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Overview

- Review of recent Council discussions
- Share research and potential options for the priority topics
 - Department head residency
 - Language review
 - Mayor & Council compensation
 - Vacancy appointment process
- Provide direction to staff

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Charter

- Local authority to draft and amend Charter
- No regular Charter review process required
- *Council-initiated* amendments by referral
- *Citizen-initiated* amendments by petition
- Placed on ballot for Eugene electors to decide

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Recent Council Discussion

February 2024

- Overview of past amendment processes
- Discussion of potential topics for amendments
- Direction – staff work with Councilors who have ideas for areas of review

May 2024

- Review of feedback received from meetings with Councilors
- Determination of four “Priority Now” topics
- Direction – staff research on the four topics, to inform potential amendments

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Research Overview

- Review of current charter language
- Research other cities
- League of Oregon Cities Model Charter

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Timeline for Amendments



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General Options

1. Move to direct **additional staff research**
2. Move to **pursue changes and bring back for deliberation**
3. **Do not pursue changes**

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Department Head Residency - Overview

Current language (Chapter 4, Section 16(3))

- Offices of manager and department heads may be filled by candidates from outside the city, but during their tenure shall reside in the city.
- All employees (excluding department heads) appointed by the manager shall reside in the city during their tenure, except as the council authorizes the manager to prescribe to the contrary and the manager does so.

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Department Head Residency – Research/Options

Research findings

- No other comparison cities in Oregon have residency requirements in Charter for department heads

Potential options

1. Remove residency requirement from the Charter
2. Remove residency requirement only for ESF Chief
3. Amend residency requirement to add a mileage radius
4. Remove residency requirement from Charter and put into Ordinance
5. Do not pursue changes to residency requirement

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Language Review - Overview

Topics

- Antiquated language, binary gender pronouns
- Consistency in level of detail
- Include core services

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Language Review – Research/Options

Research findings

- Two of the cities researched have amended their charter to address pronouns
- None of the cities define core services and none have amended to address level of detail
- Most detailed sections of Charter are the amendments

Potential options

1. Amend to address general language updates
2. Do not pursue changes to address general language updates

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Mayor & Council Compensation - Overview

Current language (Chapter 6, Section 18)

- Beginning July 2001, Mayor stipend \$1,500 per month and City Councilors stipend \$1,000 per month
- Each fiscal year adjusted by % increase or decrease equal to Consumer Price Index (CPI-West)
 - FY25 Stipends: Mayor \$32,306; Councilors \$21,565 annually
- Stipends are in addition to expense reimbursements
- Mayor and councilors receive no fringe benefits but may purchase health insurance from the city

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Mayor & Council Compensation - Research

Research findings

- Current stipend is below other comparison cities
- Several cities do not offer health insurance
 - For those that do, higher percentage of premiums are paid by city, compared to Eugene
- Other non-stipend benefits are similar to other cities
- None of the cities set compensation amounts in Charter
- Several cities use a citizen committee to review and set compensation amounts

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Mayor & Council Compensation - Options

Potential options

1. Pursue changes to amount of compensation in charter; compensation remains in charter
2. Pursue changes to compensation; remove language from charter and delegate oversight of future compensation changes to citizen committee by Ordinance.
3. Do not pursue changes to compensation

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Mayor & Council Vacancy Appointment Process Overview

Current language (Chapter 6, Sections 23 & 24)

- Fill vacancies by appointment within 90 days; person appointed shall hold office until the successor is elected
- If the position becomes vacant more than 100 days prior to the May election, an election shall be conducted in the same year.
- If the position becomes vacant less than 100 days prior to the May election, the election shall be conducted the next year.

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Mayor & Council Vacancy Appointment Process Research

Research findings

- Approach varies across cities, with many nuances
- All cities initially fill vacancies through Council appointment
- Most cities have different provisions based on when vacancy occurs

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Mayor & Council Vacancy Appointment Process Options

Potential options

1. Pursue changes to appointment process
 - a) Council appoints; serve until end of term regardless of when vacancy occurs
 - o Variation – less than 1 yr: serve out term; more than 1 yr – serve until next election
 - b) Council appoints; serve until next general election
 - c) Council appoints; serve until next special election
2. Do not pursue changes to appointment process

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Timeline for Amendments



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Department Head Residency - Options

1. Move to direct **additional staff research**
2. Move to **pursue amendments and bring back for deliberation**
 - a) Remove residency requirement from the Charter
 - b) Remove residency requirement only for ESF Chief
 - c) Amend residency requirement to add a mileage radius
 - d) Remove residency requirement from Charter and put into Ordinance
3. Do not pursue charter amendments on this topic

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Language Review - Options

1. Move to direct **additional staff research**
2. Move to **pursue amendments and bring back for deliberation**
 - a) Antiquated language
 - b) Consistency in level of detail
 - c) Include core services
3. Do not pursue charter amendments on this topic

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Mayor & Council Compensation - Options

1. Move to direct **additional staff research**
2. Move to **pursue amendments and bring back for deliberation**
 - a) Pursue changes to amount of compensation in charter; compensation remains in charter
 - b) Pursue changes to compensation; remove from charter and delegate oversight of future compensation changes to citizen committee by Ordinance
3. **Do not pursue charter amendments on this topic**

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Mayor & Council Vacancy Appointment - Options

1. Move to direct **additional staff research**
2. Move to **pursue amendments and bring back for deliberation**
 - a) Council appoints; serve until end of term regardless of when vacancy occurs
 - o Variation – less than 1 yr: serve out term; more than 1 yr – serve until next election
 - b) Council appoints; serve until next general election
 - c) Council appoints; serve until next special election
3. **Do not pursue charter amendments on this topic**

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