXPLAINING THEIR DECISIONS.

THEY WOULD LIKE SOMEONE WITH STRONG AND EMOTIONAL INTELLIGENCE AND BE EMPATHETIC TO NAVIGATE POLARIZING VIEWPOINTS.

WHEN CANDIDATES COME TO THE
CITY, SHOW THEM AROUND.
YOU GOT GREAT SUPPORT FOR THE
NEXT STEP.
WITH THAT, I AM OPEN TO AS
MANY QUESTIONS AS I CAN
ANSWER.
>> MAYOR KNUDSON: THANK YOU
SO MUCH, JEFF.
IN THE Q, I HAVE COUNCIL
KASHINSKY.
>> ELIZA KASHINSKY: THANK YOU
FOR THE WORK YOU HAVE BEEN
DOING.
ONLY NINE OF THEM IT IS NOT
LIKELY THAT THEY REPRESENT
THE FULL DIVERSITY OF
OPINIONS AND STAKEHOLDERS IN
OUR COMMUNITY AND WEIGHING
THEIR FEEDBACK WOULD BE
HELPFUL.
I GET A LITTLE WORRY WHEN WE
DO THESE PROCESSES THAT ONE

OF THE PIECES OF FEEDBACK
THAT THEY GAVE WAS THAT WE
HAVE A TENDENCY TO LISTEN TO
THE LOUDEST VOICES AND FOLKS
WHO RESPOND TO YOUR REQUEST
TO HAVE INTERVIEWS ABOUT WHAT
THEY LIKE THE NEW CITY
MANAGERS TO BE, THEY ARE LOUD
VOICES.
>> JEFF: I CAN SEND THAT
INFORMATION TO YOUR EXECUTIVE
TEAM AND THEY CAN DISTRIBUTE
IT AS THEY SEE FIT.
>> I WILL SAY THE
STAKEHOLDERS THAT WE GAVE HIM
WAS CEOS OF THE AGENCY THE
AREA AND ANYONE THAT MAY HAVE
REACHED OUT TO YOU THAT YOU
WOULD PASS ONTO US TO ENGAGE
ON THE PROCESS.
YOU HEARD FROM THE UNIVERSITY
OF OREGON.
>> THAT WOULD BE HELPFUL FOR

US.

>> GENERAL, PRIMARILY IT IS

CEOS OF OTHER AGENCIES AND

ANYONE WHO HAD REACHED OUT TO

YOU AND YOU HAD MENTIONED TO

CHOOSING WORK RECRUITER.

>> ELIZA KASHINKY: THANK YOU.

>> ALAN ZELENKA: I WAS

EXPECTING THE HEAR PIECES OF

OUR RELATIONSHIPS WITH LABOR

TO THE FOREFRONT AND I WOULD

LIKE TO KNOW IF

REPRESENTATIVE LABOR WAS PART

OF THE INTERNAL OR EXTERNAL

CONVERSATIONS.

WERE THERE ANY UNION MEMBERS

OR UNION LEADERSHIP WHO

PARTICIPATED IN YOUR

CONVERSATIONS?

>> SO, UNION LEADERS WERE NOT

ENGAGED AND AGAIN PRIMARILY

BECAUSE WE STARTED WITH

INTERNAL STAKEHOLDERS BECAUSE

EACH OF YOU AND SOME OF YOU
HAVE MENTIONED THAT IN THE
WORK SESSION LEADING UP TO
RECRUITER OR CEOS OR FOLKS
WHO HAD REACHED OUT TO YOU.
SO, WE DIDN'T ENGAGE
STAKEHOLDERS BEYOND LEADERS.
CERTAINLY THOSE FOLKS CAN BE
ENGAGED IN FUTURE POINTS IN
THE PROCESS.
>> ALAN ZELENKA: I WOULD LOVE
TO SEE THAT.
YOU MENTIONED
ACTIVIST-DRIVEN.
ACTIVIST INFORMED OR WAS
ACTIVIST-DRIVEN A NEGATIVE IN
A PASSION WHEN OUR INTERNAL
STAKEHOLDERS WERE -- [AUDIO
IS FADING]
>> JEFF: THE WAY I HAD IT
EXPLAINED TO ME AND I LIVED
IN OREGON FOR 30 YEARS AND
WORKED JUST TWO HOURS NORTH

OF YOU.

SO, I DIDN'T SPEND A TON OF

TIME IN EUGENE, BUT THE WAY I

HAD IT EXPLAINED TO ME FROM

YOUR INTERNAL EXECUTIVE TEAM

IS THEY ARE EMBEDDED OF THE

DNA OF THE COMMUNITY TO BE

PEOPLE THAT WANT TO GET

INVOLVED AND BE AN ACTIVIST.

IT IS JUST PART OF THE

CULTURE AND THE FABRIC OF THE

CITY.

THAT'S HOW IT IS EXPLAINED TO

ME.

>> ALAN ZELENKA: THANK YOU.

JEFF, YOU MENTIONED THE

PROCESS HAS THE TENDENCY

BEING THE PRODUCT.

IS THAT THE BIGGEST CHALLENGE

OR JUST AMONG THE BIGGER

CHALLENGES THAT FACE OUR

MANAGER? IF THAT PIECE IS

NOT, WHAT IF?

>> JEFF: IT IS ONE OF OUR
COMMON THEME TO RESONATE.
WITHIN THE STAKEHOLDERS, THE
TOP FIVE THINGS THAT CAME UP
WERE: HOMELESSNESS, HOUSING,
PUBLIC SAFETY, BUDGET AND
REVENUE STRATEGY AND EQUITY.
THOSE THINGS KEPT COMING UP
OVER AND OVER AGAIN IN THE
30-MINUTE DISCUSSION WE HAD.
EVERYTHING ELSE WERE AS
THINGS I HEARD PROBABLY FOUR
OR FIVE TIMES.
I DID SPEAK WITH 14
STAKEHOLDERS.
THAT PROCESS -- I CAN SPEAK
HOW I INTERPRETED BECAUSE I
HAD A LITTLE BIT OF -- WE HAD
A LOT OF THAT AT MY FORMER
ORGANIZATION.
THAT IS THE PROCESS IS WHAT
ENDS UP CAUSING THE PRODUCT,
AS OPPOSED TO THE OTHER WAY

AROUND.

THE BUREAUCRACY THAT COMES

WITH LARGER ORGANIZATIONS, I

BELIEVE, AND IT CAN BE A

LITTLE FRUSTRATING FOR PEOPLE

THAT DON'T UNDERSTAND IT.

GOVERNMENT IS BUILT LIKE THIS

BY DESIGN.

THERE ARE INTERNAL BREAKS OR

PROCEDURES THAT HAVE TO

HAPPEN SO PEOPLE DON'T HAVE

TO SPEND WILDLY.

IN SOME INSTANCES, SOMETIMES

THAT OVERCOMES OF GETTING

THINGS DONE BECAUSE THE

PROCESS IS SO IMPORTANT.

I HOPE THAT EXPLAINS IT.

>> ALAN ZELENKA: I AM A

LITTLE SURPRISED OF

COMMUNICATION CHALLENGES

DIDN'T RISE AT THE TOP.

>> JEFF: --

>> ALAN ZELENKA: BEING

EFFECTIVE COMMUNICATOR AT

LARGE.

DID YOU HAVE A SIMILAR

SURPRISE OR DID COMMUNICATION

CHALLENGES COME UP IN THOSE

INTERNAL AND EXTERNAL

CONVERSATIONS?

>> JEFF: IN THE FORM OF

COMMUNICATION WAS NOT AS MUCH

OF A CHALLENGE.

WHAT I HEARD WAS BEING ABLE

TO COMMUNICATE WITH WHY.

WHY WE ARE DOING WHAT WE ARE

DOING? IF YOU ARE GOING TO

MAKE CUTS AND CHANGES,

EXPLAIN THAT.

EXPLAIN IT NOT ONLY

INTERNALLY BUT EXPLAIN IT

EXTERNALLY AS WELL.

I DID NOT GET THE IMPRESSION

THAT THERE IS THIS GIANT

MONOLITH THAT HAPPENS IN THIS

CHAMBER THAT DOES NOT GET

BROADCASTED OUTSIDE TO THE

LARGER ORGANIZATION.

I DIDN'T PICK THAT UP AT ALL.

>> I AM WONDERING IF JEFF CAN

TURN HIS SHARE SCREEN OFF.

>> JEFF: YES, LET ME FIGURE

OUT HOW TO DO IT HERE.

>> LYNDSIE LEECH: THANK YOU,

JEFF.

I REALLY APPRECIATE YOU

SPENDING THIS TIME TO DIVE

DEEPER.

I DID HAVE A QUESTION ABOUT

OUR NEXT STEPS, AND I SENT

VALLEY SOME EDITS

AND -- SUGGESTIONS.

I HAVE NOT HEARD BACK.

>> JEFF: I DON'T HAVE THAT

INFORMATION.

I AM BROADCASTING TONIGHT

FROM AUSTIN, TEXAS, I AM AT

MY SON'S HOUSE.

I HAVE BEEN ON VACATION.

I WILL CHECK WITH VALERIE

WHEN I GET BACK.

I BELIEVE THE LAST E-MAIL I

SAW WAS THAT THEY ARE MOVING

FORWARD AND WE ARE STILL ON

THE RIGHT TIMELINE.

THEY LOOKED AT THE FEEDBACK

AND I DON'T KNOW IF MIA HAS

SEEN.

>> MIA: I DO.

COUNSELOR LEECH, WE DID HAVE

THE OPPORTUNITY TO

INCORPORATE ALL THE EDITS

THAT ANY OF YOU SENT.

THEY DID.

YOU WILL BE RECEIVING A SOFT

COPY OF THAT AND THEY INTEND

TO SHIP ALL OF YOU HARD

COPIES.

>> LYNDSIE LEECH: WONDERFUL.

>> MIA: I DID SEND YOU AN

E-MAIL.

>> LYNDSIE LEECH: THANK YOU.

>> RANDY GROVES: THANK YOU

JEFF AND THANK YOU, MIA.

I AM CONCERNED THAT WE HAD A

SMALL GROUP OF STAKEHOLDERS

INVOLVED INSIDE THE PROCESS.

SOME KIND OF A MEANINGFUL OF

EXCHANGE OR DIALOGUE WHERE WE

CAN TAP INTO THE COMMUNITY.

I DON'T KNOW WHAT THAT ANSWER

IS AND I GUESS IT FLOATING

YOU TO YOU, MIA OR JEFF.

I ALSO WANT TO ECHO COUNSELOR

KEATING SAID THAT -- ECHO

WITH COUNCIL KEATING.

I DO THINK IT IS IMPORTANT OF

WHAT WE ARE LOOKING FOR OF

THE NEXT CITY MANAGER OR EVEN

PRIVATE LABOR OUT IN THE

COMMUNITY.

THAT REPRESENTS A LOT OF OUR

MEMBERS OF OUR COMMUNITY.

SO, I THINK THAT IS IMPORTANT

AND OF COURSE THE BUSINESS

COMMUNITIES ARE IMPORTANT AND

OUR NEIGHBORHOOD GROUPS ARE

IMPORTANT AND ALL KINDS OF

GROUPS.

IT WOULD BE NICE TO HAVE

THEIR INPUT BUT YET IN A

MANAGED WAY SO WE ARE

NOT - YOU KNOW, HAVING A FREE

FOR ALL.

>> MIA: ON OCTOBER 20TH,

THERE ARE TWO THINGS

HAPPENING.

VALERIE AND BOB IS HOLDING A

ZOOM MEETING AND FOLKS IN THE

COMMUNITY ARE WELCOME TO DROP

IN AND SPEAK WITH HER.

IT WILL BE A ROUGH LUNCH

HOUR, VIA ZOOM.

THAT EVENING, WE ARE HOLDING

A LISTENING SESSION WHERE

FOLKS CAN JOIN YOU HERE IN

THE CHAMBER AND ADDRESS ALL

OF YOU AND WE'LL BE

ADVERTISING THOSE

OPPORTUNITIES BROADLY.

>> RANDY GROVES: THANK YOU.

THAT'S WHAT I AM LOOKING FOR.

THAT'S HELPFUL AND

INFORMATIVE TO OUR PROCESS AS

WE MOVE FORWARD.

IT WAS INTERESTING, JEFF,

LISTENING TO YOU SHARE THE

FEEDBACK THAT YOU DID GET,

AND YOU KNOW, SOUNDS VERY

SIMILAR TO THINGS I KNOW I

HAVE WRITTEN DOWN AND

MENTIONED THAT I WOULD LIKE

TO SEE, TOO.

IT IS NICE TO KNOW THAT THERE

ARE OTHERS SAYING IT THE SAME

WAY.

THIS IS ONE OF THE MOST

IMPORTANT DECISIONS WE ARE

GOING TO BE MAKING.

IT WILL DEFINITELY SET THE

COURSE FOR WHERE WE ARE

HEADED IN THE SHORT-TERM AND
LONG-TERM.
THANK YOU FOR THAT.
>> MAYOR KNUDSON: THANK YOU,
ANY OTHER QUESTIONS FOR JEFF
AT THIS POINT IN THE PROCESS?
I WANT TO REITERATE SOMETHING
THAT WAS JUST MENTIONED THAT
WE HAVE A BIG DAY SCHEDULED
ON OCTOBER 20TH WITH BOTH
LUNCH FOR BROAD GENERAL
ENGAGEMENT WITH THE HIRING
PROCESS AND RECRUITMENT
PROCESS AND AN EVENING
SESSION THAT'S ENTIRELY
FOCUSED WITH COUNCIL ON THAT
SAME BODY OF WORK.
SO, APPRECIATE THE
PREPARATIONS THAT'LL GO INTO
THAT AND THE OPPORTUNITY FOR
A LOT OF DIFFERENT PEOPLE TO
FEEL CONNECTED TO THIS
INCREDIBLY IMPORTANT DECISION

FOR OUR COMMUNITY.

NO OTHER QUESTIONS FROM

COUNCIL, I WANT TO SAY THANK

YOU.

YOU APPRECIATE YOUR

FLEXIBILITY.

THIS CONCLUDES OUR AGENDA FOR

TODAY.

WITH THAT -- I WILL NOW CLOSE

THE SEPTEMBER 22, 2025, CITY

WORK SESSION.

WE ARE ADJOURNED.