

ROUGHLY EDITED TRANSCRIPT
CITY OF EUGENE
WORK SESSION
SEPTEMBER 28, 2026
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.

* * *

>> MAYOR KNUDSON: GOOD EVENING AND WELCOME TO THE SEPTEMBER 28, 2026, EUGENE CITY COUNCIL WORK SESSION. THANK YOU FOR JOINING US IN THIS HYBRID MEETING FORMAT. FOR WORK SESSIONS THERE IS AN OPPORTUNITY FOR PUBLIC COMMENT AND THOSE WISHING TO ACCESS THE MEETING CAN WATCH THE LIVE STREAM AVAILABLE ON OUR WEBSITE, THE BROADCAST ON CHANNEL 21, OR BY CALLING INTO ONE OF THE NUMBERS LISTED FOR THE MEETING ON THE PUBLIC WEBCASTS AND MEETINGS MATERIALS PAGE ON THE CITY OF EUGENE WEBSITE. THANK YOU FOR JOINING US TODAY AND I CALL THE SEPTEMBER 28, 2026, CITY COUNCIL WORK SESSION TO ORDER. I WILL TURN TO THE CITY MANAGER TO INTRODUCE OUR FIRST TOPIC.

A WORK SESSION ON THE COMMUNITY SAFETY PAYROLL TAX UPDATE.

>> TODAY'S PRESENTATION PROVIDES AN ON DATE ON THE COMMUNITY SAFETY PAYROLL TAX TIMELINE FOR COMPLETING THE COMPREHENSIVE REVIEW.

AN ECONOMIC ASSISTANCE OF THE PAYROLL TAX. I WILL TURN IT OVER TO THE CITY MANAGER TO BRING US HOME.

>> AWESOME, OKAY. IT'S BEEN A MINUTE. GOOD EVENING.

MAYOR AND COUNCILORS.

ASSISTANT CITY MANAGER, THANK YOU FOR THAT INTRODUCTION ABOUT THE TOPIC TONIGHT.

I AM JOINED AT THE TABLE, HONORED TO SIT NEXT TO SARAH EMMONS.

[AUDIO ISSUES] RELATED TO THE TECHNICAL ADVISORY GROUP.

SHE IS WORKING CLOSELY WITH OUR COMMUNITY ADVISORY BOARD AS WE APPROACH THE SEVENTH YEAR COMPREHENSIVE REVIEW OF THE COMMUNITY SAFETY SERVICES SYSTEM AND PAYROLL TAX INVESTMENT AND OVERALL HOW THINGS ARE GOING. SARAH IS GOING TO GIVE YOU AN UPDATE ON THAT TONIGHT.

IT'S HARD TO BELIEVE IT'S BEEN SEVEN YEARS SINCE COUNCIL APPROVED THE PAYROLL TAX IN JUNE OF 2,019.

[AUDIO ISSUES] THE NEED FOR FUNDING WAS CAUSED BY YEARS OF STAGNANT GROWTH AND BUDGET SHORTFALLS RESULTING IN THE INABILITY TO KEEP PACE WITH THE COMMITTEE SERVICE NEEDS.

THE PAYROLL TAX STABILIZES CRITICAL SERVICES, EXPANDS RESPONSE OPTIONS, REVISED FLEX ABILITY TO DEVELOP INNOVATIVE RESPONSES TO COMPLEX COMMUNITY ISSUES.

THE GOAL THROUGHOUT THE SYSTEM IS REMAIN AGILE AND PROVIDE THE RIGHT RESPONSE FOR THE COMMUNITY NEED.

THE SYSTEM INVESTMENTS HAVE CONTRIBUTED TO QUICKER RESPONSE TIMES, BETTER OUTCOMES FOR INDIVIDUALS AND UNITY, REDUCE RECIDIVISM, COMMUNITY SAFETY PREVENTION PROGRAMS, SERVICES FOR AT-RISK YOUTH AND VULNERABLE POPULATIONS IN OUR COMMUNITY.

ADDRESSING COMMUNITY SAFETY ISSUES AND CONCERNS HAS BEEN A HUGE PRIORITY AND IT WAS A HIGH PRIORITY FOR COUNCIL TO HEAR FROM [AUDIO ISSUES]

>> MAYOR KNUDSON: ONE MOMENT.

CONTINUING ON. I KNOW WE ARE SHORT ON TIME.

ONE OF THE THINGS THAT WAS IMPORTANT TO COUNCIL WAS TO BE INFORMED BY THE COMMUNITY ABOUT WHAT NEEDS WHERE AND WHAT THE PRIORITIES WERE.

THERE WAS A GREAT DEAL OF LISTENING AND ENGAGING WITH COMMUNITY MEMBERS AND BUSINESSES AND STAKEHOLDERS.

THE PROGRAMS WE HAVE ESTABLISHED HAVE BEEN FOCUSED ON THE OUTCOMES WE WANT TO DELIVER AND REMAIN ADAPTABLE AND RESPONDING TO EMERGING NEEDS.

UNFORESEEN CHANGES AS A RESULT OF THE PANDEMIC AND THE KILLING OF GEORGE FLOYD PROFOUNDLY SHIFTED THE NATIONAL NARRATIVE AND EXPECTATION ABOUT HOW SERVICES ARE DELIVERED.

WE HAD DIFFICULTY HIRING POLICE OFFICERS, EXPERIENCED DELAYS IN PROGRAM IMPLEMENTATION AND HAD LONG WAIT TIMES FOR EMERGENCY SERVICE INFRASTRUCTURE, SOME MIGHT RECALL WE WAITED ABOUT THREE YEARS FOR THE ARRIVAL OF NEW AMBULANCES.

TAX REVENUE GREW SLOW BUT STEADY DURING THAT TIME PERIOD REACHING THE GOAL OF THE 23.6 MILLION ANNUAL GOAL THAT WAS SET AND PAYROLL TAXES WERE IMPLEMENTED AND THOSE WERE RECEIVED IN 2024.

PARKS DEPARTMENTAL TEAMS HAVE FOCUSED ON HOW TO NAVIGATE THE SHIFTING NEEDS, COORDINATION ACROSS SYSTEM SERVICES IS ONE OF HER GREATEST RINGS.

STAFF HAVE WORKED CLOSELY TO DEVELOP WELL-THOUGHT-OUT SOLUTIONS TO THE MOST CHALLENGING COMMUNITY ISSUES.

THE COMMITMENT TO BEING AGILE AND INNOVATIVE AND IN RECOGNITION FOR A STRONG COMMUNITY SAFETY SYSTEM BEING THE FOUNDATION FOR A THRIVING, SAFE AND WELCOMING COMMUNITY SUPPORTING CONDITIONS FOR PROSPERITY AND ECONOMIC GROWTH AND WE TAKE THAT SERIOUSLY IN THE WORK WE DO AND HOW WE ASSESS HOW WE ARE DOING IN OUR PROGRAMS.

OVER THE NEXT FEW MONTHS COUNCIL WILL HAVE WORK SESSIONS TO RECEIVE UPDATES ON THE COMMUNITY SAFETY SERVICES SYSTEM. ON OCTOBER 15TH YOU WILL RECEIVE A COMPREHENSIVE UPDATE ON THE SERVICE INVESTMENTS OUTCOMES AND FUTURE SERVICE OPPORTUNITIES.

TONIGHT YOU WILL LEARN ABOUT THE SEVEN YEAR COMPREHENSIVE REVIEW AND THE REPORT, ROLE OF THE COMMUNITY ADVISORY BOARD AND FUTURE COUNCIL DISCUSSIONS.

OUR AGENDA FOR TONIGHT, THE PURPOSE THAT WAS LINED OUT IS SARAH WILL PROVIDE AN OVERVIEW OF THE PROCESS AND TIMELINES ASSOCIATED WITH THAT AND GIVE YOU A PREVIEW OF SOME OF THE ECONOMIC IMPACT ASSESSMENT WORK SHE HAS BEEN DOING. I WILL PROVIDE A QUICK GROUND ON SOME OF THE HISTORY RELATED TO THE PAYROLL TAX.

JUST AS A REMINDER ABOUT WHY WE -- WHY COUNCIL DECIDED TO TAKE ACTION TO MOVE TOWARDS IMPLEMENTING A SAFETY PAYROLL TAX.

THE NEED WAS FOR A SUSTAINABLE, LOCALLY CONTROLLED REVENUE SOURCE TO ADDRESS THE PUBLIC SAFETY NEEDS DRIVEN BY AN INCREASING GAP BETWEEN THE COMMUNITIES, PUBLIC SAFETY NEEDS AND THE CITY'S ABILITY TO ADDRESS THEM WITH LIMITED GENERAL FUND RESOURCES.

THE GAP HAS MANIFESTED ITSELF ACROSS SERVICE AREAS INCLUDING BUT NOT LIMITED TO POLICE, FIRE, IN A SMALL COURT, AT-RISK YOUTH AND UNHOUSED RESPONSE SERVICES.

THE DEMAND FOR SERVICES HAD OUTPACED OUR ABILITY DUE TO STAGNANT GROWTH OVER OUR SYSTEM [AUDIO ISSUES] THAT WE WERE UNABLE TO RESPOND.

PEOPLE WERE CALLING FOR SERVICES AND WE WERE UNABLE TO RESPOND.

SO THEY TOOK ACTION TO FIGURE OUT WHAT IT WAS WE NEEDED TO DO AND [AUDIO ISSUES] AND HOW TO GO ABOUT DOING THAT.

THE NEXT SLIDE IS A QUICK REMINDER ABOUT THE COMMUNITY SAFETY PAYROLL TAX TIMELINE.

THIS TIMELINE TAKES US TO THE TIME WE STARTED DEVELOPING STRATEGIES AND UNDERSTANDING WHAT THE GAPS WERE.

FROM 2016-2017, IN 2018 THERE WAS A SIGNIFICANT AMOUNT OF COMMUNITY ENGAGEMENT WORK THAT HAPPENED AND WE CAME TO COUNCIL TO INFORM THE PROCESS AND DETERMINE WHAT IT IS WE NEEDED TO FOCUS ON FUNDING.

THERE WAS A LOT OF CROSS DEPARTMENTAL WORK THAT HAPPENED TO DEVELOP THE SYSTEM STRATEGIES.

I WANT TO KNOW A COUPLE THINGS, IN SEPTEMBER OF 2018, WHEN COUNCIL DETERMINED THEY WANTED TO DO SOMETHING TO ADDRESS THE CHALLENGES THAT WERE FACING THE COMMUNITY [AUDIO ISSUES] WHILE THEY WORKED THROUGH THE PROBLEM AND HOW TO SOLVE IT.

THEY INVESTED 8.6 MILLION DOLLARS IN BRIDGE FUNDING FOR THE DEVELOPMENT AND ADDRESSED SHORT-TERM PROBLEMS AND SOME WERE WITH ONE-TIME DOLLARS WHILE WE WORKED TO FIND A LONG-TERM FUNDING STRATEGY.

IN FEBRUARY OF 2019, A COMMUNITY SAFETY REVENUE PANEL WAS DEVELOPED AND DID A LOT OF WORK AND LOOKED AT A VARIETY OF DIFFERENT REVENUE OPTIONS AND CAME BACK AND SAID WE BELIEVE THE PAYROLL TAXES ARE THE BEST FUNDING SOURCE FOR THIS AND THE SERVICE NEED.

WE WENT AND HAD NUMEROUS CONVERSATIONS WITH COUNCIL TO DEFINE [AUDIO ISSUES] LOOK AT THE TAX SYSTEM [AUDIO ISSUES] AND COUNCIL PASSED THE TAX IN JUNE OF 2019.

THE TAX STARTED BEING COLLECTED IN JANUARY 2021, THERE WAS AN 18-MONTH GAP FROM THE TIME COUNCIL MADE THE DECISION TO MOVE FORWARD AND WHERE WE WERE COLLECTING THE TAX. THERE ARE TWO KEY DOTS ON THE UPPER PART OF THE SIDE AND BOTH REFER TO THE COMMUNITY ENGAGEMENT WORK I REFERENCED IN 2018 BUT

THERE WAS ANOTHER SIGNIFICANT AMOUNT OF WORK THAT WAS HAPPENING IN 2020.

YOU ARE GOING TO BE HEARING ABOUT OUR INTEGRATED SERVICE SYSTEMS.

WHEN WE COME BACK OCTOBER 14TH I WILL DO A LIGHT TOUCH ON THIS TODAY.

WITHIN THE CONTINUUM OF PREVENTION, RESPONSE AND RESOLUTION, THE CSP TEAM INVESTMENTS HAVE ADDRESSED A RANGE OF SERVICES AND PROGRAMS OVER THE LAST TWO YEARS.

INVESTMENTS HAVE CONTRIBUTED, TO BE REFINED OVER TIME BASED ON FEEDBACK FROM COMMUNITY MEMBERS, THE CAB AND CHANGE IN LANDSCAPE FOR PUBLIC SAFETY.

I PROVIDED A HANDOUT, THE ROYAL WE, I WANT TO THANK BRITNEY, IT IS A GROUPING OF SOME OF THE SETS OF SERVICES WE ARE PROVIDING AND TWO CATEGORIES OF PREVENTION, EARLY INTERVENTION, EMERGENCY RESPONSE AND THE LONG-TERM STABILIZATION.

YOU WILL GET A COMPLETE OVERVIEW AND 1/3 CATALOG OR INVENTORY OF THE INVESTMENTS WE MADE.

I JUST WANTED TO PROVIDE THIS TO YOU.

[AUDIO ISSUES] ONE OF THE KEY THINGS COUNCIL DIRECTED WAS THE OVERSIGHT AND ACCOUNTABILITY FOR HOW THE TAX DOLLARS WERE BEING USED.

THAT IS IN THE ORDINANCE AND PART OF THE ORDINANCE INCLUDES ESTABLISHING A COMMUNITY ADVISORY BOARD.

RIGHT NOW OUR COMMUNITY ADVISORY BOARD HAS NINE MEMBERS, THEY HAVE BEEN MEETING I THINK THERE ARE TWO NEW MEMBERS BUT FOR THE MOST PART THE GROUP HAS BEEN PRETTY MUCH STABLE FOR THE ENTIRE TIME THEY HAVE BEEN IN PLACE.

THEY HAVE DONE FIVE ANNUAL REPORTS AND THE NEXT BIG THING ON THE LIST IS THE SEVEN-YEAR COMPREHENSIVE REVIEW.

WITH THAT, I WILL TURN IT OVER TO SARAH AND SHE WILL TALK ABOUT THAT.

>> DOES THIS WORK?

I AM VERY LOUD. I WOKE EVERYBODY UP.

THANK YOU, IT IS GREAT TO BE BACK TALKING TO YOU ABOUT FISCAL WORK, MY FAVORITE THING TO TALK ABOUT.

REALLY WE ARE GOING TO TALK ABOUT THE WORK I HAVE BEEN DOING WITH THE CITIZEN ADVISORY BOARD FOR THE COMMUNITY SAFETY PAYROLL TAX.

JUST TO START BEFORE I DIVE INTO THE CONTENT, THIS IS THE ROADMAP THE CAB HAS BEEN TAKING SINCE I STARTED WORKING WITH THEM ON THE FINAL REPORT. WE KICKED OFF IN JUNE RIGHT AFTER THE 2025 ANNUAL REPORT CAME OUT.

THE ANNUAL REPORTS ARE MORE OF THE ONE-YEAR SNAPSHOT OF HOW DOLLARS HAVE BEEN SPENT AND HOW THE WORK HAS BEEN OR HOW THE CITY HAS BEEN SPENDING THE MONEY.

HOW THE TAX IS PERFORMED BUT WHAT THE FINAL REPORT WILL BE, THE FULL SEVEN YEARS.

IT IS A BIGGER UNDERTAKING.

THE FIRST STEP WE TOOK WAS TO DEFINE THE RESEARCH QUESTIONS AND THESE ARE SLOTTED OUT BY HOW WE HAVE BEEN TACKLING THEM AND THOSE ARE DEFINED DIRECTLY FROM THE ORDINANCE WHICH IS TASKED WITH REPORTING ON THE ECONOMIC IMPACT IN THE PAYROLL TAX ON BUSINESSES.

HOW THE CITY HAS SPENT THE DOLLARS AND SUCCESS IN DELIVERING CERTAIN OUTCOMES.

IN JULY WE TALKED ABOUT THE ROLE THE COMMUNITY SAFETY FUND PLACE IN THE CITY BUDGET WHICH AS YOU KNOW IS A COMPLETED TOPIC SO WE WANTED TO MAKE SURE WE UNDERSTOOD THE PAYROLL TAX FUND AND THE CONTEXT OF THE CITY BUDGET AND THE CONTEXT OF THE CITY FISCAL CONSTRAINTS.

WE KICKED OFF IN JULY, CHIEF SKINNER FROM THE EUGENE POLICE DEPARTMENT KICKED OFF DEPARTMENTAL LEVEL PRESENTATIONS ABOUT THE STRATEGIES THAT KRISTI GAVE YOU AN OVERVIEW OF. WHAT STRATEGIES WERE FUNDED, WHAT PROBLEMS ARE THEY INTENDED TO ADDRESS AND WHAT ARE THE OUTCOMES AND RESULTS PRODUCED SO THEY ARE IN THE MIDST OF THOSE AND WE HAVE ONE MORE ROUND IN OCTOBER. IN AUGUST WE TALKED ABOUT THE FIRST PART OF THE ECONOMIC IMPACT ANALYSIS THAT I HAVE BEEN DOING.

THAT IS WHAT I WILL TALK ABOUT TODAY.

TO PULL THE BAND-AID OFF I'M DOING HALF OF THE ANALYSIS AND PROBABLY THE HARDER HAVE.

IT'S REALLY IMPORTANT BECAUSE THIS TOPIC IS SO NUANCED THAT WE GET SOME TIME TO UNDERSTAND IT.

IN NOVEMBER I WILL DO THE SECOND HALF OF THIS QUESTION WHICH IS THE FIRST HALF IS WHAT IS THE IMPACT OF THE TAX ON BUSINESSES, THAT IS DIRECTLY FROM THE ORDINANCE. THE SECOND HALF IS THE MORE FUNDAMENTAL QUESTION, WHAT IS THE ECONOMIC IMPACT OF THE STRATEGIES THAT HAVE BEEN FUNDED BY THE PAYROLL TAX ON THE COMMUNITY IN THE BUSINESS ENVIRONMENT. WHAT IS THE RETURN ON INVESTMENT OF THE PAYROLL TAX?

WE WILL LOOK INTO WHAT WOULD HAPPEN IF THE DOLLARS WERE TO GO AWAY AND WHAT ARE SOME LESSONS LEARNED SO THE CAB CAN BRING THIS BACK TO CONSIDERATION FOR THE CITY MANAGER.

IN JANUARY OF 2027.

TONIGHT WE WILL TALK ABOUT THIS AND IN OCTOBER AS KRISTI MENTIONED, YOU WILL GET AN OVERVIEW OF THE FULL SEVEN YEARS OF PROGRAMMING.

NOW WE ARE GOING TO DIVE INTO WHAT I AM HERE TO TALK ABOUT TONIGHT, THE ECONOMIC IMPACT OF THE PAYROLL TAX ON BUSINESSES IN THE CITY. THIS IS A COMPLICATED QUESTION TO MEASURE FOR A FEW REASONS.

THE FIRST IS THE TIMING OF THE TAX THAT BEGAN DURING THE COVID-19 SHUTDOWN AND DOWNTURN, A TOUGH TIME TO LOOK AT PAYROLL IN ANY CITY.

THAT WAS PART OF THE COMPLICATION.

AS YOU KNOW AND I SPOKE ABOUT THIS LAST WINTER AS PART OF THE WORK I DID WITH THE TECHNICAL ADVISOR GROUP ON FISCAL STABILITY, THIS IS PART OF A LONGER-TERM REGIONAL, I WOULD SAY STATEWIDE, THERE IS A LOT OF TALK ABOUT HOW THE STATE OF OREGON IS PERFORMING BUT THE TREND, THE PAYROLL TAX COINCIDED WITH THE MIDST OF A LONG-TERM, SLUGGISH PERIOD SO THAT IS ANOTHER REASON WHY LOOKING AT PAYROLL AND HOW IT HAS GROWN IS VERY DIFFICULT IF NOT IMPOSSIBLE TO SAY THIS IS ANYTHING TO DO WITH IMPLEMENTATION OF TAX.

THE THIRD ASPECT IS WE LOOKED AT THE RESEARCH AND I BROUGHT THIS BACK, OREGON CITY, A STUDY I CONTRIBUTED TO, HAS RATED PAYROLL TAXES AS MODERATELY NEUTRAL FOR ECONOMIC GROWTH WHICH IS ANOTHER WAY OF SAYING ECONOMISTS DON'T AGREE BUT GENERALLY SPEAKING BROAD-BASED TAXES ARE MODERATELY NEUTRAL IN TERMS OF EXPANSION.

THE ONE THING ECONOMISTS DO AGREE ON IS THIS FOURTH POINT HERE, ECONOMIC GROWTH IS NOT DEPENDENT ONLY ON TAXES, THERE IS A VARIETY OF ASPECTS TO A BUSINESS ENVIRONMENT THAT IMPACT ECONOMIC GROWTH. NOT JUST ABOUT TAX, STRUCTURE OR TAX RATES, IT DEPENDS ON THIS MONTH OF GOVERNMENT AND EFFECTIVE PUBLIC SERVICES.

THAT CAN ALSO BE TALKED ABOUT IN THE TERMS OF WHAT THE TAXES PAY FOR.

WE ARE NOT GOING TO TALK ABOUT THIS PIECE TONIGHT.

THAT IS THE FUNDAMENTAL QUESTION BUT IT IS COMING AND IT IS WORK WE ARE DOING RIGHT NOW AND I WILL TOUCH ON THAT AT THE END OF THE PRESENTATION.

TO START WE WANTED TO REMIND YOU OF HOW THE PAYROLL TAX WORKS AND FROM 2021-2025 THE PAYROLL TAXES GENERATED \$100 MILLION FOR UNITY SAFETY INVESTMENTS.

WE ARE GOING TO TALK ABOUT WHAT THE TAX COMPONENTS ARE AND HOW IT WORKS.

THERE ARE THREE COMPONENTS.

AN EMPLOYER TAX, PAID BY ON PAYROLL BY PRIVATE BUSINESSES LOCATED IN EUGENE.

THAT YOU CAN SEE I HAVE ON THE SLIDE THE TYPICAL MEDIAN TAX LIABILITY, \$266 A YEAR. THE AVERAGE IS \$1300 A YEAR.

THIS IS TAKEN FROM MY ANALYSIS OF CITY DATA THAT HAS BEEN ANONYMIZED SO I CAN DO ANALYSIS OVER THE TIME PERIOD TO GET A SENSE FOR TAX INCIDENTS AND IT GENERATES ABOUT 29% OF REVENUE IN THE CITY OF EUGENE.

THE EMPLOYEE TAXES PAID BY PRIVATE AND PUBLIC EMPLOYEES WHO WORK IN EUGENE AND THIS WOULD INCLUDE REMOTE WORKERS WHO LIVE ELSEWHERE BUT WE HAVE AN AVERAGE, WE DON'T HAVE A MEDIAN BECAUSE THE CITY COLLECTS THE DATA, TAX AT THE EMPLOYER LEVEL SO THEY DON'T HAVE ACCESS TO INDIVIDUAL WAGES SO I USED OREGON EMPLOYMENT DATA TO DETERMINE WHAT THE AVERAGE WAGE WOULD BE.

THE EMPLOYEE TAXES ABOUT 70% OF REVENUE.

THERE IS A SELF-EMPLOYMENT TAX THAT IS LEVIED ON SELF-EMPLOYED ENTITIES WHETHER OR NOT THEY HAVE BUSINESSES AND THAT IS 1% OF TOTAL REVENUE.

THESE WRETCHED BY THE SIZE OF THE EMPLOYER BY DEFINITION VERY SMALL ENTITIES WHICH IS WHY THEY GENERATE ABOUT 1% OF TOTAL REVENUE IN THE CITY.

ANOTHER SIDE ON THE EMPLOYER TAXES, THE EMPLOYER TAX LIABILITIES ARE DIVERSE IN AMOUNT AND THIS SHOWS YOU BY THE AMOUNT OF TAX LIABILITY HOW MANY BUSINESSES IN EUGENE, THIS IS BUSINESSES BECAUSE IT IS PRIVATE ENTITIES.

THEY ARE PAYING THESE AMOUNTS.

THE MEDIAN AS I MENTIONED IS \$266 BECAUSE THERE IS SO MANY SMALL FIRMS IN EUGENE AND ONE OF THE CHANGES IN THE ECONOMY WE THOUGHT WE WOULD TALK ABOUT TONIGHT.

IT'S AN INTERESTING TREND WE HAVE NOTED IN THE LAST FIVE YEARS.

THE AVERAGE EMPLOYER TAXES HIGHER.

40% OF EMPLOYER TAX REVENUE COMES FROM THE LARGEST 100 FILERS AND THIS IS IMPORTANT BECAUSE WHILE MOST OF THESE AMOUNTS, MOST EMPLOYEES, EMPLOYERS ARE PAYING SMALL AMOUNTS, THERE ARE LARGE EMPLOYERS THAT HAVE LARGE BILLS INCLUDING SEVEN THAT PAY OVER \$50,000 A YEAR.

NOW THAT WE HAVE TALKED ABOUT WHAT TAX LIABILITY LOOKS LIKE AND HOW TAX INCIDENT WORKS IN EUGENE, WE WILL TALK WHAT THE TRENDS UNDERLYING THE DATA AND THIS IS NOT BECAUSE I BELIEVE OR THE CAB IS GOING TO SAY THAT TAX IS CAUSING ANYTHING TO TREND IN EMPLOYMENT BUT BECAUSE IT IS REALLY IMPORTANT TO UNDERSTAND THE TAX BASE, SOME OF THE INVESTMENTS THE CITY IS MAKING TO TRY TO IMPROVE AND BEND THE CURVE.

EMPLOYMENT FELL IN EUGENE BETWEEN 2019 AND 2024 BY 4% AND THIS SHOULD ECHO DATA I SHOWED YOU LAST MARCH AND WE TALKED ABOUT IT IN A DIFFERENT CONTEXT.

THIS IS A DIFFERENCE IN TREND FROM LANE COUNTY, WHICH HAS GROWN, SHOWN ON THE RIGHT AND OREGON WHICH HAS GROWN ABOUT 2%.

NOTICEABLY DIFFERENT FROM SALEM AND BEND, A REMINDER WE ARE TWO OF THE CITIES THE TAG SELECTED AS BENCHMARK CITIES FOR EUGENE IN PREVIOUS WORK. THAT IS WHY THEY ARE INCLUDED.

NOTABLY ALL THREE OF THE CITIES GREW AND WHAT I WOULD CALL THE ANCHOR SECTORS. EDUCATIONAL SERVICES FOR EUGENE, PUBLIC ADMINISTRATION FOR THE STATE CAPITAL OF SALEM AND RECREATION FOR THE CITY OF BEND. ONE OF THE KEY DIFFERENCES IS THAT EUGENE HAS SEEN JOB LOSSES IN HEALTHCARE SECTORS, RETAIL AND MOST SERVICE SECTORS WHERE OTHER CITIES HAVE GROWN.

THIS IS INFORMATION TO PROVIDE CONTEXT FOR WHAT IS GOING ON WITH THE EUGENE ECONOMY.

I WANT FOCUS ON THE SIDE OR THE CHART BECAUSE IT IS SHOWING EMPLOYMENT WHICH HAS NOT RECOVERED BACK TO PRE-PANDEMIC LEVELS IN EUGENE.

ON THE LEFT YOU CAN SEE POPULATION GROWTH HAS LAGGED A LITTLE BIT BEHIND BEND AND SALEM.

THIS IS ALSO CONTEXTUAL INFORMATION TO HELP YOU UNDERSTAND WHAT IS GOING ON IN EUGENE.

FINALLY THIS IS PART OF LONG-TERM REGIONAL TREND, I SHOWED YOU THIS CHART LAST WINTER WHEN WE TALKED ABOUT TAG WORK.

SLUGGISH GROWTH IS OCCURRING NOT JUST IN EUGENE BUT FRANKLY IN THE REGION.

THIS IS SHOWING METRO LEVEL EMPLOYMENT AND GREW 33% IN EUGENE BETWEEN 1991, THE FIRST YEAR OF THE DATA SET, 2024, MUCH MORE SIGNIFICANT GROWTH IN SOME OF THE OTHER CITIES.

NOW WE ARE GOING TO TAKE A LOOK AT WHAT THE GROWTH MEANS AND WHAT IT MEANS FOR THE PAYROLL TAX SPACE IN PARTICULAR.

NOT IN A CAUSAL WAY TO TALK ABOUT IN THE CONTEXT OF THE ECONOMY.

ON THE LEFT YOU CAN SEE THE AVERAGE WAGES GREW SLIGHTLY FASTER THAN INFLATION.

THAT IS A GOOD THING.

THE CHART SHOWS DOTTED LINES AND WHAT WAGES WOULD LOOK LIKE HAVE THEY GROWN JUST AS FAST AS INFLATION AND YOU CAN SEE ON AVERAGE THEY HAVE EXCEEDED INFLATION WHICH IS GOOD AND WE TALK ABOUT INFLATION IN TERMS OF BUYING POWER AND ECONOMIC MEASURE AND ON THE RIGHT YOU WILL SEE THE PICTURE LOOKS PRETTY DIFFERENT IN AGGREGATE. PAYROLL HAS NOT KEPT UP WITH INFLATION, THAT IS TOTAL PAYROLL ON THE TOP AND ON THE BOTTOM IT IS PRIVATE PAYROLL.

WHICH HAS SIGNIFICANTLY LAGGED INFLATION AND THIS IS BECAUSE EMPLOYMENT IS DOWN SO AVERAGE WAGES ARE UP, EMPLOYMENT IS DOWN, I DIDN'T HAVE TIME TO INCORPORATE 25 NUMBERS BUT WE SEE A LITTLE BIT OF THE SAME TREND IN THIS CURRENT YEAR OF DATA.

THIS HAS IMPLICATIONS FOR THE EMPLOYER SHARE OF THE PAYROLL TAX.

THERE HAVE BEEN SOME FUNDAMENTAL CHANGES IN THE ECONOMY IN EUGENE, NOT JUST EUGENE BUT ACROSS THE NATION.

IN EUGENE WE CAN SEE IT IN THE FACT THAT FIRMS ARE GETTING SMALLER.

THIS CHART ON THE LEFT SHOWS THE CITY OF EUGENE EMPLOYERS ORGANIZED BY THE NUMBER 4 OF EMPLOYEES IN THE DARK BAR IS 2019 AND THE LATER BAR IS 2024.

THIS IS FROM THE STATE OF OREGON.

THE ECONOMIC DEPARTMENT.

BETWEEN 2019 AND 2024 THE NUMBER OF SMALL FIRMS WITH FEWER THAN TWO EMPLOYEES GREW BY 700.

WHICH IS PRETTY REMARKABLE. ON THE RIGHT IT IS THE SAME VIEW BUT NOW WE ARE LOOKING AT WORKERS, EMPLOYEES.

IF YOU GO TO THE BOTTOM THE LARGE EMPLOYERS ARE ABOUT 4300 FEWER EMPLOYEES AND FIRMS WITH 100 OR MORE, LARGE FIRMS BASICALLY.

REALLY THAT SPEAKS TO SHRINKAGE OR PERHAPS FIRMS THAT LEFT.

IN TERMS OF THE GROWTH, THE SECTOR WE NOTICED IT IN WAS HEALTHCARE. I THINK IT IS LARGELY ATTRIBUTABLE TO GROWTH IN AT HOME HEALTHCARE INDUSTRY, SELF-EMPLOYED OR PRIVATE, INDEPENDENT CONTRACTORS WHO TAKE CARE OF ELDERLY AND PEOPLE WHO ARE DISABLED AND IN THEIR HOMES.

WE ALSO TOOK A LOOK WITH THE CAB AT THE WAGE COMPOSITION AND THIS IS TO HELP THEM UNDERSTAND WHO IS PAYING THE EMPLOYEE SIDE OF THE TAX. IT IS COVERED WAGES.

WHAT WE FOUND IS THERE ARE MORE JOBS AND EARNINGS BELOW 80%, THE MEDIAN INCOME IN THE CITY OF EUGENE BETWEEN 2019 AND 2024.

THAT IS A LIGHT BLUE, THE BRIGHT BLUE BAR ON THE BOTTOM.

AND FOR CONTEXT IN 2026 THIS IS A BENCHMARK THAT CHANGES BUT THIS YEAR FOR A FAMILY OF THREE, THE SIDES OF AN AVERAGE FAMILY, 80% OF AREA MEDIAN INCOME IS \$71,000 A YEAR.

THERE ARE FEWER JOBS BETWEEN OR OVER 120% WHICH IS ABOUT \$106,000.

THIS IS NOT CAUSED BY THE PAYROLL TAX BUT AN HOUR OBSERVATION OF HOW THINGS HAVE CHANGED AND HELPING THE CAB UNDERSTAND THE UNDERLYING ECONOMIC CONDITIONS.

A FEW OTHER, THE NEXT FIGHT WE WILL TALK ABOUT TWO OTHER INTERESTING TRENDS OR ASPECTS OF THE ECONOMY IN EUGENE IN TERMS OF AN EVENT.

THIS IS A NATIONAL TREND AS YOU ARE AWARE BUT THE NUMBER OF REMOTE WORKERS HAS ALMOST TRIPLED IN EUGENE, IT HAS GROWN EVERYWHERE.

IT IS PRETTY REMARKABLE THE GROWTH AND AS A REMINDER FROM MY PREVIOUS SLIDE REMOTE WORKERS ARE SUBJECT TO THE EMPLOYEE PAYROLL TAX IF THE EMPLOYER HAS A PHYSICAL LOCATION IN EUGENE.

IF THEY LIVE IN EUGENE AND WORK FOR AN EMPLOYER LOCATED ELSEWHERE THEY ARE NOT PAYING THE TAX.

I BRING THIS UP BECAUSE THE TOP SECTORS FOR REMOTE WORK LISTED TEND TO BE CONCENTRATED IN HIGHER WAGE INDUSTRIES.

IT IS JUST AN OBSERVATION.

FINALLY THE CAB ASKED AND YOU HAVE ASKED FOR THIS DATA BEFORE ABOUT COMMUTERS, THIS IS INTERESTING TO UNDERSTAND THE TAX BASE OF THE COMMUNITY ESPECIALLY PAYROLL TAX.

THIS IS THE CENSUS THAT SHOWS INFLOW AND OUTFLOW, THE 93,000 WORKERS WHO WERE EMPLOYED IN 2023, THIS IS THE LATEST DATA ABOUT 53,000 COMMUTE FROM OUT OF EUGENE TO WORK IN EUGENE.

THERE ARE ABOUT 40,400 WHO LIVE AND WORK IN EUGENE AND THESE WOULD BE SUBJECT TO THE EMPLOYEE PAYROLL TAX IF THE EMPLOYER HAS A PHYSICAL LOCATION. WE CAN PROBABLY ASSUME THE COMMUTERS ARE AT LEAST FULLY PAYING AND A GOOD PORTION OF THE 40,000 PEOPLE WHO LIVE AND WORK HERE.

THERE ARE A NUMBER OF 32,000 WORKERS WHO LIVE IN EUGENE BUT COMMUTE ELSEWHERE FOR WORK.

THEY WOULD NOT BE SUBJECT TO THE EMPLOYEE PAYROLL TAX BECAUSE THEIR EMPLOYER IS NOT LOCATED IN THE CITY LIMITS.

PROBABLY COMPLICATED DATA AND I WOULD LOVE TO HEAR YOUR COMMENTS AND FEEDBACK. THIS WAS INTENDED TO ANSWER PART OF A QUESTION SO IT IS HARD TO HEAR THAT KNOWING THIS IS COMING.

THE NEXT PIECE I THINK WILL BE -- IS REALLY CRITICAL AND THAT IS UNDERSTANDING NOT THE ECONOMIC IMPACTS OF THE PAYROLL TAX BUT THE ECONOMIC IMPACT OF THE SERVICES PROVIDED BY THE PAYROLL TAX OR SERVICES FUNDED BY THE PAYROLL TAX.

WE HAVE A LOT OF WORK TO DO. I AM LOOKING AT A DOWNTOWN STUDY AREA TO UNDERSTAND VISITATION AND COMMERCIAL PROPERTY TAX.

COMMERCIAL PROPERTY TAX VALUES AND VACANCIES TO UNDERSTAND HOW THAT IS CHANGED.

WE ARE LOOKING AT THE ECONOMIC LITERATURE AND SURROUNDING THE OUTCOMES THE CITY HAS BEEN REPORTING ON.

A BROAD SCAN OF LITERATURE TO HELP US UNDERSTAND MULTIPLIERS AND SOME OF THESE AREAS. CITY STAFF IS DOING A GREAT JOB OF GIVING OVERVIEWS AND FOCUSING ON RESULTS AND OUTCOMES, FEEDING INTO THE WORK THAT ECHO NORTHWEST IS DOING AND THERE IS COMMUNITY AND BUSINESS ENGAGEMENT THAT IS A BIG PART OF THIS UNDERSTANDING HOW THE CITY, BUSINESSES MEASURE RETURN ON INVESTMENT AND WHAT THEY FEEL THE VALUE IS FOR THE INVESTMENTS THE CITY HAS MADE.

FINALLY I GOT SOME SPECIFIC, INTERESTING FEEDBACK FROM PAYROLL PREPARERS AROUND THE ADMINISTRATION OF THE TAX THAT WOULD BE PART OF THE REVIEW.

JUST WAYS THAT PERHAPS THE ADMINISTRATION COULD SIMPLIFY AND IMPROVE.

ALL OF THAT IS TO COME.

JUST TO GIVE YOU A QUICK OVERVIEW OF WHAT IS COMING, WE HAVE A LOT OF WORK LEFT TO DO.

IN OCTOBER WE WILL HEAR THE FINAL PRESENTATIONS FROM MUNICIPAL COURT AND YOUTH SERVICES PROGRAMS.

IN NOVEMBER WE WILL MEET TO DISCUSS EVERYTHING HOLISTICALLY. WE HAVE BEEN HEARING THINGS OF THE DEPARTMENT LEVEL THAT WE WILL TAKE A STEP BACK AND LOOK AT THE FULL SUITE OF INVESTMENTS THAT HAVE BEEN MADE OVER THE LAST SEVEN YEARS AGO I AM GOING TO BE

PRESENTING THE SECOND HALF OF THE PRESENTATION IN DECEMBER AND WE WILL WORK TO FINALIZE FINDINGS AND CONSIDERATIONS AND BRING THEM TO THE CITY MANAGER AND FOR PUBLIC CONSUMPTION IN JANUARY OF 27. LOTS OF WORK LEFT TO DO.

I WILL MOVE THROUGH A COUPLE SLIDES.

SARAH MENTIONED WE HAVE COLLECTED \$100 MILLION IN PAYROLL TAX REVENUE.

I WANTED TO SHARE WE HAVE INVESTED 85 MILLION IN ADDRESSING COMMUNITY NEEDS AND CREATING SERVICES AND PROGRAMS AND ADDED 65 PROGRAMS AND SERVICES AS PART OF THE ARRAY OF THINGS WE ARE DOING AND ADDED 88 NEW POSITIONS TO SUPPORT THE COMMUNITY SAFETY RESPONSE.

ONE OF THE THINGS THE GROUP, THE POLICY TEAM, WE HAVE A COMMUNITY SAFETY POLICY TEAM THAT HAS REPRESENTATIVES FROM THE EXECUTIVE LEADERSHIP TEAM AND WE SPENT TIME LOOKING AT THE OUTCOMES FOR DIFFERENT PROGRAMS WE HAVE BEEN DOING AND LOOKING AT WHERE WE NEED TO SHORE UP SOME OF OUR SYSTEMS.

EACH YEAR THIS TIME WE LOOK AT WHERE WE ARE WITH OUR SPENDING, WHAT THE FUND FORECAST IS AND START TO CONSIDER WHAT OPTIONS WE MIGHT MOVE FORWARD OR PROPOSE TO MOVE FORWARD.

A FEW OF THOSE ARE LISTED ON THE SLIDE. ONE IS THE PROPOSED IMPLEMENTATION OF THE WEST EUGENE POLICE SUBSTATION I KNOW THAT IS A HIGH PRIORITY FOR MANY OF YOU ON THE COUNCIL.

THERE IS A LOT OF WORK HAPPENING AND WE WILL CONTINUE TO UPDATE YOU ON THAT.

STABILIZATION AND POTENTIAL EXPANSION OF CRISIS RESPONSE SERVICES.

THERE IS A LOT OF BEHAVIORAL HEALTH NEEDS, A WIDE ARRAY OF SERVICES BEING PROVIDED AND WE ARE CONTINUING TO LOOK AND SEE WHERE THE GAPS IN THE SYSTEM ARE AND CONTINUE TO DO THAT WORK.

ANOTHER CRITICAL PROGRAM THAT PROVIDES HEALTH DOWNTOWN IS THE RAPID RESPONSE DOWNTOWN CLEAN TEAM.

THE FUNDING IS EXPIRING SO WE WANT TO LOOK AT CONTINUING THAT PROGRAM AND THERE ARE A COUPLE OTHER THINGS, ONE TIME FUNDING FOR THE BIENNIUM WE NEED TO SUSTAIN OUR HOMELESS SHELTER SERVICES.

WE WILL PROVIDE YOU WITH MORE INFORMATION WHEN WE WERE ARE BACK OCTOBER 14TH BUT WANTED TO SHARE A LITTLE BIT ABOUT THAT WITH YOU.

AS WE THINK ABOUT HOW WE MOVE FORWARD IN THE NEXT TWO YEARS.

NEXT STEPS AS WE MENTIONED WE ARE GOING TO RETURN OCTOBER 14, THAT WILL FOCUS ON THE FUNDED INVESTMENTS AND OUTCOMES AND AGAIN WE WILL BE DOING A LOT OF OUTREACH AND ENGAGEMENT FROM OCTOBER TO DECEMBER OF THIS YEAR.

THAT WILL BE PART OF THE WORK SARAH IS DOING.

IN JANUARY WE PLAN TO RETURN, WE WILL SUBMIT THE REPORT TO THE CITY MANAGER AND CITY MANAGER WILL PRESENT THE REPORT SO ALL OF YOU AND I WOULD IMAGINE SARAH WILL BE BACK IN JANUARY TO TALK WITH YOU ABOUT THE REPORT AND INFORMATION THAT CAB IS PROVIDING. WITH THAT I WILL TURN IT BACK OVER TO YOU.

>> MAYOR KNUDSON: THANK YOU SARAH AND STAFF.

WE HAVE JUST SHY OF 30 MINUTES REMAINING WITH THIS UPDATE.

IMPORTANT TOPIC AND FIRST IN A SERIES OF CONVERSATIONS.

I'M GOING TO ASK US TO SHIFT A TWO-MINUTE ROUNDS TO MAKE SURE WE HEAR FROM THE FULL BODY BECAUSE I THINK IT'S EASY TO BELIEVE ALL SEVEN OF THE COUNCILORS WILL WANT TO OFFER A FEW THOUGHTS.

>> GROVES: THANK YOU FOR THE PRESENTATION. I WANT TO THANK NOT JUST OUR STAFF THAT HAS BEEN WORKING ON THIS BUT ALSO THE COMMUNITY ADVISORY GROUP.

THEY ARE PUTTING IN A LOT OF TIME AND THIS IS IMPORTANT WORK.

I AM NOT A BIG FAN OF NEW TAXES AND FEES BUT THIS IS ONE THAT HAPPENED BEFORE I GOT INTO THE OFFICE BUT IT IS ONE THAT IS MOST CERTAINLY NEEDED.

MY QUESTION IS, I HAVE SEVERAL QUESTIONS.

ONE IS CONSIDERING THERE WERE DELAYS ASSOCIATED WITH THE PANDEMIC, BEING ABLE TO HIRE ENOUGH PEOPLE, I BELIEVE WE WERE DOWN 25 SO WE STILL HAVE NOT REACHED FULL BENEFITS FROM THE PROGRAM. DO WE HAVE ENOUGH DATA TO MAKE A GOOD EVALUATION?

>> WE ARE DOING OUR BEST. WE HAD DIALOGUES AND ACTION [AUDIO ISSUES] INVESTMENT ON OUTCOMES.

WE ARE CONTINUING TO ADD AND MODIFY OUR PROGRAMS AND WE COULD USE [AUDIO ISSUES] EXTEND THE PROGRAMS AND LIFESPAN OF THE PROGRAM TO REALIZE AND GET MORE INFORMATION ABOUT THE IMPACT.

A LONG-WINDED WAY OF SAYING [AUDIO ISSUES] INVEST AND SEE

>> GROVES: I THINK THAT IS IMPORTANT SO THE PUBLIC IT'S AN ACCURATE PICTURE OF WHAT IT IS DOING AND WHERE THE HOLES STILL ARE.

I AM VERY MUCH IN SUPPORT OF THE WEST EUGENE POLICE STATION.

WEST EUGENE IS TURNING INTO THE WILD WEST YET AGAIN AND I KNOW MY COLLEAGUE SEES IT IN PARTICULAR ON HIGHWAY 99 NORTH.

I SEE IT IN THE WEST 11TH CORRIDOR, THESE ARE PROBLEM AREAS AND WOULD BE NICE TO HAVE ADDITIONAL ATTENTION.

ALSO I HOPE WE WILL LOOK AT ALTERNATIVE SERVICE DELIVERY SYSTEMS IN HELPING WITH OUR FOR LACK OF A BETTER TERM, CLEAN AND SAFE INITIATIVE.

RIGHT NOW WE HAVE WORK BEING DONE IN DOWNTOWN, A GROUP THAT IS BEING PRIVATELY FUNDED FOR NOW, CALLED COMMON GROUND THAT HOPEFULLY MOST OF YOU ARE AWARE OF.

THAT IS ALL PART OF THIS. IT IS NOT JUST ACTUAL SAFETY AND ADDRESSING CRIMINAL BEHAVIOR AND BEHAVIOR PROBLEMS. IT IS ALSO THE CLEAN ENVIRONMENT, PEOPLE NEED TO SEE CLEANLINESS BECAUSE THAT HAS, THAT INFLUENCES THEIR PERSPECTIVE ON SAFETY AND THAT IS AFFECTING OUR ECONOMY AS WELL AS OUR UTILIZATION OF THE AREAS.

THANK YOU, I AM OUT OF TIME.

>> ZELENKA: THANKS.

I BELIEVE I WAS THE ONLY COUNSELOR THAT VOTED TO SEND THIS TO THE VOTERS RATHER THAN HAVE IT IMPLEMENTED ADMINISTRATIVELY.

SINCE THAT TIME I HAVE SEEN WHAT IT DOES AND THE IMPACT IT HAS.

AND THE SIZE OF THE FUNDING AND AMOUNT OF SERVICES THAT ARE CREATED BY THIS IF IT WENT AWAY WOULD CREATE AN ENORMOUS HOLE IN THE PUBLIC SERVICE OR PUBLIC SAFETY SECTION OF OUR SERVICES THE CITY PROVIDES AND IT WOULD BE HUGE IF ALL THAT ONE AWAY.

I KNOW THAT IT SAYS IN THE LAW WE PASSED IF THE COUNCIL CONCLUDES PAYROLL SHOULD CONTINUE THE COUNCIL SHALL ADOPT A RESOLUTION TO REFER TO THE VOTERS.

IF THE COUNCIL WERE TO DECIDE IT SHOULD CONTINUE BUT DIDN'T WANT OUR REFERENCE TO THE VOTERS, HOW WOULD THAT GO ABOUT, WHAT WOULD THE COUNCIL NEED TO DO TO HAVE THAT HAPPEN?

>> YOU COULD AMEND YOUR ORDINANCE, YOU WOULD FOLLOW THE STANDARD CHARTER AMENDMENT PROCESS, THE ORDINANCE AMENDMENT PROCESS THAT IS SET OUT IN THE CHARTER. YOU WOULD HAVE A PUBLIC HEARING AND YOU COULD ADOPT AN AMENDMENT TO THE ORDINANCE TO THAT SECTION.

OR IN FACT THERE IS OTHER THINGS THAT COULD BE CLEANED UP REGARDING IMPLEMENTATION YOU COULD TAKE THE OPPORTUNITY.

THAT CERTAINLY CAN BE DONE WITH AN AMENDMENT TO THE ORDINANCE.

FULL COUNCIL MAJORITY VOTE.

>> ZELENKA: THANK YOU.

COUNCIL SHOULD CONSIDER THAT. THERE SEEMS TO BE TWO GLARING HOLES IN THIS IN TERMS OF FAIRNESS.

THAT DIDN'T OCCUR WHEN -- THAT WEREN'T EVEN IN EXISTENCE WHEN WE PUT THIS TOGETHER. THE FIRST ONE IS THE AMOUNT OF PAYROLL, THE AMOUNT OF WORKERS THAT ARE REMOTE.

IS JUST ON SLIDE 18, 17% OF WORKERS. DO WE KNOW THE NUMBER OF PEOPLE THAT IS?

>> I DON'T. I THINK THAT WAS 93,000 IN THE CENSUS DATA BUT WE CAN GET BACK TO YOU.

>> ZELENKA: 20% OF THAT.

THAT WOULD BE GOOD.

THAT IS A HUGE LOOPHOLE. THEY WORK IN THE CITY OF EUGENE, BENEFIT FROM THE SERVICES BUT DON'T PAY ANYTHING.

THE OTHER ONE ON THE NEXT PAGE, 19, 31,600 WORKERS WHO LIVE IN EUGENE BUT COMMUTE ELSEWHERE AND THEY DON'T PAY THE PAYROLL TAX EITHER.

WE GOT LIKE 50,000 PEOPLE THAT ARE NOT PAYING THE PAYROLL TAX THAT BENEFIT FROM IT. SEEMS LIKE THAT IS A BIG LOOPHOLE.

>> MAYOR KNUDSON: COUNCILOR KEATING

>> KEATING: THANK YOU, BACK IN 2018, 2019, THE SUMMER OF 2019, I WAS TRACKING THIS AS A RESIDENT, NOT A MEMBER OF THIS BODY.

I SENT COMMUNICATION TO MEMBERS OF THIS BODY ASKING FOR THE COMMUNITY SAFETY PAYROLL TAX TO BE STRUCTURED PROGRESSIVELY.

I AM PLEASED I WAS NOT ALONE IN ADVOCATING AS SUCH AND I AM PLEASED THE STRUCTURE OF THE PAYROLL TAX IS AS SUCH. THANK YOU TO COUNSELORS WHO WERE HERE.

AT THE TIME. AT THE TIME OF IMPLEMENTATION MINIMUM WAGE WAS \$12 AN HOUR.

A WORKER EARNING MINIMUM WAGE WOULD PAY FOUR DOLLARS AND 16 MONTHS AND EMPLOYEES MAKING THE AVERAGE 43,000 WOULD PAY \$14 AND \$0.48 A MONTH.

AS YOUR SLIDES SHOW, THE AVERAGE WAGE HAS INCREASED. SOMEWHERE BETWEEN 52 AND \$57,000.

IS THAT ACCURATE AND THE NEW NUMBERS ADJUSTED WILL COME OUT \$21 MONTH. IS THAT ACCURATE?

THE AVERAGE EUGENE WORKER.

MIKE CEIDE 10 WE HAVE THE AVERAGE. \$21 A MONTH.

>> KEATING: LOOKING AT MY NOTES SENT TO THE COMMUNITY PRIOR TO IMPLEMENTATION IS I UNDERSTAND AT THE TIME OF ORIGINAL IMPLEMENTATION EPD WENT AROUND 256 CALLS A DAY.

POLICE WERE UNFORTUNATELY UNABLE TO RESPOND TO ONE THIRD OF THE CALLS DUE TO LACK OF PATROL RESOURCES.

HOW HAS THE CSI OVER THE IMPLEMENTATION OF THE LAST YEARS HOW HAS THAT -- HOW HAVE THE NUMBERS CHANGED HOPEFULLY FOR THE BETTER?

AND IF I CAN FOLLOW UP MY LAST FEW SECONDS.

I UNDERSTAND PRIOR TO IMPLEMENTATION THERE WAS A THREE YEAR PERIOD WHERE VIOLENT CRIME, HOMICIDE, ROBBERY, SEXUAL ASSAULT, FAMILY OFFENSES, INCREASED BY 18% PRIOR TO IMPLEMENTATION.

HAVE WE SEEN A DRAMATIC DECREASE SINCE THE CSI HAS TAKEN SHAPE?

>> WE HAVE THE EXPERT IN THE ROOM. I WOULD INVITE CHIEF SKINNER TO THE TABLE IF HE HAS TIME. WHAT I WILL SAY IS THE DIVERSIFICATION OF THE SERVICES IN THE WAY THE CHIEF HAS APPROACHED IT, HAS IMPROVED A LOT OF DIFFERENT RESPONSES IN THE WAY WE ARE DELIVERING THE SERVICE BUT I WILL LET HIM SPEAK TO YOU DIRECTLY.

>> THANK YOU FOR THE QUESTION.

GOOD EVENING, MAYOR AND COUNCIL.

TO ANSWER YOUR FIRST QUESTION OF THE CALLS FOR SERVICE WE WEREN'T ABLE TO GET TO THOSE, THOSE WERE THE LOWER PRIORITY CALLS FOR SERVICE.

PD HAS BEEN FANTASTIC BUCKETING TO PRIORITY ONE AND TWO AND MOSTLY THREE CALLS FOR SERVICE IN PROGRESS, LIFE SAFETY, PROPERTY SAFETY, THE LOWER ACUITY CALLS, THE ONES WE WERE STRUGGLING WITH. PART OF THE IMPLEMENTATION STRATEGY IS TO FIND OUT AN ALTERNATIVE WAY TO RESPOND.

MANY OF THOSE YOU DON'T NEED A GUN CARRYING POLICE OFFICER TO RESPOND SO WE HAVE BEEN ABLE TO CREATE A CSO PROGRAM THAT IS ROBUST AND AT ONE POINT AS MANY AS 24, IT IS DOWN TO 19 BUT WE HAVE 19 THAT ARE RESPONDING AND CALLS FOR SERVICE AND IN ADDITION THE TECHNOLOGY ADVANCEMENTS IS ANSWERING AS MANY AS 17,000 CALLS FOR SERVICE AND GET NEEDS MET WITHOUT US ACTUALLY HAVING TO RESPOND.

AND THE TECHNOLOGY, THE DRUM PROGRAM, FIRST RESPONDERS ARE ABLE TO ANSWER MORE CALLS FOR SERVICE AND WE HAVE BEFORE. TO ANSWER THE SECOND QUESTION WE ARE SEEING CRIME TRENDING DOWNWARD IN EVERY MAJOR CATEGORY WITH THE EXCEPTION OF ASSAULT AND ASSAULT IN THE DOWNTOWN CORE, THAT IS WE CAN TYPE ACTIVITY YOU SEE AT NIGHT.

WE ARE PLEASED WITH THE TRENDING IN THE DOWNWARD FASHION OF CRIME, CRIME NUMBERS, CONCURRENTLY WE ARE SEEING A TRENDING DOWN AND CALLS FOR SERVICE, FEWER CALLS FOR SERVICE, LES SNEAD THROUGH THE COMMUNITY, CRIME IS GOING DOWN AND WE ARE IMPLEMENTING CRIME REDUCTION GOALS BUT WE THINK IT IS MAKING A POSITIVE IMPACT ON THE COMMUNITY.

>> KEATING: WOULD YOU ATTRIBUTE THE DECLINE TO CSI?

>> I WOULD CONTRIBUTE THE DECLINE TO A VARIETY OF FACTORS. I WOULD SAY WE HAVE BEEN VERY AGGRESSIVE IN COMMUNITY ENGAGEMENT, CRIME PREVENTION, WE HAVE BEEN AGGRESSIVE WITH STREET CRIMES GOING OUT AND TRYING TO SOLVE THE STREET-LEVEL CRIME PROBLEMS.

WE HAVE A MOTIVATED AND ENGAGED PATROL TEAM, THEY ARE DOWN TO 65.

WE NORMALLY RUN AT 85.

WITH WHAT WAS MENTIONED, 25 VACANCIES, THE POLICE OFFICER POSITIONS AND WE CAN ONLY IMPROVE FROM HERE IF WE GET PEOPLE HIRED.

>> KEATING: THANK YOU.

>> KASHINSKY: YES, THANK YOU. THANK YOU FOR THEIR PRESENTATION. I WANT TO ACKNOWLEDGE THE DIFFICULTY OF THE QUESTION YOU WERE TRYING TO ANSWER.

I FEEL LIKE WE GOT A LOT OF VERY GOOD DATA ABOUT THE OVERALL ECONOMIC PICTURE IN EUGENE.

HOW THAT CONNECTS TO THE PAYROLL TAX IS VERY HARD TO GET OUT BECAUSE CORRELATION DOES NOT EQUAL CAUSATION BECAUSE WE HAVE SEEN THESE THINGS HAPPEN IN A TIME PERIOD AND THE PAYROLL TAX HAPPEN TO HAVE -- DOESN'T MEAN IT WAS A CAUSAL FACTOR FOR ANY OF THOSE THINGS BECAUSE WE ALSO HAD A GLOBAL PANDEMIC AND ALL KINDS OF OTHER THINGS THAT WOULD HAVE HAD A MUCH GREATER IMPACT ON THE ECONOMIC PICTURE THAN THIS PARTICULAR FACTOR.

A COUPLE QUICK QUESTIONS.

IT IS ONE ABOUT THE SLIDE WE ARE ON RIGHT NOW. THE SLIDE 10.

I NOTICE THE MEDIAN EMPLOYEE TAX IS \$22 MONTH. IS THAT FOR THE WHOLE EMPLOYER?

OR PER EMPLOYEE?

>> THAT WOULD BE FOR THE WHOLE EMPLOYER AND IT IS THE LARGE NUMBER OF SMALL ENTITIES THAT WE TALKED ABOUT.

>> KASHINSKY: THAT IS WHAT I THOUGHT, THE AVERAGE FOR THE EMPLOYER AND THE EMPLOYEE ALMOST BEEN THE SAME.

I THINK, I KNOW WHEN WE WERE TALKING ABOUT THE PAYROLL TAX I WAS ON THE REVENUE COMMITTEE THAT DISCUSSED IT.

WE HAD A NUMBER IN OUR HEAD THAT WAS HERE IS WHERE WE HAVE THE ESTIMATE, WHAT WE WOULD NEED TO ACCOMPLISH THE GOALS.

IT WAS THE \$23 MILLION NUMBER.

I KNOW INFLATION HAS BEEN REALLY HIGH AND COSTS HAVE BEEN GOING UP, IS THAT 23 MILLION STILL THE AMOUNT WE NEED TO ACCOMPLISH THOSE GOALS OR HAS THAT CHANGED?

>> THANK YOU FOR THE QUESTION.

ONE OF THE THINGS I WOULD REMIND THE GROUP OF IS WE STARTED OUT WITH A \$76 MILLION [AUDIO ISSUES] STREAMLINED THAT DOWN TO THE 23.6.

IN TERMS OF INVESTMENTS.

WE ARE SEEING A CHALLENGE IN POINTS WITH RESPECT TO THE GROWTH RATE OF THE REVENUE AND THE COST OF THE SERVICE AND AS HE MENTIONED, FACTORS HAVE BEEN REALLY TOUGH AND ALSO THE OTHER CONDITIONS THAT HAVE RESULTED IN US NOT BEING ABLE TO IMPLEMENT PROGRAMS AND SERVICES AS QUICKLY AS WE WANT TO.

WE ARE WATCHING CLOSELY WITH OUR FORECAST TO SEE WHAT WE MIGHT NEED INTO THE FUTURE.

ONE OF THE UNCERTAINTIES WE HAVE IS WE HAVE TWO YEARS REMAINING SO WE HAVE TO THINK ABOUT NOT ONLY HOW DO WE CONTINUE TO INVEST THESE DOLLARS WE HAVE BUT ALSO IF THERE IS A CHANGE IN THE TAX, WHAT KINDS OF THINGS WE WOULD NEED TO DO.

SO, THE SHORT ANSWER IS YES, WE CAN USE MORE FUNDING.

I THINK WE ARE DOING A LOT WITH WHAT WE HAVE AND ARE GRATEFUL FOR THE COMMUNITY INVESTMENT.

>> KASHINSKY: THANK YOU AND THANK YOU FOR ALL YOUR WORK ON THIS.

>> LEECH: THANK YOU, MAYOR AND THANK YOU FOR THE PRESENTATION.

AND ALL THIS INFORMATION IS REALLY GOOD.

EVEN THOUGH IT WAS REALLY SOBERING. I THINK IT IS STRESSFUL TO SEE OUR JOB MARKET NOT GROWING CONSISTENTLY WITH OTHER PLACES IN THE STATE.

WE CAN SEE HOW THIS IS EXTREMELY IMPORTANT FOR OUR CITY.

THIS LEVEL OF PREVENTION, ACTIVITIES AND DIRECT RESPONSE IN OUR COMMUNITY WE WOULDN'T BE LIVING IN THE SAME COMMUNITY AS WE ARE.

I AM INSPIRED BY THE WORK YOU ARE DOING, WE ARE DOING. I AM STRUCK BY SOME OF THE PIECES OF INFORMATION LIKE THE FLOW IN AND OUT OF OUR CITY.

I AGREE WITH COUNCILOR ZELENKA THAT WE CAN LOOK AT ADJUSTING HOW WE ADMINISTER THIS TO ACCOUNT FOR SOME OF THE MOVEMENT AND HOW OUR JOB MARKET HAS CHANGED OVER TIME LIKE WITH REMOTE WORK WE KNOW THAT IS GOING TO CONTINUE.

I AM CONCERNED WITH SOME OF THE THINGS WE ARE SEEING IN OUR CITY WITH OUR JOB MARKET, WE KNOW THE HEALTHCARE INDUSTRY IS STRUGGLING, MEDICAID COMING UP, WE KNOW CUTS, THERE IS A LOT AHEAD OF US THAT WE ARE GOING TO HAVE TO LOOK AT AND CONTEND WITH.

WE HAVE A BIG JOB AHEAD OF US AND I AM APPRECIATIVE OF THE WORK AND WE WILL GET TO KEEP WHAT YOU GOT IN AND WORK ON IT. APPRECIATE IT.

>> MAYOR KNUDSON: THANK YOU, OTHER QUESTIONS OR DISCUSSION FROM COUNCIL?

>> EVANS: THANKS, I APPRECIATE THE REPORT.

THERE ARE A COUPLE THINGS THAT JUMP OUT AT ME.

IMMEDIATELY THAT I WOULD LIKE AMPLIFICATION OF.

ONE OF THEM IS HOW THE PAYROLL TAX IS BEST AFFECTING FIRE SERVICE WITHIN THE CONTEXT THAT WE SEE PUBLIC SAFETY OVERALL BUT I WANT TO DRILL DOWN SPECIFICALLY IN FIRE SERVICE AND ALSO THE EFFECTS WE ARE HAVING WITH OUR HOMELESS POPULATION IN RELATIONSHIP TO WORKING WITH THE JURISDICTION THAT IS RESPONSIBLE FOR HEALTH AND HUMAN SERVICES, THE COUNTY.

SPRY THANK YOU FOR THOSE QUESTIONS, WE WILL BE PREPARED TO RESPOND OCTOBER 14TH. IF THAT IS OKAY WITH YOU?

AS YOU KNOW, THE FIRE DEPARTMENT IS IN NEED OF SERVICE SO THERE IS A LOT OF INVESTMENTS THEY HAVE MADE AND THEY WILL TALK ABOUT THAT ON THE 14TH.

>> EVANS: I HAVE HAD A COUPLE CONVERSATIONS WITH THE FIRE UNION AS WELL.

I WILL LOOK FORWARD TO THOSE STATISTICS COMING FORWARD ON THE 14TH.

>> MAYOR KNUDSON: WE HAVE A REQUEST FOR A FOLLOW-UP QUESTION AND I THINK WE WILL CLOSE THE AGENDA ITEM AND MOVE TO OUR NEXT ITEM.

>> KEATING: I WILL BE BRIEF, ONE OF THE PAIN POINTS WAS IMPLEMENTATION BY ONE OF OUR MOST TRUSTED PARTNERS.

PROBABLY BECAUSE OF THE POLITICAL MAKEUP OF THE COMMISSIONERS AT THE TIME. A FORMER COMMISSIONER BALKED WRONGLY CALLED IT TAXATION WITHOUT REPRESENTATION.

THANKFULLY THAT HAD BEEN SMOOTHED OVER. CAN YOU GIVE US THE 30,000 FOOT SNAPSHOT OF HISTORY FOR THOSE WHO MIGHT NOT HAVE BEEN HERE AT THE TIME WHAT THE IMPLEMENTATION AND HURDLES WERE AND DID WE EVER MAKE GOOD ON THE LACK OF RESOURCES THAT WERE NOT COLLECTED BECAUSE OF THE DISAGREEMENT OVER IMPLEMENTATION OF THE TIME?

>> THERE WERE A LOT OF HURDLES TO IMPLEMENT, IT TOOK 18 MONTHS TO GET THE TAX COLLECTION STARTED. ONE OF THOSE WAS THE DIOR.

THE COMPLICATIONS OF OUR SYSTEM LEAD US TO HAVE IMPLEMENT OUR OWN TEAM AND DO OUR OWN OUTREACH AND WORK WITH THE BUSINESS COMMUNITY TO SET UP THE SYSTEMS TO DO THAT WORK. I AM HAPPY TO SHARE FOR A LONG PERIOD OF TIME ALL OF OUR PARTNERS REGIONALLY ARE FULLY PARTICIPATING IN PAYING THE TAXES.

[AUDIO ISSUES]

>> MAYOR KNUDSON: I WILL BRIEFLY ADD MY THANKS TO STAFF AND OUR MEMBERS WHO HAVE BEEN WORKING OVER THE PAST COUPLE MONTHS AND FOR YOUR WORK IN THE TRANSLATION OF IMPORTANT DATA.

FOR THIS BODIES CONSIDERATION BUT OUR COMMUNITY AND IT IS HELPFUL AND I WILL SAY I AM LOOKING FORWARD TO THE CONTINUATION OF THIS DISCUSSION ON OCTOBER 14TH AND THE WAY WE WILL ABLE TO ENGAGE THAT.

THE THOROUGH OVERVIEW OF THE DIFFERENT AREAS WHERE WE HAVE INVESTED AS A RESULT.

AND HOW THAT IS IMPORTANT IN OUR COMMUNITY SO WITHOUT I WILL SAY THANK YOU VERY MUCH AND THAT DOES CONCLUDE OUR FIRST AGENDA ITEM.

WE WILL TURN TO OUR SECOND ITEM.

I WILL TURN TO THE CITY MANAGER TO INTRODUCE A WORK SESSION ON BOARDS, COMMITTEES AND COMMISSIONS AND THE PROCESS.

>> THANK YOU, THIS IS AN OPPORTUNITY TO REVIEW THE BOARD AND COMMISSION ANNUAL RECRUITMENT PROCESS DEVELOPED BY STAFF.

COUNCIL WILL BE ASKED TO APPROVE OR APPROVE A CHANGE TO THE CURRENT PRACTICES BEFORE THE NEXT RECRUITMENT CYCLE BEGINS.

COUNCIL WILL HAVE THE OPTION TO FORMALIZE A PROCESS WITHIN THE OPERATING AGREEMENTS.

>> THANK YOU, I AM PLUGGED IN AND IT'S WORKING JUST FINE.

I AM HERE WITH YOUR COUNCIL COORDINATOR TO TALK ABOUT BOARDS AND COMMISSION ANNUAL RECRUITMENT PROCESS AND ENGAGE COUNSEL'S INTEREST IN FORMALIZING THE PROCESS IN YOUR OPERATING AGREEMENTS.

JUST A LITTLE BIT OF BACKGROUND.

THE CITY MANAGER'S OFFICE SUPPORTS THE ANNUAL RECRUITMENT PROCESS FOR COUNCIL FOR NEW APPOINTMENTS FOR BOARDS AND COMMISSION MEMBERS WHOSE TERMS ARE ENDING JUNE 30TH.

FOR THE JULY ONE START DATE.

THE FULL PROCESS IS OUTLINED IN YOUR ATTACHMENT THAT WE ARE CURRENTLY FOLLOWING AND THE LAST TIME WE REVIEWED THE PROCESS WAS IN SEPTEMBER OF 2023.

I WILL WALK US THROUGH THE TIMELINE.

WE BEGIN THE RECRUITMENT PROCESS JANUARY 1ST AND IT GOES UNTIL JANUARY 31ST.

DURING THAT TIME WE DO A LEVEL OF IMMUNITY OUTREACH, THROUGH NEWSPAPERS, SOCIAL MEDIA, THE WEBSITE AS WELL AS ANY SPECIALIZED CHANNELS OUTLINED AND THE STAFF LIAISONS DO A LEVEL OF UNITY OUTREACH. WHILE WE RECEIVE APPLICATIONS WE BEGIN THE VERIFICATION FOR ELIGIBILITY BASED ON WHATEVER THE CODE REQUIREMENTS ARE FOR THAT PARTICULAR BOARD OR COMMISSION.

AND IN FEBRUARY COUNCIL RECEIVES THE BINDERS OF MATERIALS AS WELL AS INFORMATIONAL MATERIALS ABOUT THE BOARD OR COMMISSION.

BETWEEN FEBRUARY AND MID-MARCH COUNCIL AND THE MAYOR ARE REVIEWING APPLICATION MATERIALS AND MAKING SELECTIONS FOR INTERVIEWS.

I WILL PAUSE TO TALK ABOUT THE COUNSELOR INTERVIEWS BECAUSE IT IS DIFFERENT THAN THE MAYORAL PROCESS.

THE CURRENT COUNCILOR PROCESS IS WHEN YOU RECEIVE ALL THE APPLICATIONS THEY SELECT UP TO THREE APPLICANTS PER OPEN SEAT.

ANY NONINCUMBENT TO RECEIVE FOUR OR MORE SELECTIONS ARE INVITED TO THE INTERVIEW PROCESS FOR COUNCIL WITH A THREE-MINUTE STATEMENT WHERE WE REPURPOSE ONE OF THE WORK SESSIONS FOR THAT TIME AND ANY INCUMBENTS WHO RECEIVE FIVE OR MORE SELECTIONS MOVE ONTO THE NOMINATION PROCESS.

THESE APPLICANTS PROVIDE THEIR STATEMENTS IN APRIL, IF THERE ARE ANY OUTSTANDING ISSUES OR QUESTIONS THAT STAFF HAVE BEFORE THAT WE WILL CONSULT WITH LEADERSHIP AS NEEDED.

IN APRIL AND MAY AFTER THE INTERVIEW PROCESS IS COMPLETE, COUNCIL AND THE MAYOR ARE NOMINATING APPLICANTS.

IF THERE ARE ANY OUTSTANDING ISSUES, STAFF WILL CONSULT WITH COUNCIL LEADERSHIP AND IN JUNE USUALLY YOUR FIRST JUNE MEETING COUNCIL IS TAKING ACTION TO APPOINT NOMINEES AND THEY BEGIN THEIR TERMS JULY 1ST.

STAFF'S INTEREST AT THIS WORK SESSION IS TO UNDERSTAND IF COUNCIL IS INTERESTED IN ADOPTING THE PROCESS WITHIN YOUR OPERATING AGREEMENTS.

YOU HAVE A COUPLE OPTIONS. WE HAVE OUTLINED OPTIONS ONE AND TWO.

FOCUSED ON ADOPTING OPERATING AGREEMENTS WITH OR WITHOUT CHANGES.

IF COUNCIL IS NOT READY TO ADOPT INTO OPERATING AGREEMENTS WE HAVE A COUPLE OPTIONS. OPTION THREE

WOULD BE TO RE-APPROVE THE PROCESS AS IT IS FOR THE NEXT ROUND OF ANNUAL RECRUITMENT.

OR IF THE COUNCIL HAS AN INTEREST IN MAKING CHANGES AND NOT FORMALIZING, THAT IS OPTION FOUR.

YOU HAVE THE MOTIONS AVAILABLE AND THE MOTIONS ARE AVAILABLE IN YOUR PACKET.

I HAVE ROSA WHO HAS BEEN DOING A PHENOMENAL JOB OF MANAGING THIS FOR YOU FOR THE LAST YEAR.

HAPPY TO TAKE ANY QUESTIONS.

>> MAYOR KNUDSON: THANK YOU FOR THAT.

I WILL BEGIN BY ASKING A CLARIFYING QUESTION AND ANYONE FOLLOWING AT HOME, THIS PROCESS THAT HAS BEEN OUTLINED, THE TIMELINE, THIS IS THE WAY WE ARE CURRENTLY DOING THIS WORK.

PART OF THE PURPOSE OF THE CONVERSATION WITH CITY COUNCIL IS TO FORMALIZE AND CAPTURE THE FACT THAT THIS IS HOW WE ARE DOING THE WORK INTO OPERATING AGREEMENTS SO IT IS CLEAR.

>> CORRECT.

>> MAYOR KNUDSON: THANK YOU.

>> KASHINSKY: YES, A COUPLE QUESTIONS.

WHAT IS THE MOTIVATION FOR WANTING TO CAPTURE THIS IN THE OPERATING AGREEMENTS, HAS THERE BEEN A PROBLEM OR DO WE HAVE TO APPROVE IT IN THIS MEANS WE DON'T HAVE TO APPROVE IT, WHAT IS THE --

>> THE INTEREST FROM THE STAFF SIDE IS THIS PROCESS HAS BEEN ITERATIVE AND NOT FORMALIZED AS COUNCIL'S PROCESS, IT IS SOMETHING STAFF DEVELOPED IN CONSULTATION PERIODICALLY WITH COUNSEL.

IT IS YOUR PROCESS.

WE ARE HOPING TO PUT IT INTO OPERATING AGREEMENTS SO IT IS MORE OWNED BY COUNSEL.

SIMILAR TO OTHER PROCESSES WE MANAGE ON YOUR BEHALF AGO FOR THINGS LIKE MEETINGS AND OTHER PROCESSES THAT COUNCIL MOVES THROUGH.

>> KASHINSKY: THE OTHER QUESTION IS SURROUNDING AND ALMOST -- I DON'T QUITE KNOW THE ANSWER BUT HOW DO WE CAPTURE THIS SITUATION BECAUSE IT IS A SPACE I FELT THE PROCESS DIDN'T WORK GREAT LAST TIME.

WHICH IS WHEN WE HAVE A LARGE NUMBER OF APPLICANTS FOR A PARTICULAR BOARD OR COMMISSION BUT BECAUSE COUNCIL IS ALL OVER THE MAP ABOUT WHO WE ARE SELECTING WE END UP WITH A SMALL NUMBER OF INTERVIEWEES. SO THIS HAPPENED LAST YEAR WHERE NONE

OF US, WE PICKED FROM PEOPLE SO WE HAD A LOT OF PEOPLE WITH 2-3 VOTES.

WHICH MEANT EVEN THOUGH WE HAD A LARGE POOL OF APPLICANTS WE ENDED UP LOOKING AT A RELATIVELY SMALL NUMBER OF PEOPLE FOR INTERVIEWS AND I AM -- FOUR OR MORE SEEMS TO WORK WELL WHEN FOUR OR MORE PICK OR COALESCE AROUND THE SAME GROUP.

BUT IT FEELS LIKE IT IS CHALLENGING WHEN WE HAVE A LARGE POOL WE END UP SPLIT ALL OVER THE PLACE AND I AM NOT SURE HOW TO HANDLE THAT.

BUT I THINK I WOULD HAVE LIKED TO SEE MORE THAN TWO APPLICANTS GET INVITED FOR INTERVIEWS IN THAT SITUATION.

>> YES, THANK YOU.

AS KATIE REFERRED TO IN THE PRESENTATION COUNCILORS CAN SELECT, MAKE THREE SELECTIONS PER OPEN SEAT AND IT WAS IN THE LAST ROUND OF THE RECRUITMENT PROCESS WHERE SOME DIDN'T GO AHEAD AND MAKE THOSE THREE SELECTIONS. THEY DECIDED TO MAKE FEWER SELECTIONS.

THAT BROUGHT FORWARD THAT ISSUE ABOUT NOT HAVING ENOUGH PEOPLE TO INVITE FOR THE THREE-MINUTE STATEMENT.

>> KASHINSKY: I COULD SEE THAT HAPPENING EVEN IF EVERYONE DID FOLLOW BECAUSE YOU HAVE 30 PEOPLE TO

CHOOSE FROM AND WE ALL PICK DIFFERENT PEOPLE FROM THAT GROUP OF 30 PEOPLE.

I COULD SEE PEOPLE NOT RAISING ABOVE THE FOURTH.

>> AN OPTION THAT WOULD BE AVAILABLE TO YOU, IT IS YOUR PROCESS, YOU COULD SET A NUMBER AND SAY IF THERE IS BLANK NUMBER OF APPLICANTS, THEY ONLY NEED THREE VOTES.

THAT IS ENTIRELY WITHIN YOUR CONTROL.

IF YOU WANTED TO SAY IF THERE IS 20 OR MORE APPLICANTS FOR A BOARD OR COMMISSION, THREE COUNCILOR'S SEEKING TO MOVE FORWARD TO AN INTERVIEW BUT 25 OR 30 APPLICANTS BUT THAT IS ENTIRELY WITHIN YOUR CONTROL.

>> YOU COULD ALSO INCREASE THE NUMBER SO INSTEAD OF FOR EVERYONE OPEN SEAT YOU SELECT THREE APPLICANTS, YOU COULD SAY FOUR APPLICANTS AND THAT WOULD INCREASE THE LIKELIHOOD YOU WOULD REACH THE NUMBER. I THINK THE POINT IS WE HAVE FELT THE IMPACT OF THAT PROBLEM.

WE WOULD LOVE TO SEE SOME SOLUTION THAT WORKS FOR US AS WELL.

>> KASHINSKY: I WOULD LOVE, I LIKE THE SOLUTION WHERE YOU GET A LITTLE BIT OF A LOWER THRESHOLD IF YOU GET MORE APPLICANTS BUT I WANT TO DO SOME MATH BEFORE WE PICK THE NUMBER.

>> MAYOR KNUDSON: COUNCILOR KEATING.

>> KEATING: I WANT TO PREFACE THE ALMOST BY UNDERSCORING I THINK WE COULD -- WE DON'T NEED TO CAP AT A CERTAIN NUMBER, WE DON'T NEED TO HIT A CERTAIN NUMBER AND LOWER THE THRESHOLD.

OF APPLICANTS. I THINK WE LOWER THE THRESHOLD THAT WE VOTE FOR.

RIGHT NOW WE ARE VOTING FOR FOUR NONINCUMBENT.

I THINK IT WOULD BE HELPFUL IF WE AS COUNCIL VOTED FOR TWO OR THREE NONINCUMBENT INSTEAD OF VOTING FOR -- RIGHT?

FOUR OR MARK, CAN YOU CLARIFY THAT?

>> YOU GET THREE SELECTIONS PER OPEN SEAT, YOU COULD PUT THAT TOWARDS ANTI-INCUMBENT OR NONINCUMBENT. YOU ONLY GET THREE.

HOWEVER IF ACROSS COUNCIL'S SELECTIONS, THE INCUMBENTS RECEIVED FIVE OR MORE SO FIVE OF YOU SAY -- DOES THAT MAKE SENSE?

>> KEATING: DESK, KEEP THE SCREEN UP. THE NONINCUMBENT TO RECEIVE FOUR OR MORE ARE INVITED TO INTERVIEW.

I WOULD WANT TO DROP THAT NUMBER TO BE PERFECTLY CLEAR TO TWO OR THREE SO GET RID OF BASICALLY GETTING HALF THE COUNCIL TO AGREE ON SOMEONE.

THERE ARE A GREAT MANY APPLICANTS BUT A DEARTH OF FOLKS WHO MADE IT TO THE FINAL ROUND.

JUST BECAUSE THERE WERE SO MANY. IF WE DROPPED THAT MAGIC NUMBER TO FOUR EITHER ONE OF THOSE NUMBERS I WOULD BE HAPPY WITH BUT WE WOULD SEE MORE FOLKS COME TO PRESENT IN FRONT OF COUNCIL, A WIDER, MORE DIVERSE ARRAY OF FOLKS SO IF WE WANT TO BROADEN THE SPECTRUM THE WAY TO DO IT IS TO TAKE THAT NUMBER AND CUT IT IN HALF TO TWO AND I WOULD HAPPILY SETTLE FOR FOUR OR THREE.

MY TWO CENTS. THE OTHER POINT I WANTED TO MAKE YOU TALKED ABOUT CERTAIN COUNCILORS WHO AT SOMETIMES VOTE FOR ONLY ONE.

I AM GUILTY OF THAT AND THE LANGUAGE INDICATES WE CAN VOTE FOR UP TO THREE SO BEING STRATEGIC ABOUT WHICH CANDIDATE YOU WANT IS GOING TO ALSO LOWER THE AMOUNT OF FOLKS WHO ARE GOING TO MOVE ON TO THE FINAL ROUND.

I DON'T DO IT ALL THE TIME BUT IF THERE IS A CANDIDATE I REALLY WANT, THERE IS A FRIEND OF MINE WHO IS A CONSTITUENT AND A CANDIDATE WHO LIVES IN SOUTH

EUGENE, WE HAD DINNER LAST NIGHT AND SHE SHOULD HAVE GONE ONTO THE FINAL ROUND. SHE APPLIED FOR BUDGET COMMITTEE AND I WANT TO SAY HUMAN RIGHTS COMMISSION.

SHE DIDN'T MAKE EITHER AND WAS FULLY QUALIFIED AND SHOULD HAVE AND WHAT HAVE, HAD WE HAD THE NONINCUMBENT RECEIVE TWO OR THREE VOTES INSTEAD OF FOUR.

>> THANK YOU.

AS I SAID THIS IS A PROCESS YOU COULD, IF YOU HAD THE MAJORITY OF COUNCIL AGREE WITH YOU, WE WOULD BE ABLE TO IMPLEMENT THAT VERY EASILY.

>> GROVES: THANK YOU.

THANK YOU, KATIE AND ROSA VERY MUCH FOR PRESENTING THIS.

I AGREE ALMOST COMPLETELY WITH COUNCILOR KASHINSKY IN TRYING TO LOOK AT THIS IN DIFFERENT WAYS.

I WOULD BE CONCERNED ABOUT ADDING MORE PEOPLE TO THE INTERVIEW PROCESS BECAUSE IT IS A LONG NIGHT THE WAY WE DO IT NOW UNLESS WE ARE WILLING TO EXTEND IT INTO MORE THAN ONE NIGHT WHICH I WOULDN'T BE OPPOSED TO EITHER.

I AM GOING TO COME OUT, MY QUESTION FROM A DIFFERENT ANGLE.

YOU SIT AND WATCH THIS YEAR AFTER YEAR AND ROSA, YOU ARE NEWER.

WHAT WOULD YOU SUGGEST TO US TO STREAMLINE THE PROCESS?

>> I THINK THE THING WE HAVE STRUGGLED THE MOST WITH IS GETTING UP TO THOSE THRESHOLDS. I WOULD SAY EVEN OUTSIDE OF ROSES ONE YEAR, I HAVE DONE THIS FOR FOUR YEARS AND THERE IS TYPICALLY AT LEAST ONE BOARD OR COMMISSION WHERE WE HAVE STRUGGLED TO MEET THE THRESHOLD AND HAD TO GO TO LEADERSHIP TO UNDERSTAND HOW THEY WOULD LIKE US TO ADDRESS THAT.

I THINK THAT TENDS TO BE THE BIGGEST ISSUE.

>> I WILL DEFINITELY AGREE TO THAT.

GETTING A SPAN OF DIFFERENT BOARDS OR COMMISSIONS AND A PLANNING NUMBER OF APPLICANTS THAT I WOULD LOVE TO HAVE THEM JOIN A BOARD AND NOT HAVE ENOUGH NOMINATIONS AND BRING IT FORWARD TO COUNCIL LEADERSHIP WAS DEFINITELY A STRUGGLE THIS PAST RECRUITMENT CYCLE.

>> GROVES: IS MY CONCERN VALID THAT ALL OF A SUDDEN, I HAVE VISIONS OF ONE OF THESE BIG EARS WITH A LOT OF APPLICANTS AND A LOT OF PEOPLE INTERVIEWING TO DOUBLE THAT.

WHAT WOULD THAT LOOK LIKE IN AS FAR AS TRYING TO MANAGE THE PROCESS AND GIVE DUE CONSIDERATION.

I TRY TO PAY ATTENTION DURING THE INTERVIEWS.

WHEN WE HAVE A LOT OF PEOPLE, MY MIND STARTS WANDERING SOMETIMES AND IT IS NOT FAIR TO THE PEOPLE WE ARE INVITING IN. THEY ARE TAKING THEIR TIME TO COME.

>> WE HAVE IN THE PAST HAD ONE OF THE GROUPS GO AT THE MEETING LATER THAT EVENING. IF WE HAD TOO MANY I DON'T KNOW IF WE WOULD NEED TO SPLIT IT OUT OVER TWO MEETING NIGHTS BUT MAYBE INTO THE MEETINGS. WE HAVE DONE THAT. I WANT TO SAY WE ARE AT 20 APPLICANTS, SOMETHING LIKE THAT THIS LAST TIME.

SO ABOUT 20 APPLICANTS.

40 PEOPLE SPEAKING AT THREE MINUTES A POP IS WHAT YOU WOULD BE LOOKING AT POTENTIALLY.

BUT IT REALLY IS HARD TO SAY WITHOUT KNOWING THE SPREADS WILL LOOK DIFFERENT FOR EVERY BOARD OR COMMISSION DEPENDING ON THE GROUP.

>> IF I COULD MAKE ONE SMALL SUGGESTION, ONE OPTION WOULD BE COUNCIL SETS A MINIMUM NUMBER THEY WOULD INTERVIEW FOR EACH BOARD AND COMMISSION AND FOR A PARTICULAR BOARD AND COMMISSION THAT DOESN'T MEET THAT, YOU LOWER THE NUMBER OF VOTES RECEIVED SO YOU ARE NOT DOING SOMETHING ELSE THE BOARD.

BECAUSE YOU DON'T HAVE A PROBLEM FOR CERTAIN CONDITIONS, YOU HAVE A PROBLEM FOR OTHERS SO YOU BURY IT.

>> GROVES: THANK YOU, THAT WOULD ADDRESS MY CONCERN AND THAT MAKES A LOT OF SENSE TO ME.

ANYWAY, THAT IS SOMETHING I HOPE WE WILL CONSIDER.

>> THERE WERE SOME CANDIDATES WHO WERE UNABLE TO ATTEND IN PERSON SO THEY DID SUBMIT A WRITTEN STATEMENT.

IF COUNCIL IS INTERESTED TO LOOK INTO THE OPTION OF INVITING MORE CANDIDATES, THINKING ABOUT IN PERSON THREE-MINUTE STATEMENTS OR SUBMITTING A WRITTEN STATEMENT WE HAD A COUPLE CANDIDATES THAT WERE UNABLE TO ATTEND IN PERSON AND DID THAT.

>> GROVES: I CAN'T REMEMBER BUT IS THAT AN OPTION GIVEN TO EVERYONE ALREADY ASKED

>> WE ENCOURAGE AND INVITE THEM TO ATTEND AND PROVIDE A VERBAL THREE-MINUTE STATEMENT. THAT CAN BE VIRTUAL. SOME PEOPLE ARE TRAVELING AND HAVE OTHER COMMITMENTS THAT DON'T ALLOW THEM TO BE PHYSICALLY IN THE ROOM.

WE HAVE HAD ON OCCASION AN INDIVIDUAL WHO HAS INDICATED THEY WON'T BE ABLE TO ATTEND AT A SPECIFIC TIME TO GIVE THE STATEMENT AND AT THAT POINT WE ENCOURAGE THEM TO SEND A WRITTEN THREE-MINUTE STATEMENT.

IT IS NOT THE FIRST THING WE OFFER. WE OFFER ZOOM AND IN PERSON AND EXTENUATING CIRCUMSTANCES POP UP TO WHERE THEY WANT TO COMMUNICATE THEIR INTEREST TO COUNCIL BUT CAN'T IS A CLEARLY BE THERE OR VIRTUALLY THAT NIGHT.

>> GROVES: CAN THEY SUBMIT A VIDEO AND THAT IS NOT A BAD IDEA.

>> NOBODY HAS ASKED BUT I DON'T KNOW WHY WE WOULDN'T TAKE THAT.

>> GROVES: THEN GIVE US MAYBE UNTIL THE NEXT WEEK TILL WE ACTUALLY VOTE, WHICH WE DO ALREADY.

I WOULDN'T MIND LOOKING AT SOME OPTIONS FOR TRYING TO STREAMLINE THE PROCESS.

I THINK CATHERINE CAME UP WITH A GOOD SUCCESSION AND I LIKE WHAT COUNCILOR CLARK JUST SAID.

>> MAYOR KNUDSON: THANK YOU. WE HAVE A REQUEST FOR A SHORT SECOND ROUND.

JUST WANT TO UNDERSCORE THAT IT SOUNDS LIKE WE HAVE SOME INTEREST AROUND THE TABLE AND A PROPOSAL OF ESTABLISHING MINIMUM THRESHOLD FOR A NUMBER OF INTERVIEWS BASED ON WHO RECEIVES THE MOST VOTES AND SOME DISCUSSION ABOUT INCREASING THE NUMBER.

THAT MIGHT MOVE FORWARD.

IF COUNCIL IS COMPLETING THE ROUND, IF YOU HAVE THOUGHTS ABOUT WHERE YOU MIGHT LAND WITH SOME OF THOSE PROPOSED CHANGES IT WILL BE HELPFUL.

>> ZELENKA: YES, I AGREE THIS WAS A PROBLEM. THANK YOU FOR BRINGING IT UP.

IT WAS THE ONES THAT WERE 30 OR MORE APPLICANTS AND WE WERE ALL OVER THE MAP AND WE DIDN'T GET A THRESHOLD FOR MANY OF THEM.

I AM NOT SURE LOWERING THE THRESHOLD IT'S EITHER.

IT WILL MAKE THE PROBLEM EVEN LARGER AND MAKE IT LONGER.

ANOTHER SUGGESTION I BROUGHT UP AT THE TIME WAS THAT MAYBE YOU DO AROUND TWO IN THAT CASE.

WHERE YOU TAKE ALL THE PEOPLE THAT DID GET VOTES, PUT THEM ON A NEW BALLOT AND HAVE THAT SMALLER SELECTION GET VOTED ON. THEN YOU CAN MEET THE THRESHOLD.

I THINK MORE APPROPRIATELY.

I THINK LOWERING THE THRESHOLD IS A GREAT WAY TO GO. I NOTICED THE OPERATING AGREEMENT PART TWO, THERE WERE SEVERAL THINGS LEFT UNRESOLVED. INCLUDING ONE ISSUE I BROUGHT FORWARD.

IT IS NO LONGER ON THE TENTATIVE AGENDA FOR THE REST OF THE YEAR.

WE COULD BRING THAT UP, THAT WORK SESSION BACK AND ADD THIS ITEM TO IT.

I REALLY LIKE DOING THINGS ON THE FLY WHERE WE HAVEN'T THOUGHT ABOUT IT. IF WE BROUGHT THIS BACK AS AN OPERATING AGREEMENT DISCUSSION ALONG WITH THE OTHER ITEMS THAT ARE UNRESOLVED WE COULD HAVE THOUGHTFUL ANALYSIS OF THE OPTIONS AND HAVE THAT BE IN FRONT OF US AND WE COULD HAVE MORE THAN FIVE MINUTES TO THINK ABOUT IT.

I THINK THAT IS -- I WOULD RATHER DO IT THAT WAY.

AS FAR AS, I DON'T BELIEVE ANY OF THE WRITTEN APPLICATIONS WERE SELECTED.

I DON'T REMEMBER ANYBODY EVER GETTING SELECTED AS A WRITTEN APPLICANT.

IS A DISTINCT DISADVANTAGE TO PEOPLE.

IN THE PROCESS THE WAY IT IS LAID OUT AND I THINK YOU DEFINITELY NEED TO HAVE MULTIPLE DATES WHERE PEOPLE, IF SOMEBODY CAN COME TO THAT DATE WE SHOULD HAVE TWO OR THREE WHERE THEY CAN COME AND TALK TO THE COUNCIL.

AND NOT JUST HAVE IT BE ALL IN ONE FELL SWOOP BECAUSE THAT DOESN'T WORK FOR A LOT OF PEOPLE AND IT IS A DISTINCTIVE DISADVANTAGE.

>> LEECH: THANK YOU. THANK YOU FOR GOING THROUGH THIS PROCESS. I KNOW EACH OF THESE BOARDS AND COMMISSIONS HAS DIFFERENT ROLES AND YOU HAVE TO CONFIGURE IT ALL INTO THIS ONE PROCESS. THAT IS COMPLICATED AND I APPRECIATE YOU.

I AGREE WITH I THINK CATHERINE'S MOTION THAT WE COULD CHANGE THAT PROCESS A LITTLE BIT.

FOR THE TOP CHOICES.

I WOULD SUPPORT THE TIER 2 IF THERE IS A BREAKDOWN, ANOTHER LEVEL OF PROCESS WHICH WE KIND OF DID AND I WAS COUNCIL PRESIDENT THIS YEAR AND WE HAD A LITTLE

BIT TOO MUCH CHOICE IN SOME OF THAT BECAUSE I HAD TO DO THAT.

I LOWERED THE THRESHOLD FROM ONE OF THOSE AND HAD TO DO SOME OF THAT WORK THAT WASN'T COUNCIL DIRECTED SO FORMALIZING THE PROCESS IS REALLY IMPORTANT.

THERE WAS ALSO ANOTHER MOMENT WHERE ONE COMMISSION, WE WERE NOMINATING THREE DIFFERENT TERMS, TERM LINKS AND IT WAS REALLY CONFUSING AND MAYBE THAT IS NOT COMMON ENOUGH FOR US TO FIGURE OUT A SOLUTION TO THAT ONE.

IT WAS A LOT OF TOP CHOICES BUT WE ALL PUT THE SAME PEOPLE BUT INTO DIFFERENT TERM LINKS.

SOMETHING THAT MAY BE MAKES THAT A LITTLE BIT CLEARER IN THE PROCESS WOULD BE REALLY BENEFICIAL.

>> THAT WAS THE HUMAN RIGHTS COMMISSION. DURING OUR RECRUITMENT PROCESS WE WERE ALERTED THERE WERE TWO INCUMBENT POSITIONS THAT WERE OPEN BECAUSE TWO MEMBERS COULD NOT FULFILL THEIR TERM PERIOD SO WE INCLUDED THAT WITHIN THE ANNUAL RECRUITMENT PROCESS.

CERTAINLY UP FOR DISCUSSION IF THAT IS TOO CONFUSING. WE CAN KEEP THAT SEPARATE AS OPPOSED TO INCLUDING IT IN OUR ANNUAL RECRUITMENT PROCESS IF IT HAPPENS IN THE SAME PERIOD CYCLE.

>> LEECH: I THINK THE HUMAN RIGHTS COMMISSION ONE WAS OKAY. I THINK I WAS THINKING OF THE TOXICS BOARD THAT HAD TERM ENDING JUNE 2027, TERM ENDING JUNE 2028, FULL TERM OF TWO YEARS.

THERE WERE A LOT OF CHOICES AND I HAD TO TAKE THAT AND DECIDE WHO GOT THE INTERVIEWS AND IT WAS -- LOCALLY WE WERE ON THE SAME PAGE WITH THE TOP THREE JUST IN DIFFERENT AREAS BUT I MADE THE MOTIONS OF WHO TO PUT WHERE.

IF WE CAN ADDRESS THAT A LITTLE BIT AND I AM ALSO NOT OPPOSED TO BREAKING IT INTO TWO MEETINGS. I THINK THAT WOULD BE REALLY FOR US AND IN THAT PROCESS AND ALSO GIVING MORE OPTIONS FOR PEOPLE TO BE ABLE TO ATTEND IN PERSON BECAUSE THE WRITTEN STATEMENT IS HARDER TO CONNECT WITH THAT PERSON ON PAPER VERSUS WHEN PEOPLE ARE PRESENT.

I DON'T KNOW HOW WE PUT ALL OF THAT INTO MOTION TODAY.

>> I THINK THE BEST APPROACH IS TO COME UP WITH A NICE LITANY OF OPTIONS FOR YOU SO YOU CAN LOOK AT THEM ON PAPER, SEE AND WE CAN LOOK AT THE NUMBERS AND FIGURE OUT BASED ON YOUR CONVERSATION SOME POSSIBILITIES FOR YOU ALL.

>> CLARK: THANK YOU, MAYOR.

CITY ATTORNEY, PLEASE CORRECT ME IF I AM WRONG.

ANY OF THE PROCESSES WE ARE TALKING ABOUT WHERE WE ARE HAVING DIFFERENT THRESHOLDS FOR WHETHER OR NOT THERE IS AN INTERVIEW OR NOT.

AT THE FINAL VOTE, TO NAME SOMEBODY TO BE A BOARD OR COMMISSION MEMBER, A COUNSELOR CAN STILL PICK ANY NAME THEY CAN GET FOUR WHAT TO SAY YES AND THAT PERSON WOULD BE APPOINTED. WHETHER THEY HAVE APPLIED ARE NOT.

AM I CORRECT?

>> THAT IS CORRECT.

>> CLARK: I WAS GOING TO SAY I REMEMBER A TIME WE DIDN'T DO ANY INTERVIEWS AND WE HAD DEBATES THAT WENT ON FOR QUITE A LONG TIME AND MOTIONS TO SUBSTITUTE, MOTIONS TO -- YOU NOW AND QUITE A FIGHT OVER IT.

I WAS GOING TO SAY I WAS NOT INTERVIEWED BUT I REMEMBER APPLYING TO BE ON THE BUDGET COMMITTEE AND THERE WAS NO INTERVIEWS.

I MADE THE EFFORT TO CALL FOR COUNCILORS, I DIDN'T KNOW, ASKED HIM TO SIT DOWN AND HAVE COFFEE WITH ME

SO I COULD KNOW THEM AND HAVE A CONVERSATION BEFORE THEY VOTED.

I THINK WE ARE SELLING POTENTIAL MEMBERS SHORT OF THE SUGGESTION THAT MAYBE THEIR EFFORTS PLAY A PART OF THIS THAT IS IMPORTANT AS WELL.

I MUMBLED THIS IDEA A MINUTE AGO.

I WOULD BE IN FAVOR OF US, NO MATTER THE THRESHOLD, LOOKING AT INTERVIEWS VIA VIDEO AND I AM NOT SURE WHY WE DON'T TAKE ADVANTAGE OF THE TOOLS WE HAVE AND THE REASON IS I THINK MORE OF US WOULD BE EXPOSED TO MORE POTENTIAL CANDIDATES IF THEY WERE AVAILABLE ON VIDEO FOR US TO WATCH AND GET TO KNOW THEM BETTER ALONG WITH THEIR PRINTED MATERIALS AT OUR LEISURE AND HAVE MORE TIME TO HEAR FROM THEM AND CALL THEM UP AND TALK TO THEM BEFORE APPOINTING.

I WOULD LIKE TO SEE MORE PEOPLE HAVE AND THE OPPORTUNITY TO SPEAK AND MAKE THEIR CASE BUT MAYBE DO IT BY VIDEO GIVES US MORE OF A CHANCE WITHOUT HAVING TO SIT THROUGH HOURS OF MEETINGS TO DO IT.

I WOULD ENCOURAGE THAT AS AN IDEA FOR HOW WE MOVE FORWARD.

>> KASHINSKY: I THINK WHAT I HAVE HEARD IS A NUMBER OF PEOPLE IDENTIFYING THE SAME PROBLEM AND ABOUT 15 DIFFERENT -- NOT 15, THREE DIFFERENT SOLUTIONS.

A LITANY OF SOLUTIONS.

I HAVE A SOLUTION I COULD SUGGEST, I LIKED CATHERINE SAYING IT IS FOUR UNLESS WE DON'T HAVE ENOUGH TO HAVE THE NUMBER OF SEATS +2.

ULTIMATELY WHAT I THINK MAYBE IT WOULD MAKE SENSE IS TO APPROVE THIS PROCESS WITHIN MODIFICATIONS BECAUSE YOU HAVE TO START IMPLEMENTING THIS SOON SO WE DON'T HAVE TIME TO HAVE ANOTHER WORK SESSION AND SPEND A LOT OF DEBATE WITH THAT.

MAYBE IT IS APPROVING THE PROCESS WITH A NOTE WE WILL CONTINUE TO ITERATIVELY DEVELOP THAT WE WILL TRY OUT A SOLUTION TO THIS PROBLEM.

THAT WE WILL SEE HOW THAT WORKS AND IF THAT WORKS GREAT, MAYBE THE NEXT TIME AROUND IS THE TIME TO ADD IT TO THE OPERATING AGREEMENT SO WE ARE NOT HAVING TO BE LIKE THAT DIDN'T WORK RIGHT. LET'S MODIFY.

>> YES, THANK YOU.

I DON'T THINK WE ARE GOING TO NEED A MOTION TODAY BUT WHAT I THINK WE WOULD WANT TO DO IS TO COME BACK WITH SOME OPTIONS AT ANOTHER WORK SESSION.

WE STARTED IN SEPTEMBER, WE HAVE TIME, THIS KICKS OFF IN JANUARY AND WE HAVE ONE OPTION FOR A WORK SESSION TO BRING BACK A MORE TAILORED MOTION TO WHAT YOU ARE TALKING ABOUT OR AT LEAST A COUPLE OPTIONS WITH MOTIONS AND I WILL DRAW YOUR ATTENTION, WHAT WE ARE GOING TO LAND ON IS PROBABLY NUMBER 4 OF YOUR OPTION, APPROVE THE PROCESS WITH SOME CHANGES BUT NOT

FORMALIZE IT INTO THE OPERATING AGREEMENTS BECAUSE YOU CAN RUN A TEST CASE THROUGH 2027, DECIDE HOW YOU LIKE IT AND WE WILL COME BACK IN THE FALL OF 2027 AND TRY AGAIN.

THAT IS WHAT I AM THINKING IS THE BEST PATH FORWARD.

>> KASHINSKY: WOULD WE NEED ANOTHER, OUR SCHEDULE IS VERY PACKED THIS FALL.

>> I THINK WE HAVE SPACE ON THE 21ST OF OCTOBER BUT I HAVE TO CONFIRM THAT.

>> KASHINSKY: OKAY, THANKS.

>> MAYOR KNUDSON: TO CLARIFY IF WE FORWARD ONE SLIDE, OPTION FOUR OF POSSIBLE MOTIONS THAT WAS DESCRIBED IN THAT EXCHANGE.

>> NOT FOR THIS EVENING. LET US COME BACK TO YOU WITH ACTUALLY THE CHANGES THAT YOU WOULD WANT TO -- THAT YOU CAN CHOOSE FROM.

BUT WHAT KATIE IS SUGGESTING IS THAT YOU GIVE IT A TRIAL RUN IN 2027. DON'T FORMALIZE WHATEVER OPTION YOU LAND ON, ON OCTOBER 21ST. GIVE THEM A YEAR TO GIVE IT A WHIRL AND WE WILL COME BACK AND PUT IT ON THE OPERATING AGREEMENT.

>> MAYOR KNUDSON: THANK YOU.

THAT DISCUSSION OF A MOTION WE WILL HAVE ON OCTOBER 21ST. THANK YOU VERY MUCH.

THANK YOU, COUNCIL AND OUR STAFF AND BECAUSE THIS IS IMPORTANT TO UNDERSCORE, THANK YOU TO THE COMMUNITY MEMBERS WHO APPLY TO THIS PROCESS.

AND THIS IS SOME INDICATION CONVERSATION ABOUT HOW TO USE PEOPLE TIME EFFICIENTLY BUT IT IS IMPORTANT TO BE CONSISTENT AND WE VERY MUCH APPRECIATE THE EFFORT THAT GOES INTO THE WORK TO APPLY BUT ALSO THE PROCESS OF NAVIGATING NOMINATIONS AND BALLOTS AND BRINGING FORWARD INTERVIEWS WITH COUNCIL AND I DO WITH THE BOARDS AND COMMISSIONS I DIRECTLY ENGAGE.

SO THANK YOU, COUNCIL, STAFF, THAT DOES CONCLUDE OUR AGENDA FOR TODAY AND I CLOSE THE SEPTEMBER 20TH, 2026 BECOMES A WORK SESSION AND WE ARE ADJOURNED.