



Eugene City Council

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EUGENE CITY COUNCIL AGENDA

September 14, 2020

5:30 p.m. CITY COUNCIL WORK SESSION

Due to Governor Brown's Stay Home, Save Lives Executive Order to combat the spread of Covid-19, this meeting will 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 14, 2020;
Her Honor Mayor Lucy Vinis Presiding**

Councilors

Emily Semple, President
Mike Clark
Chris Pryor
Betty Taylor

Jennifer Yeh, Vice President
Greg Evans
Claire Syrett
Alan Zelenka

5:30 p.m. CITY COUNCIL WORK SESSION

- 1. WORK SESSION and POSSIBLE ACTION: Resolution Concerning Compensation for the Members of the Ad Hoc Committee on Police Policy for Committee Meeting Hours**
- 2. WORK SESSION and POSSIBLE ACTION: Community Safety Initiative Workshops for Communities of Color**

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



Compensation for Ad Hoc Committee on Police Policy

Meeting Date: September 16, 2020
Department: Central Services
www.eugene-or.gov

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

ISSUE STATEMENT

On July 20, 2020, City Council created an Ad Hoc Committee on Police Policy and passed a motion requesting the City Manager to return to Council with a funding strategy for compensating the members of the Committee at \$15/hour for all meeting hours or an equivalent stipend as well as a mechanism for payment to committee members. The purpose of this work session is for council discussion and potential action on the proposed compensation mechanism and funding source.

BACKGROUND

On July 20, 2020, City Council passed a motion to create an ad hoc committee comprised of 30 members to review current police policies related to Campaign Zero's outlined policy solutions and the President's Task Force on 21st Century Policing and submit a report to the City Council recommending changes to current policy by January 31, 2021. The committee shall be comprised of 30 members and will dissolve at the completion of the report.

The committee will include two representatives from:

- Eugene Police Commission
- Human Rights Commission
- Civilian Review Board
- Black Unity
- Centro Latino Americano
- LULAC
- NAACP
- Blacks in Government
- Transponder
- 15th Night Youth Advisory Committee
- Asian/Pacific Islander Community Action Team
- Eugene Islamic Center
- Community Indigenous Peoples

Each group was asked to provide two representatives to serve on the ad hoc committee by September 1, 2020. In addition, the mayor will appoint four members to the ad hoc committee. On July 20, 2020, City Council also passed the following motion to compensate the committee

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members for participating on the ad hoc committee:

Move to direct the City Manager to return to Council in September with a funding strategy for compensating the ad hoc committee members at \$15.00/hour for all meeting hours or an equivalent stipend and the mechanism for establishing the \$15.00/hour or equivalent stipend payment to the committee members as an official compensation package.

The purpose of compensation for committee members is to remove financial barriers incurred by committee members when attending meetings (i.e., child care, time off work, etc.); help eliminate some barriers to participating as a member; and, increase the number of individuals willing and able to serve as committee members.

Council discussed two options for compensating members: \$15/hour for all meeting hours or equivalent stipend payment. Staff estimate there will be 9 to 12 meetings held to complete the report for council by January 31, 2021. Each meeting will be two (2) hours. The range of cost for compensating 30 committee members is \$8,100 to \$10,800. Each member who attends the estimated number of two-hour meetings will receive a lump sum payment of \$270 to \$360. The funding source identified for compensating committee members is the Council Contingency Fund. The FY21 council contingency budget is \$12,000.

The proposed mechanism for reimbursement is a stipend to be paid in one lump sum no later than January 31, 2021. Attachment A, Section 1 and 2 (Resolution Concerning Compensation for Members of the Ad Hoc Committee on Police Policy for Committee Meeting Hours) includes the following:

- Each member of the Ad Hoc Committee will receive \$30.00 for every two-hour meeting attended by the member.
- If a committee member attends one-hour or less of a meeting, the member shall receive \$15 for that meeting.
- If a committee member attends more than one-hour the member will receive \$30 for that meeting.
- Members will receive one lump sum payment for their participation no later than January 31, 2021.

PREVIOUS COUNCIL DIRECTION

Motion passed 7/20/20:

Move to direct the City Manager to return to Council in September with a funding strategy for compensating the ad hoc committee members at \$15.00/hour for all meeting hours or an equivalent stipend and the mechanism for establishing the \$15.00/hour or equivalent stipend payment to the committee members as an official compensation package.

COUNCIL OPTIONS

1. Adopt the resolution as written, establishing an official compensation policy for the ad hoc committee members at \$15/hour for each two-hour ad hoc committee meeting, with payment made to committee members in a lump sum no later than January 31, 2021.
2. Specify changes to the compensation policy set out in the resolution.

CITY MANAGER RECOMMENDATION

City Manager recommends adopting the Resolutions Concerning Compensation for the Members of the Ad Hoc Committee on Police Policy for Committee Meeting Hours and using the Council Contingency Fund to pay for member compensation.

POTENTIAL MOTION FOR RESOLUTION:

1. Move to adopt a Resolution Concerning Compensation for the Members of the Ad Hoc Committee on Police Policy for Committee Meeting Hours.

POTENTIAL MOTION(S) FOR FUNDING SOURCE:

1. Move to use the Council Contingency Fund as the funding source for members of the Ad Hoc Committee on Police Policy for Committee Meeting Hours.
2. Move to use [Council specified change] as the funding source for members of the Ad Hoc Committee on Police Policy for Committee Meeting Hours.

ATTACHMENTS

- A. Resolution Concerning Compensation for the Members of the Ad Hoc Committee on Police Policy for Committee Meeting Hours

FOR MORE INFORMATION

Staff Contact: Kristie Hammitt
Telephone: 541-682-5524
Staff E-Mail: khammitt@eugene-or.gov

RESOLUTION NO. _____**A RESOLUTION CONCERNING COMPENSATION FOR THE MEMBERS OF THE AD HOC COMMITTEE ON POLICE POLICY FOR COMMITTEE MEETING HOURS.****The City Council of the City of Eugene finds that:**

A. On July 20, 2020, the City Council created an ad hoc committee to review current police policies related to Campaign Zero's outlined policy solutions and the President's Task Force on 21st Century Policing ("Ad Hoc Committee"). In addition to reviewing the policies, the Ad Hoc Committee is to prepare and submit a report to the City Council recommending policy changes to current police policy. This work is to be completed by January 31, 2021.

B. Also on July 20, 2020, the City Council passed a motion directing the City Manager to return to Council with a funding strategy for compensating the members of the Ad Hoc Committee at \$15/hour for all meeting hours or an equivalent stipend as well as the mechanism for establishing the \$15/hour or equivalent stipend payment to the committee members as an official compensation package.

C. Based on information from City Staff, the committee meetings will be two hours long and it is anticipated there will be nine to twelve meetings held between September 15, 2020, and January 31, 2021.

D. Compensating members of the Ad Hoc Committee for the time they participate in meetings is intended to: offset actual costs incurred by the committee members when attending meetings (*i.e.*, child care, time off work, *etc.*); help eliminate some barriers to participating as a member; and, increase the number of individuals willing and able to serve as committee members.

E. Members of the Ad Hoc Committee will be "public officials" as that term is defined in ORS 244.020(15). Oregon Ethics Law prohibits the committee members from receiving a financial benefit that they would not have received but for the person serving as a member of the Ad Hoc Committee unless, among other exceptions, the financial benefit is "part of an official compensation package as determined by the public body that the public official serves."

F. The City Council desires to adopt this official compensation package for the members of the Ad Hoc Committee.

NOW, THEREFORE,

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF EUGENE, a Municipal Corporation of the State of Oregon, as follows:

Section 1. Each member of the Ad Hoc Committee shall receive \$30.00 for every two-hour Ad Hoc Committee meeting attended by the member. If a member of the Ad Hoc Committee

attends one hour or less of a meeting, the member shall receive \$15.00 for that meeting. If a committee member attends more than one hour of a meeting, the member shall receive the full \$30.00.

Section 2. Members of the Ad Hoc Committee shall receive payment in one lump sum no later than January 31, 2021.

Section 3. This Resolution is effective immediately upon its passage by the City Council.

The foregoing Resolution adopted the ____ day of _____, 2020.

City Recorder

EUGENE CITY COUNCIL AGENDA ITEM SUMMARY



Work Session: CSI Workshops for Communities of Color

Meeting Date: September 14, 2020
Department: Central Services
www.eugene-or.gov

Agenda Item Number: 2
Staff Contact: Michael Kinnison
Contact Telephone Number: 541-682-5500

ISSUE STATEMENT

At its work session on July 20, 2020, City Council directed the City Manager to convene workshops with organizations representing Communities of Color to specify changes or additions to the Community Safety Initiative that would best respond to the needs of their communities. Staff will provide an update including which organizations will be included, the process, and timeline, and Council will have the opportunity to modify or approve the proposed plan.

BACKGROUND

Community Safety Initiative Background

In 2016, City Council initiated a process to collect information regarding community safety and to begin to undertake budget and policy changes to address concerns about the overall sense of safety and livability throughout the city, including issues related to homelessness, prevention services, municipal court, emergency medical services, and police. This work was based on a set of objectives endorsed by the City Council in June 2016, which included the following:

- *Implement community-based problem solving and restorative justice*
- *Reduce crime and recidivism and minimize repeat customers*
- *Provide individualized treatment for community members*
- *Ensure high system cooperation and compatibility*
- *Strive for quick and swift resolution of cases*
- *Involve, listen to and build trust in the community, including victims*
- *Work for adaptability of the system and ability to re-evaluate and adjust as needed*

In 2018, City Council had four work sessions to understand and address growing deficiencies across the community safety system. Data presented indicated that while staffing levels remained relatively flat, calls for police service increased 21 percent from 2014 to 2017, one out of three non-life-threatening police calls for service received no response, and general response times increased by 20 minutes. Two surveys of city residents were completed in 2018 that provided additional information regarding perceptions of safety and possible allocations of public safety resources.

In June 2019, City Council passed a payroll tax ordinance to provide long-term funding of the Community Safety Initiative. The Community Safety Payroll Tax was expected to generate \$23.6

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million annually. In November 2019, voters approved a charter amendment that caps the payroll tax rates and limits the use of the funds to community safety services (i.e. police, fire/emergency medical, municipal court, prevention and homeless) and tax administration.

While these future payroll tax revenues are required to be applied towards community safety, there is flexibility within the City code to meet changing needs by reallocating resources within the Community Safety Initiative.

Engaging Communities of Color

The Community Safety Initiative (CSI) was designed to be a systems-wide approach that serves the Eugene community in an equitable and inclusive manner. In addition to the broader outreach efforts of the CSI, opportunities for communities of color to engage with the process included speaker presentations to the LatinX Alliance, Integration Network for Immigrants of Lane County and Grupo Latino Accion Directa, a Spanish language survey, and an event booth at Fiesta Cultural.

The death of George Floyd, a 46-year old African American, who was killed by police on May 25, 2020, in Minneapolis, Minnesota and the national and local response to police violence against African-Americans has refocused calls for police reform including calling for defunding the police, reallocating dollars towards other types of community safety responses, and providing more social service response to certain calls for service. The June 22, 2020, public hearing on the FY21 Proposed Budget included testimony from many community members who expressed these interests. On June 22, 2020, Council committed to holding a work session on July 20 to discuss public safety funding.

At the work session on July 20, 2020, City Council directed the City Manager to convene workshops with organizations representing Communities of Color to specify changes or additions to the Community Safety Initiative that would best respond to the needs of their communities. Council directed the City Manager to return to Council in September 2020 with a report on which organizations have or will be included in these workshops, the process, and the timeline.

The intention for this phase of engagement is to invite a broad cross section of organizations and leaders within communities of color to learn about the development of the CSI and listen to their perspective on how the intended outcomes align with the public safety priorities within their communities. Many of the organizations on the recommended participants list were not specifically engaged previously and we hope to hear new voices and perspectives as part of this effort. Re-engaging communities of color on this issue is important at this critical moment in the community conversation around policing and public safety, and this effort will help to ensure the needs and priorities of underserved members of our community are reflected in the CSI.

A proposed list of organizations, process, and timeline is attached (Attachment A).

PREVIOUS COUNCIL DIRECTION

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

MOTION: I move to Direct the City Manager to convene workshops with organizations representing Communities of Color to specify changes or additions to the Community Safety

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*Initiative that would best respond to the needs of their communities; and to return to Council in September with a report on which organizations have or will be included, process, and timeline.
(motion passed)*

COUNCIL OPTIONS

Council could adopt the process (including organizations and timelines) as presented in Attachment A, make changes to the process, or request additional information before taking action.

POSSIBLE MOTION

I move to direct the City Manager to convene workshops with organizations representing Communities of Color to specify changes or additions to the Community Safety Initiative with the proposed process as presented in Attachment A.

I move to direct the City Manager to convene workshops with organizations representing Communities of Color to specify changes or additions to the Community Safety Initiative with the following modifications to the process in attachment A _____.

ATTACHMENTS

- A. Proposed Workshop Plan

FOR MORE INFORMATION

Contact: Michael Kinnison
Telephone: 541-682-5500
Staff E-Mail: MKinnison@eugene-or.gov

ATTACHMENT A: Proposed Workshop Plan

Purpose
To provide an opportunity for organizations representing Communities of Color to specify changes or additions to the Community Safety Initiative (CSI) that would best respond to the needs of their communities
Workshop Invitation List
<p>Human Rights and Neighborhood Involvement will invite and engage with the following organizations:</p> <p>Asian and Pacific Islander Community Action Team Bethel Temple Black Unity Blacks in Government Centro Latino Americano Chinese American Benevolent Association (CABA) Community Indigenous People's Group DisOrient Eugene Arte Latino Eugene Human Rights Commission Eugene Islamic Center Huerto de la Familia Jewish Community Relations Council Jewish Federation of Lane County La E-Kiss LCC Longhouse LULAC NAACP Native Community Philippine American Association of Lane County (PAALC) Powerhouse Worship Center Temple Beth Israel The Father's House Transponder Whole Eugene Community United</p> <p>Invitees may also include representatives from 4J and Bethel School Districts, UO and LCC (including student-led organizations) and key informal leaders engaged in work with communities of color that may not be affiliated with a particular organization.</p>
Process
<p>Provide Community Safety Initiative (CSI) informational session with Q&A Provide opportunity for Participants/Organizations to submit additional questions about CSI following informational session/Q&A</p>

Host CSI Q&A and Listening Session
Solicit Additional Feedback on recommended changes or additions to the CSI
Compile and present report

Note: All sessions will be recorded and available for viewing after their scheduled times to increase access to information.

Timeline

September:

Council provides direction on proposed plan
Staff connect with organizations, schedule and prepare informational session with Q&A

October:

Host CSI informational session with Q&A
Organizations submit additional questions about CSI following the informational session/Q&A
Host CSI Q&A and Listening session
Staff outreach to solicit/collect additional feedback on recommended changes or additions to the CSI

November

Staff compile and present report