ROUGHLY EDITED TRANSCRIPT
CITY OF EUGENE
PUBLIC HEARING
OCTOBER 20, 2025
5:30 P.M.

Captioning Provided by:
LNS Captioning
www.LNSCaptioning.com
Phone: (503) 446-4555

* * *

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. This is NOT the official record of the proceedings.

* * *

[LIVE CAPTIONER STANDING BY]

>> Knudson: EUGENE CITY COUNCIL

PUBLIC HEARING AND COMMUNITY

LISTENING SESSION. THANK YOU FOR

JOINING US IN THIS HYBRID

MEETING FORMAT.

ANYONE WISHING TO ACCESS THE

MEETING CAN DO SO BY WATCHING

THE LIVE STREAM AVAILABLE ON OUR

WEBSITE, THE BROADCAST ON

COMCAST CHANNEL 21, OR FOLLOWING
THE INSTRUCTIONS LISTED FOR THIS
MEETING ON THE PUBLIC WEBCAST
AND MEETING MATERIALS PAGE ON
THE CITY OF EUGENE'S WEBSITE.
THERE'S ONE PUBLIC MEETING AND
MEMBERS SIGNED UP MAY SPEAK ONLY
ON THE TOPIC THAT'S THE SUBJECT
OF THE STATED HEARING.
FOR THOSE WISHING TO TESTIFY
DURING THE PUBLIC HEARING OR
LISTENING SESSION, PLEASE FILL
OUT A REQUEST TO SPEAK FORM
AVAILABLE ON THE CITY'S PUBLIC
WEBCAST AND MEETING MATERIALS
WEB PAGE AND THESE REQUEST TO
SPEAK FORMS WILL BE USED TO
GENERATE THE ORDER OF SPEAKERS
AND CORRECTLY ENTER THE
SPEAKERS' NAMES INTO THE PUBLIC
RECORD.
WE WILL ACCEPT REQUEST TO SPEAK
FORMS UNTIL 5:30 P.M. aND PLEASE

NOTE THAT THE COMMUNITY
LISTENING SESSION WILL BE
LIMITED TO 90 MINUTES TOTAL.
AS A REMINDER, COUNCIL'S MEETING
RULES OF CONDUCT APPLY TO ALL
ATTENDEES BOTH IN THE CHAMBERS
AND IN THE LOBBY.
INCLUDING NO FLAGS, SIGNS, LOUD
OR DISRUPTIVE LANGUAGE, NOISE OR
CONDUCT THAT OBSTRUCTS THE
BUSINESS OF THE COUNCIL.
KEEP THE ROOM QUIET AND
RESPECTFUL TO FOR ALL SPEAKERS.
AND YOU'RE WELCOME TO WAVE YOUR
HANDS IN SILENT SUPPORT.
ADDITIONALLY, WE ENCOURAGE THOSE
WHO ARE ILL OR HAD CLOSE CONTACT
WITH OTHERS WHO ARE ILL TO JOIN
OUR MEETINGS REMOTELY RATHER
THAN IN PERSON AND WE ENCOURAGE
ATTENDEES TO SPREAD OUT IN THE
MEETING SPACE AND WEAR A MASK IF
YOU FEEL COMFORTABLE DOING SO.

WE HAVE SOME AVAILABLE IN THE

LOBBY IF YOU NEED ONE.

IN CASE OF A MEDICAL EMERGENCY,

AN AUTOMATED EXTERNAL

DEFIBRILLATOR, AED, IS LOCATED

ON THE COUNTER BEHIND STAFF

LOCATED TO YOUR LEFT ON THE WEST

SIDE OF THE ROOM.

IN CASE OF AN EMERGENCY

EVACUATION, EMERGENCY EXITS ARE

THROUGH THE DOUBLE DOORS LOCATED

AT THE BACK OF THE ROOM AND THE

DOUBLE DOORS TO THE FRONT OF THE

ROOM.

THE DOORS TO THE PATIO CAN ALSO

BE USED AS NEEDED.

WITH THAT, I CALL THIS MEETING

TO ORDER.

[GAVEL POUNDED]

THE PUBLIC HEARING ON TONIGHT'S

AGENDA IS PUBLIC HEARING ON

ORDINANCE CONCERNING LOW-INCOME

RENTAL HOUSING PROPERTY TAX

EXEMPTION AND AMENDING

SECTION 2.939 OF THE EUGENE CODE

1971.

CITY MANAGER, WOULD YOU PLEASE

INTRODUCE THE TOPIC.

>> YES, MAYOR, THANK YOU.

IN 2023, CITY COUNCIL ADOPTED

ORDINANCE NUMBER 20697 ALLOWING

AFFORDABLE HOUSING LIMITED

EQUITY COOPERATIVES IN EUGENE TO

BE ELIGIBLE FOR THE LOW-INCOME

HOUSING PROPERTY TAX EXEMPTION

WHICH I WILL NOW CALL LIRHPTE.

YOU HAVE TO TRACK THAT ACRONYM.

AT THAT TIME, STATE STATUTE

RESTRICTED ELIGIBILITY TO

HOUSING UNITS THAT WERE

CONSTRUCTED OR CONVERTED TO

LIMITED EQUITY COOPERATIVE

OWNERSHIP AFTER FEBRUARY 12,

1990, THE DATE CITY COUNCIL

ADOPTED OUR LIRHPTE PROGRAM.

AS A RESULT NEWER LIMITED EQUITY

WERE ELIGIBLE TO APPLY FOR AND

RECEIVE LIRHPTE APPROVAL WHILE

OTHER OLDER COOPERATIVES WITH

EXISTING AFFORDABLE HOUSING

STOCK WERE NOT.

IN 2025, THE OREGON LEGISLATURE

PASSED HOUSE BILL 3232 REMOVING

THE STATE RESTRICTION FROM

LIMITED EQUITY COOPERATIVES .

THE PROPOSED ORDINANCE UNDER

CONSIDERATION WOULD AMEND EUGENE

CODE TO ALIGN WITH THE UPDATED

STATE STATUTE AND ALLOW LIMITED

EQUITY COOPERATIVES WITH OLDER

AFFORDABLE HOUSING STOCK TO BE

ELIGIBLE FOR THE LIRHPTE.

WE HAVE STAFF AVAILABLE IF

THERE'S QUESTIONS.

>> Knudson: THANK YOU.

I NOW OPEN THE PUBLIC HEARING.

STAFF, CAN YOU SHARE A LIST OF

SPEAKERS ON THE SCREEN AND

ANNOUNCE THE FIRST SPEAKERS.

>> THANK YOU, MAYOR.

WE HAVE ONE MORE MINUTE FOR THE

SIGNUPS TO STILL BE OPEN, BUT

JUST TO NOTE, WE HAVE NO

SPEAKERS SIGNED UP AS OF 5:34.

>> Knudson: THANK YOU.

WE'LL JUST WAIT ONE MOMENT.

[PAUSE].

>> Knudson: STAFF, DO WE HAVE

ANY SPEAKERS WHO HAVE SIGNED UP

TO GIVE TESTIMONY FOR THIS

PUBLIC HEARING?

>> THANK YOU, MAYOR.

WE HAVE NO SPEAKERS FOR THIS

PUBLIC HEARING.

>> Knudson: THANK YOU.

I NOW CLOSE THE PUBLIC HEARING.

ARE THERE ANY QUESTIONS OR

COMMENTS FROM THE CITY COUNCIL?

SEEING NONE, WE WILL MOVE ON TO

OUR NEXT AGENDA ITEM THIS

EVENING.

BIT OF AN UNUSUAL AGENDA ITEM

FOR THE EUGENE CITY COUNCIL, BUT
PART OF A SIGNIFICANT
RESPONSIBILITY BEFORE THE
COUNCIL THIS YEAR AND THIS FALL
AND INTO THE WINTER.
THE COMMUNITY LISTENING SESSION
ON TONIGHT'S AGENDA IS RELATED
TO OUR CITY MANAGER RECRUITMENT
PROCESS.
THIS NEXT ITEM IS A LISTENING
SESSION AND AN OPPORTUNITY FOR
THE COUNCIL TO HEAR FROM THE
PUBLIC ABOUT THE ATTRIBUTES,
EXPERIENCE, AND QUALITIES THAT
THEY THINK ARE IMPORTANT IN A
NEW CITY MANAGER.
SARAH MEDARY IS RETIRING IN
DECEMBER OF THIS YEAR, AND BY
CITY CHARTER, THE COUNCILORS ARE
TASKED WITH HIRING A NEW CITY
MANAGER AND THEY'VE ELECTED TO
WORK WITH BOB MURRAY AND
ASSOCIATES TO CONDUCT A

NATIONWIDE SEARCH.

APPLICATIONS FOR THE POSITION

ARE DUE BY NOVEMBER 3rd.

FINAL INTERVIEWS WILL BE IN

MID-JANUARY 2026.

AS MAYOR I'M RESPONSIBLE FOR

APPOINTING A CITY MANAGER PRO

TEM, INTERIM CITY MANAGER, AND

WILL BE DOING SO PRIOR TO SARAH

MEDARY'S DEPARTURE.

WHILE COUNCIL HAS NOT OUTLINED

THE SPECIFICS JUST YET, THE

COMMITTEE WILL BE REPRESENTED

CERTAINLY IN THIS FINAL

INTERVIEW PROCESS.

FOR NOW AND TONIGHT, EACH

SPEAKER WILL BE GIVEN 2:30 TO

SHARE THEIR THOUGHTS ON THIS

TOPIC.

WE HAVE 90 MINUTES THAT WE HAVE

SET ASIDE FOR THE COUNCIL FOR

THIS ITEM.

COMMENTS THAT ARE RELATED TO

OTHER SUBJECTS OR ISSUES CAN BE
SUBMITTED IN WRITING OR SHARED
DURING THE NEXT PUBLIC FORUM
THAT'S SCHEDULED FOR
OCTOBER 27th.
AND THIS IS ALSO THE CASE IF WE
RUN OUT OF TIME FOR SPEAKERS
GIVING -- SHARING THEIR THOUGHTS
IN THE LISTENING SESSION THIS
EVENING.
STAFF, CAN YOU PLEASE SHARE A
LIST AND THE NUMBER OF SPEAKERS
WHO HAVE SIGNED UP TO SPEAK AND
ANNOUNCE THE FIRST SPEAKERS.
>> THANK YOU, MAYOR.
WE HAVE SEVEN SPEAKERS SIGNED UP
FOR THIS TOPIC.
I WILL ANNOUNCE TWO SPEAKERS'
NAMES AT A TIME.
WHEN YOU'RE CALLED TO SPEAK,
PLEASE STATE YOUR NAME AND WARD
OR NEIGHBORHOOD IF KNOWN BEFORE
BEGINNING YOUR COMMENTS.

WHEN YOU ARE ANNOUNCE AS THE
NEXT SPEAKER ARE MOVE TO THE
FRONT ROW.
WHEN IT IS YOUR TURN, YOU MAY
COME TO THE PODIUM.
PLEASE LEAVE ANY BAGS YOU MAY
HAVE WITH YOU AT YOUR SEAT.
IF YOU HAVE DOCUMENTS TO GIVE
COUNCIL, PLACE THEM IN THE
BASKET NEAR THE PODIUM.
YOU'LL HAVE 2:30 TO SPEAK.
THE TIMER WILL FLASH RED WHEN
YOU HAVE 15 SECONDS REMAINING TO
SPEAK.
YOUR MICROPHONE WILL BE MUTED AT
THE 2:30 MARK.
PLEASE NOTE THAT USE OF
PROFANITY IS PROHIBIT AND ANY
INSTANCES OF PROFANITY WILL
RESULT IN REMOVAL OF SPEAKING
PRIVILEGES.
OUR FIRST SPEAKER IS NIGEL
FRANCISCO FOLLOWED BY TERRY

VANCE.

>> MAYOR AND COUNCILORS, THANK

YOU FOR THE OPPORTUNITY AND

SERVICE.

MY NAME IS NIGEL FRANCISCO, I

LIVE IN WARD 8, HAVE THE

PLEASURE OF CALLING EUGENE HOME

MOST OF MY LIFE.

I WAS BORN HERE, EDUCATED HERE,

AND I WORK IN OUR COMMUNITY.

LET ME TELL YOU A QUICK STORY.

I HAVE A FRIEND, A CLASSMATE WHO

MOVED FROM EUGENE.

HE CALLED ME WANTING TO MOVE

BACK.

HE WAS LIVING IN PORTLAND AFTER

HE GRADUATED FROM UNIVERSITY OF

PORTLAND.

AFTER HE GRADUATED HE FOUND

HIMSELF LOOKING FOR EMPLOYMENT

OUTSIDE OF EUGENE BECAUSE HE

DIDN'T HAVE OPPORTUNITY HERE.

HE ASKED WHO OUR LARGEST

EMPLOYERS WERE AND I TOLD HIM
WHO THEY WERE.
HIS SKILL SET AS AN EXECUTIVE
LACKED VERY LARGE EMPLOYERS IN
OUR AREA, WHICH CREATED A
CONUNDRUM FOR HIM.
AFTER YEARS OF -- SORRY, AFTER
SEARCHING FOR A JOB FOR SIX
MONTHS AND HE HAD NOT RECEIVED
ANY LEADS OR INTERVIEWS, HE WAS
FRUSTRATED AND STARTED LOOKING
AT BUSINESS IDEAS TO START.
AFTER YEARS OF TOSSING AROUND
DIFFERENT IDEAS ARE REFOUND A
BUSINESS HE COULD PURCHASE.
HE WAS LUCKY ENOUGH TO BE ABLE
TO DO SO BECAUSE OF HIS PAST
ROLES AND EXPERIENCE.
I SHARE THIS STORY WITH YOU
BECAUSE WE HAVE PEOPLE THAT GREW
UP IN OUR COMMUNITY LIKE MYSELF,
BUT THEY CAN'T FIND A WAY TO
LIVE HERE.

AND THAT'S BECAUSE WE HAVEN'T
CREATED THE OPPORTUNITY FOR THEM
TO MAKE THEIR HOMES HERE.
I'M LOOKING FOR A NEW CITY
MANAGER, I WOULD ASK YOU TO
PRIORITIZE THE FOLLOWING.
ONE, ECONOMIC DEVELOPMENT.
WE NEED TO ATTRACT EMPLOYERS TO
OUR AREA.
HOME-GROWN BUSINESSES ARE GREAT,
BUT GETTING OTHER MAJOR
EMPLOYERS TO OUR REGION LIFTS UP
ALL THOSE BUSINESSES.
WE NEED TO MAKE IT EASIER FOR
BUSINESSES TO OPERATE AND LESS
HARD FOR THEM TO DO BUSINESS
HERE.
THE BUSINESS COMMUNITY -- TWO,
THE BUSINESS COMMUNITY WOULD
LIKE A COLLABORATIVE PARTNER
THAT CAN WORK WITH THE PRIVATE
SECTOR AND PRIVATE SECTOR ON
MOVING US ALL FORWARD.

WE NEED A COLLABORATIVE PARTNER
THAT SEES THE VALUE IN BRINGING
BUSINESSES TO OUR COMMUNITY.
WE NEED A LEADER FOCUSED ON
FISCAL STEWARDSHIP AND
OPERATIONAL EFFICIENCY.
WE NEED TO DO THINGS THAT WILL
MOVE US FORWARD AND SOMETIMES
CUT LOOSE THE THINGS THAT DON'T
MAKE SENSE.
AS OUR FUNDING MODEL HAS GOTTEN
STRETCHED, WE NEED TO THINK
ABOUT INNOVATIVE WAYS TO CHANGE.
I'M CONCERNED.
I'M CONCERNED BECAUSE I HAVE A
CHILD AND I WOULD LIKE HIM TO BE
ABLE TO GROW UP HERE AND
PARTICIPATE IN THIS ECONOMY,
FIND GAINFUL EMPLOYMENT, AND I
JUST DON'T KNOW THAT'S POSSIBLE
IN THE TOWN THAT I GREW UP IN
AND CALL HOME.
I WANT TO BE PART OF THE

SOLUTION.

I'M LETTING YOU KNOW I'M HERE TO

HELP AND THANK YOU AGAIN FOR

YOUR SERVICE.

>> THANK YOU, NIGEL.

OUR NEXT SPEAKERS ARE TERRY

VANCE FOLLOWED BY STEPHAN STREK.

>> THANK YOU FOR YOUR TIME

TONIGHT AND FOR LISTENING TO THE

COMMUNITY ON THIS VERY IMPORTANT

TOPIC.

MY NAME IS TERRY VANCE.

I WENT TO THE UNIVERSITY OF

OREGON.

I'M FROM SALEM ORIGINALLY.

I STARTED MY PUBLIC SERVICE WITH

THE STATE OF OREGON AS A STUDENT

EMPLOYEE.

I WAS A WILDLAND FIREFIGHTER IN

THE LOCAL AREA AND THEN I WENT

OFF INTO THE AIR FORCE FOR A

LITTLE OVER 20 YEARS.

I HAVE RETURNED BACK AFTER

RETIRING FROM THAT CHAPTER OF PUBLIC SERVICE AND I'M NOT AS WORRIED ABOUT THE SAME TYPE OF ISSUES AS THE PREVIOUS SPEAKER, BUT I BROUGHT MY FAMILY BACK TO EUGENE AND WE'RE EXCITED TO BE HERE.

I COME FROM A PERSPECTIVE THAT I THINK ALL OF OUR PUBLIC INFRASTRUCTURE, OUR STAFFS ARE UNDER TREMENDOUS CHALLENGE, WHETHER WE'RE AT THE FEDERAL LEVEL, THE STATE LEVEL, THE MUNICIPAL LEVELS.

MY EXPERIENCE IS IN PUBLIC SECTOR CONSULTING FOR THE PAST MANY YEARS WHERE I HELPED CLIENTS NAVIGATE A LOT OF THE CHALLENGES AND STRAINS ON OUR PEOPLE, AND SO THE FIRST POINT I'D LIKE TO MAKE TONIGHT IN TERMS OF THE VALUES THAT WE REALLY NEED TO FIND IN THE CITY

MANAGER IS SOMEBODY WHO HAS A
LOT OF EXPERIENCE, I BELIEVE,
DEVELOPING PEOPLE AND TEAMS.
WE ALL KNOW THE ISSUES EUGENE
FACES, THE STATE OF OREGON
FACES, BUT I THINK FIRST AND
FOREMOST WE HAVE TO BE ABLE TO
DEVELOP BETTER TEAMS AND REALLY
LEAN IN TO DEVELOPING OUR PEOPLE
TO RESPOND TO THIS COMMUNITY.
AND IF WE CAN INVEST IN OUR
PEOPLE, THEY'RE GOING TO BE THE
BEST STEWARDS OF OUR RESOURCES
AND THE BIGGEST FORCE
MULTIPLIERS FOR US TO SOLVE ALL
THE PROBLEMS THAT WE'RE FACING.
SECONDLY, I WANT TO ECHO THE
COMMENTS ABOUT PROXIMITY TO THE
PRIVATE SECTOR AND THE BUSINESS
COMMUNITY.
I THINK THE CITY MANAGER
CRITICALLY MUST BE ABLE TO NOT
ONLY PARTNER AND RUN A BUSINESS

INTERNALLY, I THINK THEY NEED TO
BE ABLE TO LEVERAGE ALL THE
EXPERIENCE AROUND THIS COMMUNITY
AND ALSO FROM LARGER BUSINESS
COMMUNITIES.
I THINK INDUSTRY BEST PRACTICES
ARE ESSENTIAL AND SO WE NEED TO
BRING SOMEONE INTO THIS ROLE
THAT IS EXPOSED TO WHAT PRIVATE
INDUSTRY IS CAPABLE OF AND
UNDERSTAND WHAT TOMORROW REALLY
LOOKS LIKE.
AND I THINK IF WE CAN REALLY
FIND SOMEONE WHO BLENDS BOTH
THAT INTERNAL CAPABILITY OF
DEVELOPING TEAMS AND ALSO
LEVERAGING A LOT OF BEST
PRACTICES FROM INDUSTRY, I THINK
WE'LL BE MOVING IN THE RIGHT
DIRECTION.
THANK YOU FOR YOUR TIME.
>> THANK YOU, TERRY.
OUR NEXT SPEAKER IS STEPHAN

STREK FOLLOWED BY MEREDITH

TUFTS.

I'M NOT SEEING STEPHAN.

I'LL CALL FOR HIM ONE MORE TIME.

OUR NEXT SPEAKER IS MEREDITH

TUFTS.

>> MADAM MAYOR, COUNCILORS,

THANK YOU FOR THE OPPORTUNITY TO

SPEAK.

MY NAME IS MEREDITH TUFTS.

I LIVE IN WARD 1 AND I'M HERE AS

A PARENT AND SPEAKING ON BEHALF

OF OTHER FAMILIES WHO FEEL THAT

TIGHTNESS IN OUR CHEST IN SMOKE

SEASON AND THINKING AHEAD TO

WHAT CLIMATE IS GOING TO BRING

TO OUR COMMUNITY AND OUR LIVES

AND IN OUR CHILDREN'S LIVES.

WE IN EUGENE FACE A LOTS OF

DIFFERENT CHALLENGES.

WHAT I THINK WE REALLY NEED IN A

CITY MANAGER AND THE NEXT CITY

MANAGER FOR THE IMPORTANT ROLE

THAT THEY PLAY IS SOMEONE WHO

CAN HOLD THOSE PIECES IN MIND.

THE HOUSING AND COST OF THE

LIVING CRISES THAT WE HAVE

CURRENTLY WHILE ALSO LOOKING

AHEAD TO THE CRISES THAT WE HE

-- KNOW ARE COMING AND WHO WILL

KEEP SUSTAINABILITY FRONT OF

MIND AS WE'RE DEALING WITH THE

INITIAL CHALLENGES WE HAVE NOW.

THANK YOU.

>> THANK YOU, MEREDITH.

ONE LAST CALL FOR STEPHAN STREK.

OUR NEXT SPEAKERS ARE JORDAN

PAPE FOLLOWED BY TIFFANY

EDWARDS.

>> GOOD EVENING, MADAM MAYOR AND

COUNCIL.

THANK YOU SO MUCH FOR GIVING US

THE OPPORTUNITY TO TALK ABOUT

THIS VERY IMPORTANT TOPIC.

I AM JORDAN PAPE, CEO OF THE

PAPE GROUP.

I'VE BEEN EXECUTIVE DIRECTOR FOR
STATE CHAMBER OF COMMERCE,
OREGON INDUSTRY, AND THE STATE
BUSINESS ROUNDTABLE OREGON
COUNCIL.
I'M HERE THIS EVENING TO
ENCOURAGE YOU THAT WE ARE ON THE
CUSP OF A REAL OPPORTUNITY IF WE
LEAN INTO ECONOMIC DEVELOPMENT
WITH OUR NEXT CITY MANAGER.
I WAS RECENTLY APPOINTED THE
CHAIR OF THE SOUTHERN WILLAMETTE
VALLEY INNOVATION CORRIDOR.
THIS IS A NEW EFFORT THAT PAIRS
THE UNIVERSITY OF OREGON WITH
OREGON STATE, SEVERAL CIVIC
LEADERS AND SEVERAL BUSINESS
LEADERS RANGING FROM EUGENE TO
CORVALLIS COVERING A WHOLE
REGION WHERE WE HOPE TO LEAN
INTO THE INNOVATION COMING OUT
OF THESE TWO CAMPUSES.
WHY IS THAT?

BECAUSE ON THE EVE OF AI
IMPLEMENTATION AND ROBOTICS, THE
COUNTRY WILL FACE SIGNIFICANT
DISRUPTION.
AND IN THAT DISRUPTION IF WE
WANT OUR KIDS TO FIND GAINFUL
EMPLOYMENT HERE IN THE SOUTHERN
WILLAMETTE VALLEY, WE NEED ALL
OF YOU TO FIND A CITY MANAGER IN
THIS GO-ROUND THAT UNDERSTANDS
ECONOMIC DEVELOPMENT.
SOMEBODY WITH EXPERIENCE,
HOPEFULLY IN A UNIVERSITY TOWN.
BUT YOU CAN ALSO FIND GREAT
EXPERIENCE IN PLACES LIKE BEND
THAT HAVE DONE IT RIGHT AND
REDEVELOPED AREAS LIKE THE MILL
DISTRICT INTO A COMMUNITY
HIGHLIGHT THAT PEOPLE CAN LEAN
INTO.
SO I JUST AS I LOOK AT YOU ALL
TODAY WE FACE A PERIOD OF TIME
WHERE OUR COMMUNITY IS AT RISK.

THAT RISK IS AI, AUTOMATION, AND

ROBOTICS.

WE KNOW THAT IT'S COMING AND WE

NEED TO ATTRACT THE JOBS OF THE

FUTURE IN ORDER TO SECURE OUR

FAMILIES HERE IN THE AREA.

SO PLEASE TAKE THAT INTO ACCOUNT

AS YOU FIND OUR NEXT CITY

MANAGER AND LEADER.

THANK YOU VERY MUCH.

>> THANK YOU, JORDAN.

OUR NEXT SPEAKERS ARE TIFFANY

EDWARDS FOLLOWED BY JOE

LEIBESBACH.

>> GOOD EVENING MAYOR AND

COUNCILORS.

I'M TIFFANY EDWARDS AND I'M

SPEAKING ON BEHALF THE EUGENE

AREA CHAMBER OF COMMERCE.

AND OUR MORE THAN 1200 MEMBERS

AND ALL OF THE THOUSANDS OF

EMPLOYEES THAT THEY -- THAT LIVE

AND WORK HERE IN THIS COMMUNITY.

I COME TO YOU TONIGHT BECAUSE
THIS DECISION SELECTING EUGENE'S
NEXT CITY MANAGER IS AMONG THE
MOST CONSEQUENTIAL CHOICES THIS
COUNCIL WILL MAKE FOR THE FUTURE
OF OUR CITY.
WE HAVE ENORMOUS SHOES TO FILL
AS SARAH MEDARY CHARTED A NEW
COURSE WITH GRACE AND BOLD
LEADERSHIP AS SHE LED US THROUGH
SOME TRULY UNPRECEDENTED
CHALLENGES.
NOW EUGENE STANDS AT A CRITICAL
CROSS-ROADS.
WE'RE FACING SIGNIFICANT
CHALLENGES FROM HISTORIC BUDGET
SHORTFALLS AND GROWING PUBLIC
SAFETY CONCERNS TO A DEEPENING
HOUSING AND HOMELESSNESS CRISIS.
AND A REGULATORY ENVIRONMENT
THAT MAKES IT HARDER TO BUILD,
GROW, AND INVEST.
THESE CHALLENGES HAVE NOT ARIES

-- ARISEN OVERNIGHT AND WE
RECOGNIZE SARA AND THE PUBLIC
SERVANTS WHO CARRIED THIS
THROUGH.
BUT THIS DEMANDS A NEW
LEADERSHIP.
ONE THAT CAN BUILD ON THE
FOUNDATIONAL -- ON THAT
FOUNDATION AND LEAD EUGENE
THROUGH A PERIOD THAT REQUIRES
INNOVATION, COURAGE, AND ACTION.
THE NEXT CITY MANAGER MUST BE
BOLD, A DECISIVE LEADER WHO CAN
CONTINUE MODERNIZING HOW OUR
CITY OPERATES.
MOVING FROM PROCESS TO PROCESS,
FROM CAUTION TO CREATIVITY.
WE NEED SOMEONE WHO WILL FOSTER
A CULTURE OF ACCOUNTABILITY AND
PIPPEN SIDE CITY HALL.
ONE THAT SEES OUR BUSINESSES,
NONPROFITS, AND RESIDENTS AS
COLLABORATORS IN SOLVING

EUGENE'S TOUGHEST PROBLEMS.

THIS LEADERSHIP WILL BRING A

PROVEN RECORD OF DRIVING FISCAL

STEWARDSHIP AND OPERATIONAL

EFFICIENCY.

MAKING SMART USE OF LIMITED

RESOURCES WHILE ENSURING PUBLIC

DOLLARS DELIVER MEANINGFUL

OUTCOMES.

WE NEED A CITY MANAGER WHO CAN

RESTORE CONFIDENCE AND OPTIMISM

IN EUGENE'S FUTURE.

SOMEONE WHO WILL UNITE PEOPLE

AROUND A SHARED VISION,

COMMUNICATE CLEARLY, AND ACT

DECISIVELY TO MOVE OUR COMMUNITY

FORWARD.

EUGENE'S CHALLENGES ARE REAL,

BUT IT'S ALSO OUR POTENTIAL.

WITH THE RIGHT LEADER AT THE

HELM, WE CAN CHART A NEW COURSE

TOWARDS STABILITY, PROSPERITY

AND PRIDE IN A CITY WE ALL CALL

HOME.

THANK YOU.

>> THANK YOU, TIFFANY.

OUR NEXT AND FINAL SPEAKER IS

JOE LEIBERSBACH.

>> GOOD EVENING, MAYOR,

COUNCILORS, AND STAFF.

MY NAME IS JOE LEIBERSBACH AND

I'M HERE TONIGHT NOT ONLY

REPRESENTING THE EUGENE AREA

CHAMBER OF COMMERCE, BUT ALSO ON

BEHALF OF THE EUGENE YOUNG

PROFESSIONALS.

THIS IS A CONSTITUENCY YOU

RARELY HEAR FROM IN THIS VENUE

AND I'M WORKING TO CHANGE THAT

BUT THERE ARE TENS OF THOUSANDS

OF US IN EUGENE.

I WANT TO RECOGNIZE AND

CELEBRATE SARAH MEDARY FOR HER

YEARS OF SERVICE AND STEADY

LEADERSHIP THROUGH SOME LET'S

JUST CALL IT WHAT IT IS, CRAZY

TIMES.

HER HEART FOR THIS COMMUNITY IS

SOMETHING THAT WE CAN ALL ASPIRE

TO AND HER WORK AND LEGACY IS

LEAVING BEHIND A FIRM FOUNDATION

FOR HER SUCCESSOR.

AS YOU CONTINUE THE SEARCH FOR

THE NEXT CITY MANAGER, I HOPE

YOU'LL CONSIDER WHAT THIS

DECISION MEANS FOR THE NEXT

GENERATION OF EUGENE'S WORKFORCE

AND LEADERS.

YOUNG PROFESSIONALS IN OUR

COMMUNITY ARE DEEPLY INVESTED IN

EUGENE'S FUTURE.

AFTER ALL, WE ARE THE ONES THAT

ARE GOING TO INHERIT IT.

WE ARE BUILDING BUSINESSES,

RAISING FAMILIES AND DECIDING

WHETHER OR NOT THIS IS THE PLACE

TO DIG IN OUR ROOTS.

WE'RE LOOKING FOR A CITY MANAGER

WHO CAN CONTINUE BUILDING TRUST

BETWEEN CITY HALL AND THE
PRIVATE SECTOR, WHO VALUES
COLLABORATION AND
ACCOUNTABILITY, APPROACHES
PROBLEM SOLVING WITH URGENCY AND
CREATIVITY.
SOMEONE THAT REQUEST MAKE IT
EASIER, NOT HARDER, DO WORK
HERE.
EUGENE HAS SO MUCH POTENTIAL.
WE'RE READY TO HAVE HARD
CONVERSATIONS TO UNLOCK THAT
POTENTIAL AND WE INVITE THE NEW
LEADERSHIP TO JOINS AT THAT
TABLE.
THROUGH THAT INVITATION, WE CAN
CREATE A CULTURE THAT SAYS LET'S
FIGURE IT OUT TOGETHER.
THE UNPROFESSIONAL COMMUNITY IS
READY TO BE A PART OF THAT WORK.
WE'RE NOT ONLY THE FUTURE OF
EUGENE, WE ARE HERE NOW AND
WE'RE EAGER TO HELP MOVE THIS

WORK FORWARD.

THANK YOU SO MUCH FOR THE

OPPORTUNITY TO SHARE.

>> THANK YOU, JOE.

MAYOR, THAT WAS OUR FINAL

SPEAKER.

>> Knudson: THANK YOU.

I NOW CLOSE THE COMMUNITY

LISTENING SESSION AND ARE THERE

ANY COMMENTS OR QUESTIONS FROM

CITY COUNCIL?

I SEE COUNCILOR GROVES.

>> GROVES: THANK YOU, MAYOR.

I WANT TO START BY THANKING

EVERYONE WHO SHOWED UP TONIGHT.

ALL SIX OF YOU TO SPEAK. I WISH

WE HAD HEARD FROM MORE, BUT

WE'VE ALL BEEN READING A LOT OF

EMAILS THAT HAVE BEEN COMING IN

ON THIS SUBJECT.

I APPRECIATE THE PEOPLE THAT

TAKE THE TIME TO WRITE AS WELL.

I THINK EVERY ONE OF YOU SPOKE

TO THINGS THAT WE NEED TO BE
CONSIDERING FOR OUR FUTURE.
AS WE CHART THIS PATH THROUGH
UNCHARTERED WATERS, WE'RE GOING
TO HAVE TO FIGURE OUT HOW WE GET
FROM WHERE WE ARE NOW TO WHERE
WE NEED TO BE IN THE RIGHT LANE
FOR THE FUTURE SO WE CAN
CAPITALIZE ON THINGS LIKE
PRESERVING OUR ENVIRONMENT AND
ALSO MAKING SURE WE'RE IN THE
RIGHT LANE TO TAKE ADVANTAGE OF
ECONOMIC OPPORTUNITIES THAT HELP
PAY FOR THE SERVICES THAT WE
PROVIDE PEOPLE AND ALSO EMPLOY
OUR YOUTH AS THEY GROW UP.
I THINK THAT'S ONE OF THE MOST
IMPORTANT THINGS THE COMMUNITY
DOES IS PREPARE THE NEXT
GENERATION.
THANK YOU VERY MUCH FOR YOUR
COMMENTS AND THE WISDOM BEHIND
WHAT YOU HAD TO SAY.

AND I WANT TO END BY THANKING
SARAH MEDARY WHO I THINK HAS
DONE AN OUTSTANDING JOB LEADING
UNDER DIFFICULT CIRCUMSTANCES IN
A DIFFICULT ENVIRONMENT.
AND I THINK SHE'S BEEN A STELLAR
LEADER AND I ACTUALLY HAD THE
PRIVILEGE OF WATCHING HER KIND
OF GROW UP AND MATURE IN THE
SYSTEM.
AND SHE WAS ALWAYS A STANDOUT
AND A STAR AND I AM VERY
GRATEFUL FOR THE WORK SHE HAS
DONE AND I KNOW SHE'S MADE OUR
JOBS EASIER BY HER -- THROUGH
HER LEADERSHIP.
SO WITH THAT, AGAIN, THANK YOU
FOR BEING HERE TONIGHT.
>> Knudson: ANY OTHER COMMENTS
OR QUESTIONS FROM COUNCIL?
I WILL BRIEFLY ADD MYSELF TO THE
QUEUE AND ECHO COUNCILOR GROVES'
APPRECIATION FOR OUR CURRENT

CITY MANAGER, SARAH MEDARY.
WE HAVE HAD A TRULY FANTASTIC
LEADER AT THE CITY OF EUGENE
WORKING WITH FANTASTIC STAFF OF
DEDICATED PUBLIC EMPLOYEES FOR A
NUMBER OF YEARS.
AND THEY ARE, INDEED, BIG SHOES
TO FILL.
BUT WE ARE GOING TO FIND ANOTHER
GREAT LEADER FOR OUR COMMUNITY,
AND THIS PROCESS AND THE
OPPORTUNITY TO OFFER FEEDBACK TO
COUNCIL AND BE ENGAGED OVER
THESE COMING MONTHS IS AN
IMPORTANT PART OF THAT.
I WANT TO THANK EVERYONE WHO'S
REACHED OUT TONIGHT, BUT ALSO
EVERYONE WHO'S TAKEN THE TIME TO
REFLECT ON THESE QUALITIES AND
THE EXPERIENCE, THE VALUES THAT
A PERSON WHO IS TASKED WITH OUR
ADMINISTRATIVE LEADERSHIP MIGHT
BE BRINGING TO THIS WORK.

AND ENCOURAGE YOU TO REACH OUT

TO COUNCIL AND TO BE ENGAGED IN

THIS WORK IN THE MONTHS AHEAD.

IT'S AN EXCITING AND REALLY

IMPORTANT DECISION FOR OUR

COMMUNITY.

SO THANK YOU ALL.

WITH THAT, I WILL NOW CLOSE THE

OCTOBER 20, 2025, PUBLIC HEARING

AND COMMUNITY LISTENING SESSION.

THANK YOU ALL.

WE ARE ADJOURNED.

[GAVEL POUNDED]