



Eugene City Council

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Eugene, OR 97401

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www.eugene-or.gov

EUGENE CITY COUNCIL AGENDA

September 13, 2021

5:30 p.m. CITY COUNCIL WORK SESSION

As the state and community recover from the COVID-19 pandemic, City Council meetings will continue to be held remotely using virtual meeting technology.

Information about online or other options for access and participation will be available at <https://www.eugene-or.gov/3360/Webcasts-and-Meeting-Materials>

**Meeting of September 13, 2021;
Her Honor Mayor Lucy Vinis Presiding**

Councilors

Jennifer Yeh, President

Mike Clark

Randy Groves

Emily Semple

Claire Syrett, Vice President

Greg Evans

Matt Keating

Alan Zelenka

5:30 p.m. CITY COUNCIL WORK SESSION

1. WORK SESSION: Community Safety Initiative Update

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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.

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EUGENE CITY COUNCIL AGENDA ITEM SUMMARY



Work Session: Community Safety Initiative Update

Meeting Date: September 13, 2021
Department: Central Services Department
www.eugene-or.gov

Agenda Item Number: 1
Staff Contact: Kristie Hammitt
Contact Telephone Number: 541-682-5524

ISSUE STATEMENT

The purpose of this work session is to provide an update on the implementation of the Community Safety Initiative and the Community Safety Payroll Tax revenue collections and forecast.

BACKGROUND

In 2018, City Council had four work sessions dedicated to understanding and addressing growing deficiencies across the community safety system. Data indicated the community's safety needs were growing faster than the resources available to address those needs creating critical gaps and community impacts. As calls for police service continued to increase, staffing levels remained relatively flat. According to the analysis, one out of three non-life-threatening police calls received no response, averaging about 80 calls a day going unanswered. The time it took to respond to calls had increased by 20 minutes.

Within the Municipal Court, staffing shortages and growing demand was causing delays in cases being heard and resolved, and there was a lack of stable, on-going funding for promising alternatives, like Community Court, to reduce cycling and keep people out of the court system. Eugene Springfield Fire ambulance services faced an on-going funding gap as the cost to provide ambulance services increased each year and reimbursements failed to cover the full expense. In addition, the number of people experiencing homelessness in Eugene continued to grow with a higher percentage of the homeless population being unsheltered. The problem was exacerbated by continued gaps in emergency shelter resources, like shelter beds, especially for single adults.

In response to Council's concern and direction related to these issues, staff provided Council with a plan to address improving police response time, increasing timely and effective resolution of cases, supporting prevention programs to deter crime, improving pathways to connecting people to services, and increasing support for the unhoused community as well as programs for engaging at-risk youth.

In September 2018, City Council took action during the FY19 Supplemental Budget to approve one-time funding of \$8.6 million. The funding launched the Community Safety Initiative (CSI) to address urgent needs including stabilization for shelter programs for people experiencing homelessness, supporting services for at-risk youth, filling the critical funding gap for ambulance

transport services, and addressing staffing deficiencies in the 9-1-1 Center and police service response. Implementation of strategies began in early 2019.

Initial CSI Investment (Bridge)		
PREVENT	RESPOND	RESOLVE
Youth Prevention Services – 15 th Night and Recreation Inclusion Services Continuation of Community Outreach Response Team (CORT)	5 Community Service Officers Street Crimes Unit – 10 Officers 4 911 Call Center staff Ambulance Transport Gap funding Year-round Dusk to Dawn safe- sleeping program Resource Center with connections to services On-going support Lindholm Center, the Car Camping Program, and the Rest Stop Program	Continuation of Community Court Increase Municipal Court Capacity 5 Additional Jail Beds (Springfield)

After approving the one-time funding, Council also gave direction to the City Manager to work on a long-term funding solution. A Community Safety Revenue Team, consisting of City Councilors and current and former Budget Committee members, was formed to develop recommendations for the City Manager. At the February 13, 2019 work session, staff provided an update on the implementation of initial community safety strategies and provided the Community Safety Revenue Team recommendation of a payroll tax. At the June 10, 2019 work session, City Council passed a payroll tax ordinance to provide long-term funding for the Community Safety Initiative (Attachment A). The Community Safety Payroll Tax was expected to generate \$23.6 million annually after fully implemented. Collection of the payroll tax started in January 2021.

The ordinance also includes critical accountability requirements to ensure CSI funding is used as directed and includes a Citizen Advisory Board (CAB) and independent financial audit. The CAB was initially formed in 2020 to review the implementation of the Community Safety Payroll. In July of 2021 the CAB issued the [Community Safety Initiative FY 2020 annual financial review and report](#) (Executive Summary in Attachment B). The report was written proactively to develop a model of tax monitoring and reporting for years to come and focuses on the one-time funding allocated to create a bridge until the City of Eugene could begin collecting the Community Safety Payroll Tax. The CAB concluded that the bridge funding was used for the authorized purposes and in compliance with the Community Safety Payroll Tax Ordinance (No. 20616). In their memo to the City Manager they stated: “the community is getting a good return for its investment in safety and the bridge funds are being used wisely to meet the objectives.”

In addition to the external review and audit of the CSI, several other accountability measures are also in place. Community Safety funds are placed in a separate account specifically for community safety services; so, they can be easily tracked and monitored. A City Charter amendment passed by the voters in 2019 caps the payroll tax rate for Community Safety funds. Finally, after reviewing the comprehensive report and receiving public testimony, no later than June 30, 2027, the City Council must determine whether to refer the payroll tax to the voters or let it expire. If

Council decides not to refer it to the voters, or the voters chose not to continue the payroll tax, the tax will end after December 31, 2028.

Payroll Tax Implementation

The Community Safety Payroll Tax went into effect January 1, 2021 is expected to eventually generate \$23.6 million annually. Payroll tax revenues include employee contributions based upon wages, employer contributions based upon wages paid, and self-employed contributions based upon net income from owners.

Throughout 2020, the City reached out to local employers, bookkeepers and payroll agencies about the upcoming implementation of the payroll tax. Notices and updates were mailed to nearly 7,000 employers within the Eugene city limits with information on the Community Safety Payroll Tax and [links to online resources](#). Beginning in November of 2020, employers were able to register using an online platform. The first filing from employers was due April 30, 2021.

Current Collection and Financial Forecast

There have been challenges and opportunities during implementation of the payroll tax. As the economic impacts of the COVID-19 pandemic evolve, staff continue to monitor, evaluate, and adjust payroll tax revenue forecasts based on best available data. In addition to the effects of the pandemic, this payroll tax is very new and there is an expected adjustment period to any new tax, especially a payroll tax, which is more complex to administer. As the payroll tax team continues to gain administration experience, along with more data collected during each filing, forecast accuracy will improve.

The payroll tax is collected quarterly from local employers, and the first two quarters of 2021 resulted in \$7.9 million of payroll tax revenue. The current forecast estimates another \$8 million will be collected in the last two quarters of this year. Businesses registered as “self-employed” file annually and they will submit their returns for 2021 in April of 2022. The forecast estimates an additional \$1-2 million from these self-employed filings. Over the next several years, the forecast estimates that the payroll tax will generate \$23.6 million annually beginning in FY24.

CSI Investments

Initial Community Safety Initiative service strategies were developed based upon a review of service system gaps, community input, and 21st Century Policing Task Force recommendations. The system plan was developed using this input to improve prevention efforts that will deter crime, connect people to services and engage at-risk youth early, increase response and response options, and resolve individual and community problems through innovative programs and service delivery as well as increase accountability. The projected costs for the full implementation of the planned initiatives is \$23.6 million and included the following:

Original CSI Strategies		
PREVENT	RESPOND	RESOLVE
Community Court Expansion Expansion of Mental Health Court Enhanced Day Resource Center Enhanced Dusk to Dawn Enhanced Rest Stop Program After School Programs at Title 1 Schools	40 Patrol Officers, 4 Sergeants, & Lieutenant 10 Community Service Officers, Sergeant, & Lieutenant 9.5 9-1-1 staff 9 EPD support staff Animal Welfare Officer Court Bailiff Traffic Safety Officer Nurse Triage Program Triage Community Response Unit	5 Detectives Evidence Control and Forensic Analyst Jail Services +10 Beds Additional Jail Services w/ Probation Officers Open 3rd Courtroom w/ staffing Muni Court and City Prosecutor capacity Court security

The original CSI investment in 2019 focused on strategies that were identified as high priority based on staff analysis and were endorsed by the City Council, with the understanding that other CSI strategies would be phased in over a period of several fiscal years following implementation of the payroll tax. The timing of this phase-in would be determined by the City's experience with payroll tax implementation and would be reviewed and approved by City Council via the City's annual budget process.

During FY21, the initially funded CSI strategies continued with a total projected expenditure of approximately \$7.3 million. Due to the impacts of COVID-19 and on-going economic uncertainty, the organization paused planned Community Safety Initiative budget increases as part of the effort to streamline operations and reduce costs. No new strategies were implemented, and existing funding was used to maintain existing programs and staffing.

The FY22 Budget builds on the implementation of current CSI strategies by funding the following CSI investments:

- Municipal Court/ City Prosecutor staffing
- Homeless Services
- Patrol and Community Safety Officers
- EPD Operations Support
- Ambulance Transport Fund Support
- Youth Inclusion Services
- Payroll Tax Implementation
- Repayment of FY21 interfund loan

These strategies will add 12.5 FTE including a youth after school program specialist, two court operation specialists, an applications system analyst, a CSI project manager, an additional Community Safety Officer, 3 patrol officers, and additional support staff in EPD. The annual projected cost of for CSI strategies in FY22 is \$ \$15.6 million.

Community Engagement

In June 2018, community safety community outreach efforts focused on educating the public about the current challenges experienced by the Community Safety System. These outreach efforts included staffing booths at community events speaking engagements to civic groups. Police and Fire Chiefs or their designees and a Municipal Court Judge attended and spoke at most of the events.

Phone and online surveys were conducted in 2018 to gain a deeper understanding of the public's thoughts and feelings about community safety. Strategy Research Institute conducted a benchmark scientific [survey of 408 residents](#) in July 2018. An opt-in [online survey](#) garnered more than 2,400 responses between July 27 and September 10, 2018.

Over the course of the past year, following the murder of George Floyd, the City initiated two major community processes; the [Ad Hoc Committee on Police Policy](#) and the [CSI Community Engagement Sessions](#). The two community processes were completed in the Spring 2021.

The CSI [engagement sessions](#) invited a broad cross section of communities of color [to learn about the development of the CSI](#) and to listen to their perspective on how the intended outcomes align with the public safety priorities within their communities. Many of the organizations invited to participate were not specifically engaged previously, and the City of Eugene hoped to hear new voices and perspectives as part of this effort.

Several themes emerged from the information collected through the BIPOC focus groups, online survey, and community listening sessions. Themes included high levels of agreement across groups on priority needs related to homelessness and increased capacity for mental health and addiction services. New strategies were identified and supported including a strong support for alternative responses and an alternative to 911. There was support for increasing police capacity to answer more calls in less time as well as for youth prevention programs and diversion programs from the criminal justice system.

The Ad Hoc Committee on Police Policy included 30 members representing underrepresented portions of the community, as well as representatives from the Human Rights Commission, Civilian Review Board, and Police Commission. The final report contained 50 recommendations from five content areas: Use of Force, Hiring and Training, Community Oversight, Body-Worn Cameras, and Independent Investigation and Prosecution.

In May 2021, the City Council directed the City Manager, Police Auditor and Municipal Judge to recommend a path forward to address the recommendations of the Ad Hoc Committee on Police Policy. In July 2021, the City Manager, Police Auditor and Municipal Judge presented a matrix of steps and considerations that could be applied to each recommendation as well as criteria related to decision making authority, what needs to be changed, implementation status and the recommended review team. The Council approved the matrix, criteria and the proposed path forward which included a sorting team, comprised of the City Manager, City Attorney, Police Chief, a representative from the Employee Resource Center and the Police Auditor, going through all of the Ad Hoc recommendations and placing them on the matrix. This team will return to Council this fall with a complete matrix, which will also be made available to the public, and allow City

Council to give further direction on next steps.

Both the CSI Engagement Sessions and community input related to the Ad Hoc Committee report provide important information on community support for future investment of CSI Payroll Tax funding.

PREVIOUS COUNCIL DIRECTION

[Eugene City Council Work Session: July 20, 2020](#)

[Eugene City Council Work Session: November 25, 2019](#)

[Eugene City Council Work Session: June 10, 2019](#)

[Eugene City Council Public Hearing: May 28, 2019](#)

[Eugene City Council Work Session: May 8, 2019](#)

[Eugene City Council Work Session: April 8, 2019](#)

[Eugene City Council Workshop: February 23, 2019](#)

[Eugene City Council Work Session: February 13, 2019](#)

[Eugene City Council Work Session: September 26, 2018](#)

[Eugene City Council Wednesday Work Session: July 18, 2018](#)

[Eugene City Council Wednesday Work Session: May 16, 2018](#)

[Eugene City Council Public Hearing & Work Session: February 20, 2018](#)

[Eugene City Council Work Session: November 29, 2017](#)

[Eugene City Council Work Session: June 15, 2016](#)

COUNCIL OPTIONS

Informational work session only.

ATTACHMENTS

- A. Community Safety Payroll Tax Ordinance (No. 20616)
- B. Executive Summary of Citizen Advisory Board Community Safety Initiative FY 2020 annual report

FOR MORE INFORMATION

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COUNCIL ORDINANCE NO. 20616

COUNCIL BILL 5210

**AN ORDINANCE TO FUND COMMUNITY SAFETY SERVICES
WITH A PAYROLL TAX AND ADDING NEW SECTIONS TO THE
EUGENE CODE, 1971.**

ADOPTED: June 10, 2019

SIGNED: June 11, 2019

PASSED: 6:2

REJECTED:

OPPOSED: Clark, Taylor

ABSENT:

EFFECTIVE: July 12, 2019



ORDINANCE NO. 20616

AN ORDINANCE TO FUND COMMUNITY SAFETY SERVICES WITH A PAYROLL TAX AND ADDING NEW SECTIONS TO THE EUGENE CODE, 1971.

The City Council of the City of Eugene finds as follows:

A. Being safe, and feeling safe, is important to everyone. The City, through its community safety services, strives to make Eugene a safe and welcoming place for everyone to live, work, and do business.

B. The City's community safety services include the Eugene Police Department, the Eugene-Springfield Fire & EMS Department, Eugene Municipal Court, and multi-departmental efforts aimed at addressing and preventing homelessness. These City services provide the foundation needed to have accessible parks and natural resources, a prosperous economy, thriving arts and culture, and healthy, safe neighborhoods.

C. During the recession the City eliminated over 20% (\$30 million) of the general fund operating budget, primarily through efficiencies, reorganizations and trimming of some services. Recognizing the importance of providing safety services, during the recession and continuing today, the public safety budget has remained steady, at around 60% of the City's total general fund budget.

D. To better serve our community's expanding and changing public safety needs, the City has worked over the last five years to optimize available resources and become even more efficient in its provision of services. Programs such as the Community Outreach Response Team, Mental Health Court, and Community Court provide alternative paths out of the traditional public safety system, helping reduce overall demands on the system. Eugene-Springfield Fire implemented Basic Life Support response for non-life-threatening calls to the Fire Department and added an Advanced Life Support ambulance unit which has improved patient outcomes for some of the most critical emergency medical calls for service across both Eugene and Springfield. Increased CAHOOTS services provide mobile crisis intervention that responds to thousands of police calls for service every year providing critical behavioral health services. Using grant funding, Municipal Court was able to make improvements that reduced their case backlog by 20%. While all of these programs are positive additions to our community safety system, more needs to be done.

E. The community's need for safety services has continued to grow, outpacing City resources and resulting in critical gaps in the system. From 2014 to 2017, daily average calls for police services increased 21%, but staffing has remained flat. Homicide, rape, robbery, assault, sex offenses and family offenses have increased by 18% in that same time. Police response time has increased 86% from 23 minutes in 2014 to 42 minutes in 2017. Police are unable to respond to 1 in 3 non-life-threatening calls for service, an increase of 40%. Eugene Municipal Court handles 5,000 misdemeanor criminal cases (like theft, disorderly conduct, or driving under the influence) annually – second in the state to Multnomah County's Circuit Court. The number of unsheltered homeless adults in Eugene is significantly higher than in many other similarly-sized communities.

F. It is not just statistics that demonstrate the City's need for increased community

safety resources; community members have said there is a need too. A survey of Eugene voters in July 2018 demonstrated that the community strongly supports addressing the City's public safety needs. A vast majority of survey respondents (84%) believe that City officials should take steps to address issues that impact public safety. Follow-up community outreach confirmed the community's very real and growing concern about a delayed, or no, police response due to police resource levels.

G. Seeing the immediate, critical need for additional community safety services, in September 2018, the City Council approved spending \$8.6 million to add some limited capacity and maintain funding for several critical programs (often referred to as the "bridge funding"). When appropriating the bridge funding, the Council made clear its intent to find a long-term, sustainable funding source for the community safety system.

H. Without a new, permanent source of funds, the community safety services funded by the \$8.6 million bridge will end, and the gaps in the system will continue to widen. Specifically, response times will keep getting longer, an increasing number of calls will go unanswered, a higher percentage of violations and citations will not make it to the courts, safety concerns in parks, along pathways and in neighborhoods will continue to go unsolved, the little time currently available for proactive policing will dissipate, and fewer opportunities will be available to move homeless community members onto paths of wellness.

I. Making some of the systematic changes needed to alter the current trajectory of our safety system will cost an additional \$23.6 million per year. The \$23.6 million funding need is based on the following package of community safety services:

- Police services, including 40 patrol officers, 5 detectives, 4 sergeants, 10 community service officers, 9.5 staff for 911, animal welfare and traffic safety officers, and evidence control and forensic analysts.
- Fire and emergency medical services, including the creation of a 911 triage program and field triage/community response unit.
- Municipal court and prosecution services, including opening third courtroom, expanding community court and mental health court programs and adding 10 jail beds and increased jail services.
- Prevention and homelessness services, including adding emergency shelters, a day center and funding after school programs at Title 1 schools.

J. To fund the above-described package of services, the \$23.6 million would generally be allocated among the services as follows: 65% for police services; 10% for fire and emergency medical services; 15% for municipal court and prosecution services; and, 10% for prevention and homelessness services.

K. By increasing capacity and services with an additional \$23.6 million in funding, the community can expect that, as the safety system ramps-up over the next one to five years, the following will occur:

- Faster and more responsive police services.
- Increased proactive community policing by sworn officers, achieved through the use of Community Response Units and Community Service Officers (CSOs) that can provide public safety support to assist with non-emergency calls like routine crashes and retrieving stolen property.

- Crime deterrence through the establishment of a 10-person Street Crimes Unit that will proactively deter crimes and increase officer presence in neighborhoods.
- Implementation of prevention efforts aimed at keeping people and youth off the streets, such as adding homeless services that help people stabilize and improve their lives, strengthening the network of support with nonprofit and medical organizations to help reduce the number of people who chronically use the system, and growing youth programs to engage and help at-risk youth, including after-school programs, 15th Night and inclusion programs.
- More people who commit crimes will be held accountable through the addition of detectives to investigate crimes, the opening of a third courtroom to resolve cases more quickly, the addition of more prosecutors, court appointed attorneys and court staff, and the increase in the number of jail beds and probation officers.

L. Providing the community safety services necessary to achieve the above-described outcomes requires a new, long-term, sustainable funding source. As part of the effort to find a new funding source, the Council directed the formation of a Community Safety Revenue Team to make recommendations to the City Manager. The Revenue Team focused on identifying a funding mechanism that could raise the amount needed, would be stable and flexible, fair and feasible. The Revenue Team recommended a modest payroll tax to address the significant and urgent gaps in our system and to provide the services that those who live, visit and work in Eugene need, expect and deserve.

M. A payroll tax on both employers and employees provides the funds needed to bring our community safety services up to the level that the community is expecting and entitled to receive. The addition of this separate, dedicated, revenue source for community safety services, together with the City's current, stable budget, will make a real difference in how community safety services are provided throughout the City.

THE CITY OF EUGENE DOES ORDAIN AS FOLLOWS:

Section 1. Sections 3.720, 3.722, 3.724, 3.726, 3.728, 3.730, 3.732, 3.734, 3.736, and 3.738 of the Eugene Code, 1971, are added to provide as follows:

Community Safety Payroll Tax

3.720 **Payroll Tax – Purpose.** The provisions contained in sections 3.720 to 3.738 of this code are for the purpose of providing funding to increase community safety services through the adoption of a dedicated tax on wages, hereinafter referred to as the payroll tax.

3.722 **Payroll Tax - Definitions.** For the purposes of sections 3.720 through 3.738 of this code, the following words and phrases shall have the following meanings, unless the context requires otherwise:

City. The City of Eugene.

City Manager. The city manager or the city manager's designee.

Employer. Any of the following:

- (a) A person who is in such relation to another person that the person may control the work of that other person and direct the manner in which it is to be done;
- (b) An officer or employee of a corporation, or a member or employee of a partnership, who as such officer, employee or member is under a duty to perform the acts required of employers by ORS 316.167, 316.182, 316.197, 316.202 and 316.207;
- (c) The State of Oregon or any political subdivision of the state; or
- (d) An independent contractor.

Employee. An individual who renders personal services at a fixed rate to an employer if the employer either pays or agrees to pay for personal services or permits the individual to perform personal services.

Fixed Rate. Compensation based on the time spent in the performance of the services, on the number of operations accomplished or on the quantity produced or handled.

Independent Contractor. As defined in ORS 670.600.

Minimum Wage Employee. An employee working for the minimum wage rate established by ORS 653.025.

Tax Administrator. The city manager, the manager's designee, or any person or entity with whom the city manager contracts to perform those duties. More than one person or entity can concurrently serve as the tax administrator.

Wages. As defined in ORS 267.380(1)(c), (2)(b) – (c), and (2)(e) – (j).

3.724

Payroll Tax – Tax Imposed.

- (1) A tax is hereby imposed on every employer, except the federal government, State of Oregon or any political subdivision of the state, with a physical address in the city at a rate of 0.0021 of wages paid by the employer.
- (2) Notwithstanding subsection (1) of this section, the tax rate imposed on the first \$100,000 of wages paid by an employer with two or less employees is 0.0015.
- (3) A tax is hereby imposed on every employee working at an employer located in the city at a rate of 0.0044 of employee's wages.
- (4) Notwithstanding subsection (3) of this section, the tax rate imposed on every non-minimum wage employee making a wage of \$15.00/hour or less working at an employer located in the city is 0.0030 of the employee's wages.
- (5) Notwithstanding subsection (3) of this section, the tax rate imposed on every minimum wage employee working at an employer located in the city is 0.0000 of the employee's wages.
- (6) If an employer located in the city also has one or more business locations outside the city, no tax is owed by the employer or the employee for those hours an employee works at an employer's business location that is outside the city.
- (7) Every employer at the time of the payment of wages shall deduct and withhold from the total amount of the wages paid to employees an amount equal to the

total amount of wages multiplied by the rate of tax imposed under subsection (3), (4) or (5) of this section.

- 3.726** **Payroll Tax – Payment and Remittance.** The employer shall pay the tax imposed by 3.724(1) and (2), and remit the tax imposed by 3.724(3), (4) and (5), to the tax administrator quarterly, or less frequently than quarterly if directed by the rules adopted under section 3.732 of this code. The tax administrator is authorized to exercise all supervisory and administrative powers with regard to the enforcement, collection and administration of the wage tax, except any administrative rules may only be adopted by the city manager under section 3.732.
- 3.728** **Payroll Tax – Use.** Payroll tax revenue shall only be used to fund:
- (1) Police services, including but not limited to, patrol officers, detectives, sergeants, community service officers, 9-1-1 staff, animal welfare and traffic safety officers, and evidence control and forensic analysts;
 - (2) Fire and emergency medical services, including but not limited to, the creation of a 9-1-1 triage program and a field triage/community response unit;
 - (3) Municipal court and prosecution services, including but not limited to, staffing a third courtroom, expanding community court and mental health court programs and adding 10 jail beds and increased jail services;
 - (4) Prevention and homeless services, including but not limited to, adding emergency shelters, a day center and funding after school programs at Title I schools; and,
 - (5) Administration of the payroll tax.
- 3.730** **Payroll Tax – Interest and Penalties.** The city manager shall adopt administrative rules pursuant to section 2.019 of this code to specify the amount of penalties and interest that an employer must pay if the employer fails to timely pay or remit any tax imposed by this code. The amount of penalties and interest established by administrative rule shall be consistent with comparable provisions of state law.
- 3.732** **Payroll Tax – Implementing Rules.** The city manager may adopt regulations, procedures, forms, guides and written policies pursuant to section 2.019 of this code for implementation of sections 3.720 through 3.738 of this code, including but not limited to interest and penalties, collection and enforcement, appeals, and further clarification of the definitions contained in 3.722.
- 3.734** **Payroll Tax – Appeal.** Any person aggrieved by any decision under this code may appeal the decision in the manner provided by administrative rule adopted pursuant to section 2.019 of this code. The appeal shall be heard and determined as provided in the adopted administrative rule.
- 3.736** **Payroll Tax - Annual Audit.** The city manager shall contract with an outside auditor to prepare an annual written report on the use of the payroll tax revenue. The auditor shall ascertain and report on whether the tax revenue was used in compliance with the purpose and use set forth in sections 3.720 and 3.728 of this code. The city manager shall provide the report to the Council and make the report publicly available.
- 3.738** **Payroll Tax - Citizen Advisory Board.** The city manager shall convene a Citizen Advisory Board. The Citizen Advisory Board shall prepare an annual report, separate and distinct from the report prepared by the outside auditor, documenting

the city's use of the tax revenue and noting whether the tax revenue was spent in compliance with the purpose and use set forth in sections 3.720 and 3.728 of this code. The city manager shall provide the Citizen Advisory Board's report to the Council and make the report publicly available.

Section 2. Payroll tax revenues shall be budgeted and accounted for in a separate fund that is easily identifiable by members of the public.

Section 3. The purpose of the payroll tax is to raise additional revenue to be able to increase community safety services beyond what the City was able to fund in FY18 (before the \$8.6 "bridge" funding). Therefore, the Council will use, in accordance with Oregon budget law, the payroll tax revenues to supplement, and not replace, funding used in FY18 for community safety services.

Section 4. Notwithstanding Section 3, the Council may use payroll tax revenues to replace \$840,000 of downtown police services funding that is currently coming from the parking fund.

Section 5. In FY27, the Citizen Advisory Board established by section 3.738 of this code shall conduct a comprehensive review of the city's community safety system, use of the payroll tax revenues, and compliance with Section 3 and shall prepare and deliver a report to the city manager no later than March 31, 2027. The report shall include, but is not limited to, an analysis of the economic impacts of the payroll tax on businesses in the city and an analysis of the progress made toward achieving the following system outcomes: 1) increase the number of minutes per hour officers are available for community policing (currently, officer availability is approximately five minutes per hour); 2) reduce the number of calls for service per day to which no city personnel are dispatched to respond (currently, there is no response to approximately 80 calls for service per day); and, 3) reduce the number of minutes it takes city personnel to respond to non-emergency requests for service (currently, non-emergency response time is approximately 42 minutes).

Section 6. The city manager shall provide the Citizen Advisory Board's report to the Council and make the report publicly available. After receiving the report, the Council shall hold

a public hearing to hear community input regarding whether the payroll tax is accomplishing the objectives specified in Section 5, this Ordinance's findings, and the purpose specified in section 3.720. After reviewing the Citizen Advisory Board's report and public testimony, the City Council shall determine whether the payroll tax should continue. If the Council concludes that the payroll tax should continue, the Council shall adopt a resolution not later than June 30, 2027, referring continuation of the payroll tax to the voters. Unless the Council adopts such a resolution by June 30, 2027, and the voters subsequently vote to continue the payroll tax, the payroll tax shall terminate with respect to wages earned after December 31, 2028.

Section 7. No tax shall be owed under section 3.724 of this code on wages earned prior to July 1, 2020. The date after June 30, 2020, on which taxes shall first be owed shall be established by administrative rule adopted pursuant to section 2.019 of this code.

Section 8. The City Recorder, at the request of, or with the consent of the City Attorney, is authorized to administratively correct any reference errors contained herein, or in other provisions of the Eugene Code, 1971, to the provisions added, amended or repealed herein.

Passed by the City Council this

10th day of June, 2019.

Beth Forrest
City Recorder

Approved by the Mayor this

11 day of June, 2019.

Lucy Vinis
Mayor



Date: August 5, 2019
To: Beth Forrest, City Recorder
From: Kathryn P. Brotherton, City Attorney *KPB*
Subject: Scrivener Error Corrections / Ordinance No. 20616

It has come to our attention that reference errors exist in Ordinance No. 20616.

On June 10, 2019, the City Council adopted Ordinance No. 20616 (Payroll Tax) adding Sections 3.720, 3.722, 3.724, 3.726, 3.728, 3.730, 3.732, 3.734, 3.736, and 3.738 to the Eugene Code, 1971. However, prior to the Council's adoption of Ordinance No. 20616, on April 8, 2019, the City Council adopted Ordinance No. 20609 (Construction Excise Tax) applying Code section numbers 3.730, 3.732, 3.734, 3.736, and 3.738 to new Code sections adopted by that ordinance. At the time of Ordinance No. 20616's adoption, the Code sections adopted by Ordinance No. 20609 did not yet appear in the Eugene Code.

We consider the erroneous use of duplicate Code section numbers in Ordinance No. 20616 to be scrivener errors and, therefore, the Code sections adopted by Ordinance No. 20616, and all references to those sections in the Ordinance, should be renumbered.

Please effect scrivener error corrections to Ordinance No. 20616 so that the Code sections are renumbered to 3.750, 3.752, 3.754, 3.756, 3.758, 3.760, 3.762, 3.764, 3.766, and 3.768 as shown in legislative format on the copy of the Ordinance attached to this memo.

This correction is authorized by Section 8 of Ordinance No. 20616. Please attach a copy of this memo and its attachment to that Ordinance.

ORDINANCE NO. 20616

**AN ORDINANCE TO FUND COMMUNITY SAFETY SERVICES WITH A
PAYROLL TAX AND ADDING NEW SECTIONS TO THE EUGENE CODE,
1971.**

The City Council of the City of Eugene finds as follows:

A. Being safe, and feeling safe, is important to everyone. The City, through its community safety services, strives to make Eugene a safe and welcoming place for everyone to live, work, and do business.

B. The City's community safety services include the Eugene Police Department, the Eugene-Springfield Fire & EMS Department, Eugene Municipal Court, and multi-departmental efforts aimed at addressing and preventing homelessness. These City services provide the foundation needed to have accessible parks and natural resources, a prosperous economy, thriving arts and culture, and healthy, safe neighborhoods.

C. During the recession the City eliminated over 20% (\$30 million) of the general fund operating budget, primarily through efficiencies, reorganizations and trimming of some services. Recognizing the importance of providing safety services, during the recession and continuing today, the public safety budget has remained steady, at around 60% of the City's total general fund budget.

D. To better serve our community's expanding and changing public safety needs, the City has worked over the last five years to optimize available resources and become even more efficient in its provision of services. Programs such as the Community Outreach Response Team, Mental Health Court, and Community Court provide alternative paths out of the traditional public safety system, helping reduce overall demands on the system. Eugene-Springfield Fire implemented Basic Life Support response for non-life-threatening calls to the Fire Department and added an Advanced Life Support ambulance unit which has improved patient outcomes for some of the most critical emergency medical calls for service across both Eugene and Springfield. Increased CAHOOTS services provide mobile crisis intervention that responds to thousands of police calls for service every year providing critical behavioral health services. Using grant funding, Municipal Court was able to make improvements that reduced their case backlog by 20%. While all of these programs are positive additions to our community safety system, more needs to be done.

E. The community's need for safety services has continued to grow, outpacing City resources and resulting in critical gaps in the system. From 2014 to 2017, daily average calls for police services increased 21%, but staffing has remained flat. Homicide, rape, robbery, assault, sex offenses and family offenses have increased by 18% in that same time. Police response time has increased 86% from 23 minutes in 2014 to 42 minutes in 2017. Police are unable to respond to 1 in 3 non-life-threatening calls for service, an increase of 40%. Eugene Municipal Court handles 5,000 misdemeanor criminal cases (like theft, disorderly conduct, or driving under the influence) annually – second in the state to Multnomah County's Circuit Court. The number of unsheltered homeless adults in Eugene is significantly higher than in many other similarly-sized communities.

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Attachment to August 5, 2019 Scrivener Error Memo**

F. It is not just statistics that demonstrate the City's need for increased community safety resources; community members have said there is a need too. A survey of Eugene voters in July 2018 demonstrated that the community strongly supports addressing the City's public safety needs. A vast majority of survey respondents (84%) believe that City officials should take steps to address issues that impact public safety. Follow-up community outreach confirmed the community's very real and growing concern about a delayed, or no, police response due to police resource levels.

G. Seeing the immediate, critical need for additional community safety services, in September 2018, the City Council approved spending \$8.6 million to add some limited capacity and maintain funding for several critical programs (often referred to as the "bridge funding"). When appropriating the bridge funding, the Council made clear its intent to find a long-term, sustainable funding source for the community safety system.

H. Without a new, permanent source of funds, the community safety services funded by the \$8.6 million bridge will end, and the gaps in the system will continue to widen. Specifically, response times will keep getting longer, an increasing number of calls will go unanswered, a higher percentage of violations and citations will not make it to the courts, safety concerns in parks, along pathways and in neighborhoods will continue to go unsolved, the little time currently available for proactive policing will dissipate, and fewer opportunities will be available to move homeless community members onto paths of wellness.

I. Making some of the systematic changes needed to alter the current trajectory of our safety system will cost an additional \$23.6 million per year. The \$23.6 million funding need is based on the following package of community safety services:

- Police services, including 40 patrol officers, 5 detectives, 4 sergeants, 10 community service officers, 9.5 staff for 911, animal welfare and traffic safety officers, and evidence control and forensic analysts.
- Fire and emergency medical services, including the creation of a 911 triage program and field triage/community response unit.
- Municipal court and prosecution services, including opening third courtroom, expanding community court and mental health court programs and adding 10 jail beds and increased jail services.
- Prevention and homelessness services, including adding emergency shelters, a day center and funding after school programs at Title 1 schools.

J. To fund the above-described package of services, the \$23.6 million would generally be allocated among the services as follows: 65% for police services; 10% for fire and emergency medical services; 15% for municipal court and prosecution services; and, 10% for prevention and homelessness services.

K. By increasing capacity and services with an additional \$23.6 million in funding, the community can expect that, as the safety system ramps-up over the next one to five years, the following will occur:

- Faster and more responsive police services.
- Increased proactive community policing by sworn officers, achieved through the use of Community Response Units and Community Service Officers

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(CSOs) that can provide public safety support to assist with non-emergency calls like routine crashes and retrieving stolen property.

- Crime deterrence through the establishment of a 10-person Street Crimes Unit that will proactively deter crimes and increase officer presence in neighborhoods.
- Implementation of prevention efforts aimed at keeping people and youth off the streets, such as adding homeless services that help people stabilize and improve their lives, strengthening the network of support with nonprofit and medical organizations to help reduce the number of people who chronically use the system, and growing youth programs to engage and help at-risk youth, including after-school programs, 15th Night and inclusion programs.
- More people who commit crimes will be held accountable through the addition of detectives to investigate crimes, the opening of a third courtroom to resolve cases more quickly, the addition of more prosecutors, court appointed attorneys and court staff, and the increase in the number of jail beds and probation officers.

L. Providing the community safety services necessary to achieve the above-described outcomes requires a new, long-term, sustainable funding source. As part of the effort to find a new funding source, the Council directed the formation of a Community Safety Revenue Team to make recommendations to the City Manager. The Revenue Team focused on identifying a funding mechanism that could raise the amount needed, would be stable and flexible, fair and feasible. The Revenue Team recommended a modest payroll tax to address the significant and urgent gaps in our system and to provide the services that those who live, visit and work in Eugene need, expect and deserve.

M. A payroll tax on both employers and employees provides the funds needed to bring our community safety services up to the level that the community is expecting and entitled to receive. The addition of this separate, dedicated, revenue source for community safety services, together with the City's current, stable budget, will make a real difference in how community safety services are provided throughout the City.

THE CITY OF EUGENE DOES ORDAIN AS FOLLOWS:

Section 1. Sections ~~3.720, 3.722, 3.724, 3.726, 3.728, 3.730, 3.732, 3.734, 3.736, and 3.738~~ **3.750, 3.752, 3.754, 3.756, 3.758, 3.760, 3.762, 3.764, 3.766, and 3.768** of the Eugene Code, 1971, are added to provide as follows:

Community Safety Payroll Tax

~~3.720~~ 3.750 **Payroll Tax – Purpose.** The provisions contained in sections ~~3.720 to 3.738~~ **3.750 to 3.768** of this code are for the purpose of providing funding to increase community safety services through the adoption of a dedicated tax on wages, hereinafter referred to as the payroll tax.

~~3.722~~ 3.752 **Payroll Tax - Definitions.** For the purposes of sections ~~3.720 to 3.738~~ **3.750**

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to **3.768** of this code, the following words and phrases shall have the following meanings, unless the context requires otherwise:

City. The City of Eugene.

City Manager. The city manager or the city manager's designee.

Employer. Any of the following:

- (a) A person who is in such relation to another person that the person may control the work of that other person and direct the manner in which it is to be done;
- (b) An officer or employee of a corporation, or a member or employee of a partnership, who as such officer, employee or member is under a duty to perform the acts required of employers by ORS 316.167, 316.182, 316.197, 316.202 and 316.207;
- (c) The State of Oregon or any political subdivision of the state; or
- (d) An independent contractor.

Employee. An individual who renders personal services at a fixed rate to an employer if the employer either pays or agrees to pay for personal services or permits the individual to perform personal services.

Fixed Rate. Compensation based on the time spent in the performance of the services, on the number of operations accomplished or on the quantity produced or handled.

Independent Contractor. As defined in ORS 670.600.

Minimum Wage Employee. An employee working for the minimum wage rate established by ORS 653.025.

Tax Administrator. The city manager, the manager's designee, or any person or entity with whom the city manager contracts to perform those duties. More than one person or entity can concurrently serve as the tax administrator.

Wages. As defined in ORS 267.380(1)(c), (2)(b) – (c), and (2)(e) – (j).

3.724 3.754

Payroll Tax – Tax Imposed.

- (1) A tax is hereby imposed on every employer, except the federal government, State of Oregon or any political subdivision of the state, with a physical address in the city at a rate of 0.0021 of wages paid by the employer.
- (2) Notwithstanding subsection (1) of this section, the tax rate imposed on the first \$100,000 of wages paid by an employer with two or less employees is 0.0015.
- (3) A tax is hereby imposed on every employee working at an employer located in the city at a rate of 0.0044 of employee's wages.
- (4) Notwithstanding subsection (3) of this section, the tax rate imposed on every non-minimum wage employee making a wage of \$15.00/hour or

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less working at an employer located in the city is 0.0030 of the employee's wages.

- (5) Notwithstanding subsection (3) of this section, the tax rate imposed on every minimum wage employee working at an employer located in the city is 0.0000 of the employee's wages.
- (6) If an employer located in the city also has one or more business locations outside the city, no tax is owed by the employer or the employee for those hours an employee works at an employer's business location that is outside the city.
- (7) Every employer at the time of the payment of wages shall deduct and withhold from the total amount of the wages paid to employees an amount equal to the total amount of wages multiplied by the rate of tax imposed under subsection (3), (4) or (5) of this section.

~~3.726~~ 3.756 **Payroll Tax – Payment and Remittance.** The employer shall pay the tax imposed by ~~3.724~~ **3.754**(1) and (2), and remit the tax imposed by ~~3.724~~ **3.754**(3), (4) and (5), to the tax administrator quarterly, or less frequently than quarterly if directed by the rules adopted under section ~~3.732~~ **3.762** of this code. The tax administrator is authorized to exercise all supervisory and administrative powers with regard to the enforcement, collection and administration of the wage tax, except any administrative rules may only be adopted by the city manager under section ~~3.732~~ **3.762**.

~~3.728~~ 3.758 **Payroll Tax – Use.** Payroll tax revenue shall only be used to fund:

- (1) Police services, including but not limited to, patrol officers, detectives, sergeants, community service officers, 9-1-1 staff, animal welfare and traffic safety officers, and evidence control and forensic analysts;
- (2) Fire and emergency medical services, including but not limited to, the creation of a 9-1-1 triage program and a field triage/community response unit;
- (3) Municipal court and prosecution services, including but not limited to, staffing a third courtroom, expanding community court and mental health court programs and adding 10 jail beds and increased jail services;
- (4) Prevention and homeless services, including but not limited to, adding emergency shelters, a day center and funding after school programs at Title I schools; and,
- (5) Administration of the payroll tax.

~~3.730~~ 3.760 **Payroll Tax – Interest and Penalties.** The city manager shall adopt administrative rules pursuant to section 2.019 of this code to specify the amount of penalties and interest that an employer must pay if the employer fails to timely pay or remit any tax imposed by this code. The amount of penalties and interest established by administrative rule shall be consistent with comparable provisions of state law.

~~3.732~~ 3.762 **Payroll Tax – Implementing Rules.** The city manager may adopt regulations, procedures, forms, guides and written policies pursuant to section 2.019 of this code for implementation of sections ~~3.720 to 3.738~~ **3.750 to 3.768** of this code, including but not limited to interest and penalties, collection and enforcement, appeals, and further clarification of the definitions contained in ~~3.722~~ **3.752**.

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- 3.734 3.764** **Payroll Tax – Appeal.** Any person aggrieved by any decision under this code may appeal the decision in the manner provided by administrative rule adopted pursuant to section 2.019 of this code. The appeal shall be heard and determined as provided in the adopted administrative rule.
- 3.736 3.766** **Payroll Tax - Annual Audit.** The city manager shall contract with an outside auditor to prepare an annual written report on the use of the payroll tax revenue. The auditor shall ascertain and report on whether the tax revenue was used in compliance with the purpose and use set forth in sections ~~3.720 and 3.728~~ **3.750 and 3.758** of this code. The city manager shall provide the report to the Council and make the report publicly available.
- 3.738 3.768** **Payroll Tax - Citizen Advisory Board.** The city manager shall convene a Citizen Advisory Board. The Citizen Advisory Board shall prepare an annual report, separate and distinct from the report prepared by the outside auditor, documenting the city's use of the tax revenue and noting whether the tax revenue was spent in compliance with the purpose and use set forth in sections ~~3.720 and 3.728~~ **3.750 and 3.758** of this code. The city manager shall provide the Citizen Advisory Board's report to the Council and make the report publicly available.

Section 2. Payroll tax revenues shall be budgeted and accounted for in a separate fund that is easily identifiable by members of the public.

Section 3. The purpose of the payroll tax is to raise additional revenue to be able to increase community safety services beyond what the City was able to fund in FY18 (before the \$8.6 "bridge" funding). Therefore, the Council will use, in accordance with Oregon budget law, the payroll tax revenues to supplement, and not replace, funding used in FY18 for community safety services.

Section 4. Notwithstanding Section 3, the Council may use payroll tax revenues to replace \$840,000 of downtown police services funding that is currently coming from the parking fund.

Section 5. In FY27, the Citizen Advisory Board established by section ~~3.738~~ **3.768** of this code shall conduct a comprehensive review of the city's community safety system, use of the payroll tax revenues, and compliance with Section 3 and shall prepare and deliver a report to the city manager no later than March 31, 2027. The report shall include, but is not limited to, an analysis of the economic impacts of the payroll tax on businesses in the city and an analysis of

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the progress made toward achieving the following system outcomes: 1) increase the number of minutes per hour officers are available for community policing (currently, officer availability is approximately five minutes per hour); 2) reduce the number of calls for service per day to which no city personnel are dispatched to respond (currently, there is no response to approximately 80 calls for service per day); and, 3) reduce the number of minutes it takes city personnel to respond to non-emergency requests for service (currently, non-emergency response time is approximately 42 minutes).

Section 6. The city manager shall provide the Citizen Advisory Board's report to the Council and make the report publicly available. After receiving the report, the Council shall hold a public hearing to hear community input regarding whether the payroll tax is accomplishing the objectives specified in Section 5, this Ordinance's findings, and the purpose specified in section ~~3.720~~ **3.750**. After reviewing the Citizen Advisory Board's report and public testimony, the City Council shall determine whether the payroll tax should continue. If the Council concludes that the payroll tax should continue, the Council shall adopt a resolution not later than June 30, 2027, referring continuation of the payroll tax to the voters. Unless the Council adopts such a resolution by June 30, 2027, and the voters subsequently vote to continue the payroll tax, the payroll tax shall terminate with respect to wages earned after December 31, 2028.

Section 7. No tax shall be owed under section ~~3.724~~ **3.754** of this code on wages earned prior to July 1, 2020. The date after June 30, 2020, on which taxes shall first be owed shall be established by administrative rule adopted pursuant to section 2.019 of this code.

Section 8. The City Recorder, at the request of, or with the consent of the City Attorney, is authorized to administratively correct any reference errors contained herein, or in other provisions of the Eugene Code, 1971, to the provisions added, amended or repealed herein.

Passed by the City Council this

10th day of June, 2019.

/s/

City Recorder

Approved by the Mayor this

11th day of June, 2019.

/s/

Mayor

Executive Summary

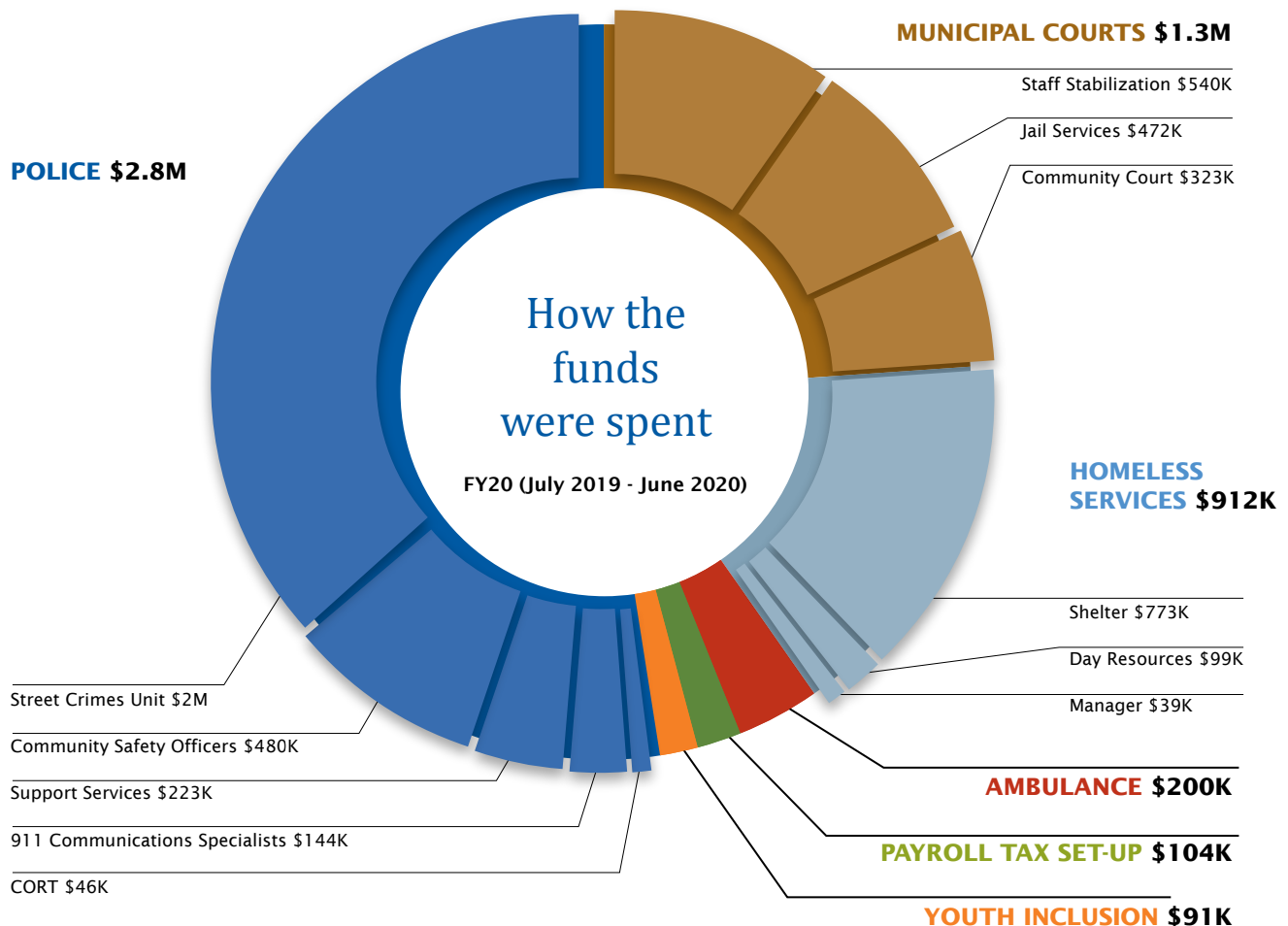
As a community-led oversight body, the Community Safety Initiative Advisory Board (CAB) prepares an annual report that documents the City's use of CSI tax revenue and determines if the revenue was spent in compliance with the ordinance (section 3.750 to 3.768). monitors the City of Eugene's collection and spending of the payroll tax.

The CAB concluded that the one-time bridge funding was used to stabilize and enhance community safety services across Eugene, meeting the Council's intent and complying with the limitations and restrictions outlined in Community Safety Payroll Tax Ordinance (No. 20616). It was also noted that due to the fiscal impact of the COVID-19 pandemic, the City reduced the FY20 budget for the Community Safety Initiative (CSI) spending from \$9.3 million to about \$6.1 million. This included not proceeding with a \$3 million interfund loan from the General Fund. In FY20, \$5.6 million was actually spent to stabilize and enhance community safety services across Eugene.

The Community Safety Initiative was designed to be a systems-wide approach that serves the community in an equitable and inclusive manner.

When the Community Safety Initiative was developed in 2018 and 2019, the Eugene City Council approved a set of desired outcomes, which were based on information about identified needs and gaps in services as well as input from the community and other best practices, including recommendations from the 21st Century Policing Task Force. They included building trust, increasing safety, focusing on prevention and strengthening partnerships. Within each of those outcomes there were also more specific measures, e.g., resolving cases more quickly, reducing response time, enhancing staff training, and increasing services for community members.

INVESTING \$5.6 MILLION TO LAY THE FOUNDATION FOR ACHIEVING DESIRED OUTCOMES



KEEPING THE COMMUNITY SAFE

A key component of the Community Safety Initiative was using a collaborative approach to connect people to social services and medical care. While that would help reduce demands on the Community Safety System – even more importantly – it would help people turn their lives around.

The focus was on keeping the community safe by responding when people need help, resolving issues and focusing on prevention.



HIGHLIGHTS OF ACHIEVEMENTS FROM JULY 2019 TO JUNE 2020



Added services for individuals experiencing homelessness

- Provided safe and stable overnight parking program support to 119 people at over 40 locations
- Supported services to more than 3,000 people through the Lindholm Center
- Expanded the Dusk to Dawn Shelter to year-round and accommodated 192 people nightly
- Supported youth-homelessness prevention services (15th Night) and expansion to Willamette and Sheldon High Schools
- Leased a building that will become the Day Resource Center
- Added new Conestoga Huts to Rest Stops



Improved response

- Added 10 trained 911 dispatchers, increasing staff by one-third with the goal of reducing wait times, enhancing response and reducing exhaustive mandatory overtime
- Addressed criminal activity through a 10-officer Street Crimes Unit with sergeant supervisor, seizing illegal drugs, addressing problem drug houses, taking more than 100 guns off the streets and recovering stolen items, including vehicles
- Expanded ability to respond to non-emergency calls by adding five Community Safety Officers
- Hired Inclusion Coordinator and served more than 70 local youth with significant behavioral challenges so they could successfully participate in and complete Recreation programs.
- Stabilized Ambulance Transport funding. More than 21,000 medical calls were made in Eugene in FY20.



Strengthened court, diversion programs and jail services

- Added space for Community Court program to expand services to offer social services as an alternative to sanctions
- Started a new virtual court to continue serving the community during the pandemic
- Maintained Municipal Court's specialty courts, including Mental Health Court that expanded its services
- Increased jail beds by 10 to help reduce releases when jail facilities reach capacity

LAYING THE FOUNDATION FOR FUTURE SUCCESS

Despite the pandemic, significant progress was made to improve the community safety system and make it more responsive to the community. Some accomplishments are noted here, the full report that follows presents even more. In FY21, the City undertook a significant engagement process to learn more about how City services could best respond to people from diverse communities, including Black, Indigenous and People of Color (BIPOC) and Lesbian, Gay, Transgender, Queer and others (LGBTQ+). That work will be reported in the FY21 report.

