



Eugene City Council

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EUGENE CITY COUNCIL AGENDA

July 16, 2018

5:30 p.m. CITY COUNCIL WORK SESSION
Harris Hall, 125 East 8th Avenue
Eugene, Oregon 97401

Meeting of July 16, 2018;
Her Honor Mayor Lucy Vinis Presiding

Councilors

Mike Clark, President
Greg Evans
Emily Semple
Jennifer Yeh

Betty Taylor, Vice President
Chris Pryor
Claire Syrett
Alan Zelenka

5:30 p.m. CITY COUNCIL WORK SESSION
Harris Hall, 125 East 8th Avenue

- 1. EXECUTIVE SESSION: Pursuant to ORS 192.660(2)(i)**
- 2. WORK SESSION: Police Auditor Annual Performance Review**
- 3. EXECUTIVE SESSION: Pursuant to ORS 192.660(2)(i)**
- 4. WORK SESSION: City Manager Annual Performance Review**

The Eugene City Council welcomes your interest in these agenda items. This meeting location is wheelchair-accessible. For the hearing impaired, an interpreter can be provided with 48 hours' notice prior to the meeting. Spanish-language interpretation will also be provided with 48 hours' notice. To arrange for these services, contact the receptionist at 541-682-5010. City Council meetings are telecast live on Metro Television, Comcast channel 21, and rebroadcast later in the week.

El consejo de la Ciudad de Eugene agradece su interés en estos asuntos de la agenda. El lugar de la reunión tiene acceso para sillas de ruedas. Se puede proveer a un intérprete para las personas con discapacidad auditiva si avisa con 48 horas de anticipación. También se puede proveer interpretación para español si avisa con 48 horas de anticipación. Para reservar estos servicios llame al 541-682-5010. Las reuniones del consejo de la ciudad se transmiten en vivo por Metro Television, Canal 21 de Comcast y son retransmitidas durante la semana.

For more information, contact the Council Coordinator at 541-682-5010,
or visit us online at ***www.eugene-or.gov***.

EUGENE CITY COUNCIL AGENDA ITEM SUMMARY



Police Auditor Annual Performance Review

Meeting Date: July 16, 2018
Department: Central Services, Human Resources
www.eugene-or.gov

Agenda Item Number: 2
Staff Contact: Keri Beraldo
Contact Telephone Number: 541-682-5765

ISSUE STATEMENT

Mark Gissiner was hired as the City of Eugene Police Auditor on June 29, 2009. This agenda item is for the council to conduct Police Auditor Gissiner's annual performance review. The two-part format includes an executive session followed by a public session. During these sessions councilors will share their overall performance feedback and discuss future goals.

BACKGROUND

The evaluation process includes the results of feedback solicited from the Civilian Review Board, a summary of feedback collected in a survey from a list of citizens, and a self-evaluation submitted by Mr. Gissiner. A summary of this feedback and the Police Auditor's self-evaluation were sent to the council in advance of this work session. City Councilors were also asked to fill out their own performance dimension forms in rating Mr. Gissiner's performance.

Human Resources staff has compiled all of this information to support the City Council in getting a well-rounded view of the performance of the Police Auditor this year.

RELATED CITY POLICIES

The City Council conducts an annual performance review of the Police Auditor, aligned with their desire to offer formal feedback.

COUNCIL OPTIONS

Performance Review:

- The council may discuss the evaluation, provide feedback and direct staff accordingly.

ATTACHMENTS

Each councilor will receive a notebook under separate cover containing the following information:

- A. Copies of the compiled feedback summaries
- B. Individual and overall summary of councilors' comments and ratings
- C. Self-evaluation by Mark Gissiner
- D. Review by Civilian Review Board
- E. Summary of current compensation information

FOR MORE INFORMATION

Staff Contact: Keri Beraldo, Interim Human Resources Director

Telephone: 541-682-5765

Staff E-Mail: keri.l.beraldo@ci.eugene.or.us

EUGENE CITY COUNCIL AGENDA ITEM SUMMARY



City Manager Annual Performance Review

Meeting Date: July 16, 2018
Department: Central Services, Human Resources
www.eugene-or.gov

Agenda Item Number: 4
Staff Contact: Keri Beraldo
Contact Telephone Number: 541-682-5765

ISSUE STATEMENT

Jon Ruiz was hired as the Eugene City Manager on April 14, 2008. This agenda item is for the council to conduct City Manager Ruiz's annual performance review. The two-part format agreed upon by the council and City Manager Ruiz includes an executive session followed by a public session to share their overall performance feedback. Based on the discussion, the City Manager will submit his proposed goals for the coming year to the council.

BACKGROUND

This year's feedback process includes a couple of key questions framed from the agreed-upon performance dimensions, which were sent to the executive leaders of each City department, other City employees who had worked on projects with the City Manager, Union leadership, and an identified group of community leaders. City Councilors are also completing their own evaluation forms. A summary of this feedback and the City Manager's self-evaluation are being sent to the council in advance of this work session.

Human Resources is compiling this information to support the City Council in getting a well-rounded view of the performance of the City Manager this past year. Human Resources will also calculate the compensation adjustment based on the City Manager contract language. With respect to compensation, the contract provides that the City Manager will receive: (1) whatever COLA that non-represented employees receive, and (2) a merit and deferred compensation adjustment based on the ratings that council gives to the City Manager, "unless the council determines that the City's budget situation is sufficiently ominous that no merit or deferred compensation increase should be made." The calculation related to any compensation adjustment will be included in the notebook containing the evaluation forms and summaries that will be provided to each elected official.

RELATED CITY POLICIES

The City Council has historically conducted an annual performance review of the City Manager.

SUGGESTED MOTION

None.

ATTACHMENTS

Notebooks containing the following information will be provided under separate cover:

- A. Copies of the compiled feedback summaries
- B. Individual comments from City councilors
- C. Copy of an overall summary of the councilors' review comments and ratings to go into the section of the notebook labeled "Mayor and Council Comments."
- D. Compensation information based on final ratings

FOR MORE INFORMATION

Staff Contact: Keri Beraldo Human Resources

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