



Eugene City Council

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EUGENE CITY COUNCIL AGENDA

May 8, 2023

5:30 p.m. CITY COUNCIL WORK SESSION

City Council meetings will continue to be held in hybrid format using in person and 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 May 8, 2023; Her Honor Mayor Lucy Vinis Presiding

Councilors

Randy Groves, President
Alan Zelenka
Greg Evans
Emily Semple

Matt Keating, Vice President
Jennifer Yeh
Mike Clark
Lyndsie Leech

5:30 p.m. CITY COUNCIL WORK SESSION

- 1. WORK SESSION: Police Auditor Employment Contract**
- 2. WORK SESSION: Climate-Friendly and Equitable Communities Implementation Update**

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



Work Session: Police Auditor Employment Contract

Meeting Date: May 8, 2023
Department: Central Services
www.eugene-or.gov

Agenda Item Number: 1
Staff Contact: Kathryn Brotherton
Contact Telephone Number: 541-682-8447

ISSUE STATEMENT

This work session is an opportunity for the Council to discuss and decide the salary terms of Police Auditor Leia Pitcher's employment contract.

BACKGROUND

The City Charter vests the City Council with the sole authority and responsibility to hire, supervise and specify the salary of an independent police auditor to oversee investigations of complaints involving police employees. In February 2021, Mark Gissiner retired from his position as Eugene's Police Auditor. On February 17, 2021, the Council unanimously voted to appoint Deputy Police Auditor Leia Pitcher as the Interim Police Auditor and authorized the Council President to execute an employment agreement with Leia. The Interim Police Auditor's employment contract remains in effect until a new employment contract is executed.

On October 24, 2022, the Council unanimously voted to appoint Interim Police Auditor Leia Pitcher as the Police Auditor and authorized Council Leadership to negotiate and execute an employment agreement with Pitcher with an annual salary falling within the range of \$119,038 - \$153,504. On March 1 Council Leadership offered Pitcher a salary of \$137,945.60, a salary within the Council-authorized range and equivalent to Grade 11, Step 5 of the recently established non-represented pay scales. On April 12 Pitcher responded to the offer requesting a salary of \$172,265.60, a salary equivalent to Grade 12, Step 9 of the non-rep pay scales.

Salary Range

As noted above, the salary range for the Police Auditor position established by Council on October 24, 2022, is \$119,038 - \$153,504. Grade 11 (\$119,392.00 - \$161,158.40) of the non-represented pay scales is the closest equivalent salary range to the Council's previously established salary range. Attachment A to this AIS is the Non-Represented Pay Scales.

Pitcher requests that the Council establish a salary range for the Police Auditor position at Grade 12 (\$131,331.20 - \$177,278.40). Attachment B to this AIS is Pitcher's April 12 email to Council Leadership explaining why the Police Auditor position should have a Grade 12 salary range.

In order to make a recommendation to Council regarding whether the salary range for the Police Auditor should remain at Grade 11 or move up to Grade 12, Council Leadership requested market data for the position. Attachment C to this AIS is market data for roughly comparable police auditor positions (based on job descriptions and minimum requirements to hold the position) in cities of populations ranging from 104,175 to 958,000 throughout the United States. Based on the level of responsibility of the City's Police Auditor position and the market data of comparable positions set forth in Attachment C, Council Leadership believes Grade 11 is the appropriate salary range for the Eugene Police Auditor position.

Pay Placement within the Salary Range

Separate and distinct from the salary range that Council establishes for the Police Auditor *position* is Council's placement of Pitcher within the position's salary range. As noted above, Council Leadership offered Pitcher a salary of \$137,954.60; this salary is equivalent to Step 5 of Grade 11. Council Leadership based their Step 5 offer on Pitcher's experience as the Deputy Police Auditor and the desire to award Pitcher an increase over her current, Interim Police Auditor, salary. The offered starting salary of \$137,945.60 is an approximately 8% increase over Pitcher's current interim salary of \$127,795.

Pitcher requests that the Council place her at Step 9 of Grade 12. Attachment B to this AIS is Pitcher's April 12 email to Council Leadership explaining why she should be placed at Step 9 of the Grade 12 salary range.

Upon receiving Pitcher's April 12 email requesting a Step 9 (Grade 12) salary, Council Leadership requested that the ERC review Pitcher's pay-placement consistent with the process established for the City's non-represented employees. The City's pay placement process considers the minimum requirements of a position, a person's education, and a person's prior work experience. Generally, prior work experience is reflected in the pay placement analysis in one of five ways: (1) time in the same job classification (100% credit); (2) time in a relevant position at the same/similar level (100% credit); (3) time in a relevant position at a lower level (50% credit); (4) time in a partially relevant position (25% credit); and, (5) time in a non-relevant position (no credit).

The minimum requirements for holding the Eugene Police Auditor position are a law degree and five years of experience overseeing administrative investigations. Based on the ERC's pay-placement analysis of Pitcher's education and work experience, Pitcher places at Step 4. This Step 4 placement reflects 50% credit for the years that Pitcher held the Deputy Police Auditor position (a position that is at a lower level than the Police Auditor position for which she is currently being pay placed). The Step 4 pay placement reflects 100% credit for her 2.08 years serving as the Interim Police Auditor.

While recognizing that the ERC's pay placement analysis puts Pitcher at Step 4, Council Leadership believes that placing Pitcher at Step 5 (of Grade 11) remains appropriate and recommends that pay placement to the Council.

PREVIOUS COUNCIL ACTION

February 17, 2021 Council Work Session

MOTION AND VOTE: Councilor Yeh, seconded by Councilor Syrett, moved to appoint Deputy Police Auditor Leia Pitcher as the Interim Police Auditor and authorize the Council President to execute the Interim Police Auditor employment agreement set forth in Attachment A.

PASSED: 7:0

June 15, 2022 Council Work Session

MOTION AND VOTE: Councilor Keating, seconded by Councilor Groves, moved to obtain feedback from internal and external stakeholders regarding Interim Police Auditor Leia Pitcher to help inform Council decisions regarding how to proceed filling the Police Auditor position. PASSED: 8:0

October 24, 2022 Council Work Session

MOTION AND VOTE: Councilor Evans, seconded by Councilor Keating, moved to fill the vacant Police Auditor position through direct appointment by extending an offer of employment to Deputy Police Auditor Leia Pitcher and to authorize Council Leadership to negotiate and execute an employment agreement with Leia with an annual salary falling within the range of \$119,038 - \$153,504. PASSED: 7:0.

COUNCIL LEADERSHIP REQUESTED MOTION

Move to authorize the Council President to execute an Employment Contract with Police Auditor Leia Pitcher that: 1) establishes a Police Auditor salary equivalent to Grade 11 of \$119,392 to \$161,158.40, with the range adjusting consistent with COLA adjustments for non-represented staff; 2) places Pitcher at Step 5 of the established salary range for a salary of \$137,945; and 3) makes this salary retroactive to Pitcher's hire date of October 24, 2022.

ATTACHMENTS

- A. Non-Represented Pay Scales
- B. April 12, 2023, Email from Leia Pitcher to Council Leadership
- C. Civilian Police Auditor Market Data

FOR MORE INFORMATION

Staff Contact: Kathryn Brotherton
Telephone: 541- 682-8447
Staff E-Mail: kbrotherton@eugene-or.gov

Non-Rep Salary Grades and Steps										
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$53,476.80	\$55,265.60	\$57,054.40	\$58,843.20	\$60,632.00	\$62,420.80	\$64,209.60	\$65,998.40	\$67,787.20	\$69,513.60
2	\$57,761.60	\$59,696.00	\$61,630.40	\$63,564.80	\$65,499.20	\$67,433.60	\$69,368.00	\$71,302.40	\$73,236.80	\$75,088.00
3	\$62,379.20	\$64,459.20	\$66,539.20	\$68,619.20	\$70,699.20	\$72,779.20	\$74,859.20	\$76,939.20	\$79,019.20	\$81,099.20
4	\$67,995.20	\$70,262.40	\$72,529.60	\$74,796.80	\$77,064.00	\$79,331.20	\$81,598.40	\$83,865.60	\$86,132.80	\$88,379.20
5	\$74,110.40	\$76,585.60	\$79,060.80	\$81,536.00	\$84,011.20	\$86,486.40	\$88,961.60	\$91,436.80	\$93,912.00	\$96,387.20
6	\$80,787.20	\$83,470.40	\$86,153.60	\$88,836.80	\$91,520.00	\$94,203.20	\$96,886.40	\$99,569.60	\$102,252.80	\$105,019.20
7	\$86,174.40	\$89,523.20	\$92,872.00	\$96,220.80	\$99,569.60	\$102,918.40	\$106,267.20	\$109,616.00	\$112,964.80	\$116,334.40
8	\$93,932.80	\$97,593.60	\$101,254.40	\$104,915.20	\$108,576.00	\$112,236.80	\$115,897.60	\$119,558.40	\$123,219.20	\$126,817.60
9	\$102,377.60	\$106,350.40	\$110,323.20	\$114,296.00	\$118,268.80	\$122,241.60	\$126,214.40	\$130,187.20	\$134,160.00	\$138,216.00
10	\$112,632.00	\$117,020.80	\$121,409.60	\$125,798.40	\$130,187.20	\$134,576.00	\$138,964.80	\$143,353.60	\$147,742.40	\$152,048.00
11	\$119,392.00	\$124,030.40	\$128,668.80	\$133,307.20	\$137,945.60	\$142,584.00	\$147,222.40	\$151,860.80	\$156,499.20	\$161,158.40
12	\$131,331.20	\$136,448.00	\$141,564.80	\$146,681.60	\$151,798.40	\$156,915.20	\$162,032.00	\$167,148.80	\$172,265.60	\$177,278.40

From: [PITCHER Leia K](#)
To: [GROVES Randy B](#); [KEATING Matt](#)
Cc: [BROTHERTON Kathryn](#)
Subject: Police Auditor Contract
Date: Wednesday, April 12, 2023 2:04:20 AM

Councilor Groves and Councilor Keating,

I wanted to check in with you about my contract. My understanding is that you are waiting for a response to your offer of a salary of \$137,945 (equivalent to Grade 11, Step 5 in the City's new pay structure). I admit I was surprised by your offer, and I needed time to consider the best way to respond.

From the time I accepted the position as Interim Police Auditor, in February 2021, the Police Auditor position has been listed at \$154,024. When Mark retired in February 2021, his final salary was \$160,000. If the City's COLA increases since 2021 (2.4% and 4.0%) are applied to those numbers, the salary range based on the job description and the previous salary for the position would be \$164,029 – \$170,394. Your offer to me was nearly 20% less, for the same position. I'm struggling to understand what would make up that difference.

To help me understand the salary you offered, I reviewed the requirements and responsibilities of positions at the City. The Police Auditor position most appropriately fits in Grade 12 of the City's salary structure. I'm not sure how familiar you are with the history of compensation for this position. Prior to 2019, the Police Auditor salary was roughly comparable to the high end of the Division Manager 2 range. In 2019 and 2020, the salary moved higher than that range. The Division Manager 2 range no longer exists, and Division Manager-level positions are either at a Grade 11 or Grade 12 in the new salary system. The maximum salary for a Grade 11 position is \$161,158, whereas the previous Auditor's final salary, with applicable COLA increases, would be \$170,394. Placing the Auditor position at Grade 11 appears to represent a devaluation of the position; it would also mean the next Auditor could never be paid a salary equivalent to that of the previous Auditor. As the position description and job content have not changed, I do not understand how the position could be less than Grade 12.

Additionally, I have reviewed all of the job descriptions in Grade 11 and Grade 12. None of the six Grade 12 positions, nor any of the fourteen Grade 11 positions, require an advanced degree. The Grade 12 positions generally list either a Master's degree or professional certification as "desirable"; six of the Grade 11 positions have similar language. In comparison, the Police Auditor position *requires* five years' experience and a Juris Doctorate, which is substantially greater than any City positions require except for the Presiding Municipal Court Judge, positions in the City Attorney's Office, and positions in the City Prosecutor's Office.

When I look at other factors that the City relies on to evaluate positions, one – autonomy – is quite different than other City positions. In terms of autonomy, authority under the City Charter, and reporting to Council, the Presiding Municipal Court Judge position is closest to the Police Auditor position. The Presiding Municipal Court Judge position also requires five years' experience and a Juris Doctorate. Interestingly, the Police Auditor salary was also used as a comparable when the salary for the Judge position was being set in 2019. As of January 2022, the salary for the Presiding Municipal Court Judge was \$153,920 – equivalent to Step 8/9 of Grade 11, or Step 5/6 of Grade 12. With the 4% COLA that was given to non-represented employees in July 2022, that would be \$160,076, equivalent to Step 10 of Grade 11 or between Step 6-7 of Grade 12. I have to say it surprised me that, since the Council used the Police Auditor's salary as a comparison when setting the salary for the Presiding Municipal Court Judge in 2019, the Council chose not to use the Presiding Municipal Court Judge salary as a comparison when setting the current salary of the Police Auditor.

As to where the position fits on the City's pay schedule, it seems clear that due to the Police Auditor's authority and autonomy under the Charter, the sensitivity and nature of the work, and the requirements in the job description, the position should be placed at Grade 12. I've also reviewed the City's practices around pay placement within the Grade, and based on my education and experience, I should be placed at Step 9.

Pay placement in the grade is based on what the person chosen brings to the position, which in my case is over two years' experience as the Interim Police Auditor (February 2021 – present), over ten years as Deputy Police Auditor (November 2010 – February 2021), over three years' experience in private practice and as a law clerk to an appellate judge (August 2006 – October 2009), and my Juris Doctorate degree. I also have partially relevant experience as a summer associate in private practice (3 months) and as a clerk at Oregon DOJ (3 months full time and 9 months at .2 FTE). As stated above, the Police Auditor job description requires five years' experience and a Juris Doctorate, so those get me to step 1. That leaves over 7 years' experience as Deputy Police Auditor and over three years in other attorney positions, as well as my partially relevant experience prior to earning my J.D. Under the City's model, my years as Deputy Auditor count as 1:1, my work as an attorney is counted at 2:1, and the other experience is 4:1. That number is over 9. However, I will accept placement at step 9, or \$172,265.60.

Minimum Description	Experience	Education	In Classification at COE (1:1)	Relevant at Similar Level (1:1)	In Relevant Area at Lower Level (2:1)	Partially Relevant (4:1)	Education Points	Points above the Minimum Required
The Police Auditor must have a Juris Doctorate from an accredited university and five years of progressively responsible experience overseeing and performing administrative investigations and performing program development, analysis, and complex professional staff support, preferably in the public sector.	5	7	2.17	10.25	3.17	.65	7	9.16

Based on the forgoing assessment of the position, I hope you can see why I was so surprised and disappointed by your initial offer. A 20% difference is a significant gap, and much less than the Council was paying my predecessor, especially since I have already served in the position on an Interim basis, with the same duties and responsibilities as my predecessor, for over 2 years.

I also need to tell you that I learned today that I have been selected as a finalist for a similar position in Boise, Idaho. Although I love my current position and wish to continue my work for the City of Eugene, this salary negotiation process has left me concerned that Council does not value or appreciate this role or my contributions to it. The Boise position has therefore become much more attractive.

I'm CCing Kathryn on this to keep her in the loop, and I'm looking forward to hearing your thoughts. I am leaving

tomorrow for a vacation with my family and, with intermittent access to email, will be unable to respond before April 19, but I know we would all like to resolve this soon. Thank you for your thoughtfulness and your work on this matter.

Respectfully,
Leia

Leia K. Pitcher (she/her)
Interim Police Auditor
City of Eugene
******We have a new address******
101 East Broadway, Suite 230
Eugene, OR 97401
(541) 682-5016
lpitcher@eugene-or.gov

Independent Civilian Police Auditor Market Data

City, State	Population	Sworn Officers (Approx.)	Salary Range	Minimum Requirements
Albuquerque, NM	562,599	1,000	\$111,987 - \$120,931	Master's or law degree and proven track record of effective management experience.
Aurora, CO	389,347	748	\$97,558 - \$123,948	BA degree (advanced degree preferred) and 5 years professional auditing experience.
Berkley, CA	117,145	176	\$152,484.80 - \$228,737.60	BA degree (advanced degree preferred) and 5 years professional auditing experience.
Boise, ID	237,446	300	\$114,000 - \$127,500	Master's or law degree and 7 years of regulatory experiencing in reviewing, auditing, and/or conducting police investigations
Boulder, CO	104,175	160	\$112,528 – \$180,024 (“Anticipated hiring range of \$130,000 – \$160,000”)	At least 5 years of leadership experience in the field of public or private administration or the practice of law and extensive experience in law enforcement with specific experience in police monitoring, civilian oversight administration, and procedural justice.
Cincinnati, OH	308,935	1000	\$116,541.56 - \$162,051.00	BA degree (master's or law degree preferred) and 2 years administrative and supervisory experience.
Denver, CO	711,463	1380	115,904 - 197,037	Master's or law degree and 3 years executive level experience in civilian oversight.
Fort Worth, TX	958,000	1743	\$180,000 - \$222,000	Any combination of education and experience equivalent to a bachelor's degree and four years of administrative and supervisory responsibility.
Madison, WI	269,196	489	\$105,196 - \$142,014	Post-secondary degree and 4 years of professional work experience in public or private administration, police oversight, or a related field.
Spokane, WA	229,071	310	\$100,411.92 - \$141,148.80	College degree and relevant experience

Eugene, OR	177,732	223	\$119,038 - \$153,504 (10/24/22 Council Motion)	Law degree and 5 years of experience overseeing and performing administrative investigations and program development and analysis.
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EUGENE CITY COUNCIL AGENDA ITEM SUMMARY



Work Session: Climate-Friendly and Equitable Communities Implementation Update

Meeting Date: May 8, 2023
Department: Planning and Development
www.eugene-or.gov

Agenda Item Number: 2
Staff Contact: Rob Inerfeld
Contact Telephone Number: 541-682-5343

ISSUE STATEMENT

This work session is an opportunity to provide the City Council with a high-level update on the projects the City has initiated thus far to implement the state's recently adopted Climate-Friendly and Equitable Communities rules, including a general coordination overview, and updates on parking reform, climate-friendly areas and scenario planning. No action is requested.

BACKGROUND

Eugene has begun a multi-year effort to advance City goals regarding climate action, housing production, and transportation through a state-directed program called Climate-Friendly and Equitable Communities, or CFEC. In March 2020, Governor Kate Brown issued [Executive Order 20-04](#) directing state agencies to take actions to reduce and regulate greenhouse gas emissions and mitigate the impacts of climate change while also centering the needs of Oregon's most vulnerable communities. The Executive Order is intended to help advance the state's adopted goal of reducing greenhouse gas emissions 75 percent below 1990 levels by 2050, while also increasing participation and engagement opportunities for underserved communities that have historically experienced discrimination and racism in land use and transportation planning policies and decisions throughout the state. In response, the Oregon Land Conservation and Development Commission developed the new CFEC requirements for cities to help meet these goals through changes to local transportation and housing planning systems (see the state's [CFEC website](#) for more background).

Relationship to Council Policy Direction and Goals

While these rules are a directive of the State, Eugene has a long history of supporting efforts to address climate change. There is overlap between the Climate-Friendly and Equitable Communities goals and rules in several City plans and projects that have been approved or adopted by City Council and which support compact development, climate resiliency, increasing the share of trips made by non-auto modes, and removing barriers to equity and housing affordability. Examples include:

- The [Eugene Community Climate Action Plan 2.0](#) and [Climate Recovery Ordinance](#) (including a goal to reduce greenhouse emissions on average by 7.6% every year)

- The [Envision Eugene Recommendation](#) and [Community Vision](#) (including to “provide housing affordability for all income levels,” “plan for climate change and energy resiliency” and “promote compact urban development and efficient transportation options” as three of its seven pillars).
- Mixed-use center/corridor planning
- Coordinated land use/transportation planning (including the [Eugene 2035 Transportation System Plan](#) and [Moving Ahead](#))
- The [Housing Implementation Pipeline](#)
- The [Middle Housing Code Amendments](#)
- A strong focus on facilitating [downtown development](#) through a coordinated and comprehensive approach that includes regulatory, financial and facilitatory incentives.

The new rules also overlap with the Council’s adopted Vision, Values, Goals and Outcomes (2021). Specifically, the goals of Safe Community for Community Wellbeing, Sustainable and Accountable Development, and Equitable, Effective, Accountable Municipal Government.

Key Implementation Elements [including project names where applicable]

As required by CFEC, the City will update Eugene’s long-range plans and land use code to facilitate more climate-friendly housing and transportation options for current and future residents. To implement the new requirements, the City will advance a few key strategies through at least 2026, including:

- Plan for more housing and jobs in **Climate-Friendly Areas** such as in downtown, in commercial centers, and along key corridors designed so people can live, work, and play without having to drive [Climate-Friendly Areas Study & Designation]
- **Reduce parking requirements** for certain types of development and in certain areas, such as along frequent bus routes, to free up land for housing and other services, support pedestrian-friendly design, and reduce housing costs [Parking Reform]
- Prepare for a future with more **electric vehicles** by ensuring new mixed-use and multi-unit housing developments provide charging infrastructure [Parking Reform]
- Plan for more **climate-friendly transportation options** so that people can walk, bike, roll, and take the bus safely and easily [Scenario Planning, Transportation System Plan update]
- Plan for more pedestrian-friendly and compact development across the city so **neighborhoods are more connected**
- Throughout the process, **center the voices of historically marginalized community groups** and improve equitable transportation and housing outcomes, particularly for those who have been harmed by past planning, climate, and transportation decisions
- **Track progress** towards achieving more equitable outcomes in transportation and housing, increasing housing production, and supporting areas where people can bike and walk more easily across the city

At this work session, staff will provide the City Council with a high-level update on all the CFEC rulemaking components, primarily focusing on the scenario planning joint work plan (discussed further below) which the region must submit to the state showing how the region will implement the scenario plan by June 30, 2023.

Alternative Deadlines

The rules include deadlines for completing or adopting the various components, as well as provisions allowing jurisdictions to request alternative deadlines for some but not all components, subject to certain provisions. The City requested and received a deadline extension for the parking reform project, with the extended effective date being December 31, 2023. The rules also allow Eugene and the surrounding metro area cities to request alternative deadlines if a joint work plan for implementation of the scenario plan (discussed below) is submitted with the request. Eugene will be pursuing this option and is tentatively considering the following alternative deadlines request:

Component	Current Deadline	Proposed Alternative Deadline
Scenario Plan Joint Work Plan	June 30, 2023	Not eligible
Parking Reform	Dec. 31, 2023	n/a
Climate-Friendly Areas Study	Dec. 31, 2023	Not eligible
Submit Scenario Plan	Dec. 31, 2023	Dec. 31, 2024
Climate-Friendly Area Designation	Dec. 31, 2024	Dec. 31, 2026 (aligns with UGB* update)
Major Transportation System Plan Update	Dec. 31, 2026	Dec. 31, 2029
Scenario Plan Code Amendments		
Walkability & Compact Development Standards		
Bike Parking Standards		
Prioritized Transportation Projects		
Transportation Performance Standards		

The proposed alternative deadlines are proposed to better align these projects with other state-mandated deadlines, including the 2026 Urban Growth Boundary (UGB)* adoption, as well as resource and capacity constraints, including the funding availability, limited staff capacity, and the community's capacity for engagement given current and planned initiatives.

CFEC Public Involvement

As a multi-year, state-required strategy spanning several City departments and work groups, project staff established a two-pronged approach for public involvement and project communications:

- 1) Establish a consistent and coordinated public information campaign for the duration of CFEC implementation, including the [CFEC webpage](#), [Engage Eugene page](#), Frequently Asked Questions, and other general messaging.
- 2) Develop project-specific public involvement plans that offer realistic, meaningful, accountable, and equitable engagement strategies.

In 2023, public involvement is focused on familiarizing the community with CFEC requirements and upcoming projects, implementation of Parking Reform, and informing the Climate-Friendly Areas Study. Project staff are committed to leveraging limited resources for public engagement and reducing the burden on community organizations often asked to engage in City projects. CFEC project staff are working closely with the City's Office of Equity and Community Engagement to coordinate engagement activities.

Parking Reform (and Electric Vehicle Charging Capacity)

Consistent with state law, as of January 2023 the City is applying reduced or removed off-street parking requirements for some uses and within one-half mile of [Frequent Transit Corridors](#). Also consistent with state law, as of April 2023, the City is requiring multi-unit and mixed-use developments to provide conduit for electric vehicle charging for 40 percent of new parking spaces. The focus of the Parking Reform project is currently on public engagement regarding the three options to reform parking requirements citywide. Next steps include a work session and public hearing with the Planning Commission in June 2023, and City Council work sessions and public hearing in the fall of 2023. Adoption of one of the three parking reform options is required to be effective by December 31, 2023.

This project is being led by the Building and Permit Services Division. For questions contact Reid Verner at 541-682-5534 or rverner@eugene-or.gov.

Climate-Friendly Area Study

Climate-Friendly Areas (CFA) are a new tool for the City to encourage more dense housing development in areas that are well-served by transit and active transportation facilities, in alignment with the Envision Eugene concept of 20-minute neighborhoods. CFAs are designated areas where people can meet most of their daily needs without relying on a car. The new rules require cities to designate one or more CFAs that meet minimum requirements and that can accommodate at least 30% of the city's existing and future housing needs. The CFA designation process requires 1) a study of promising locations (the CFA Study), 2) designation of CFAs and adoption of related amendments to the land use code and comprehensive plans, and 3) regular evaluation of CFAs with changes as necessary to maintain housing capacity requirements.

Step 1, the CFA Study, began in early 2023. The state hired Lane Council of Governments (LCOG) and Kearns and West to support the City with technical analysis and public involvement. The CFA Study will consider a variety of factors in identifying the most promising locations for CFAs, including minimum locational requirements, housing capacity requirements, and an analysis of displacement risk. The most promising CFA locations will be the focus for future public involvement. The deadline for completion of the study is December 31, 2023.

This project is being led by the Planning Division, for questions contact Leah Rausch at 541-682-5476 or lrausch@eugene-or.gov.

Scenario Planning

The rules require Eugene and other jurisdictions in Eugene's metro area to adopt a preferred "land use and transportation scenario plan" for reducing greenhouse gas emissions from

transportation. A preferred scenario plan is the chosen regional transportation and land use plan (or scenario) that describes a future set of desired transportation facilities, alternative future land use patterns, and policies that together will reduce greenhouse gas pollution from light vehicles. The plan must be designed to meet the state's greenhouse gas emission reduction targets and prioritize underserved populations so that the actions that reduce pollution also reduce historical inequities from prior transportation and land use development.

Jurisdictions in our metro area are allowed to use the regional scenario plan developed and selected by local governments in our area in 2015; this was mostly transportation focused but would work in conjunction with the Climate-Friendly Area (land use) designations mentioned above. DLCDC is encouraging our metro area to use the 2015 scenario plan because they do not have the financial resources to support development of a full-fledged land use and transportation scenario for our metro area. Using the 2015 scenario plan would be beneficial for the City as it would significantly reduce the funding and staff resources needed to meet this requirement, allowing staff to focus on complying with other elements of CFEC.

[This scenario was documented in the Central Lane Scenario Planning Final Report.](#) The Central Lane Metropolitan Planning Organization includes the Eugene-Springfield metropolitan area and is the lead agency for regional transportation planning and distribution of federal transportation dollars in this region.

By June 30, 2023, Eugene, Springfield, Coburg and Lane County must jointly submit a work plan for how the scenario plan will be completed. The work plan must include a governance structure for regional cooperation and decision making, scope of work, schedule, and community engagement plan. LCOG and other consultants are providing support to this effort with funding from the Oregon Department of Transportation.

The current deadline for completing the scenario plan is December 31, 2023; however, staff from Eugene and other local agencies intend to jointly request a later deadline, likely December 31, 2024, to allow more time to coordinate between the jurisdictions while they also begin implementing other components of the CFEC rules.

The scenario plan itself must be updated to include the following:

- "Policies and strategies intended to achieve the applicable greenhouse gas emissions reduction target;"
- "Performance measures and methodologies that cities and counties will use to report on implementation of the preferred land use and transportation scenario;" and
- Targets and a reporting schedule for the performance measures.

This project is being led by Transportation Planning, for questions contact Rob Inerfeld at 541-682-5343 or rinerfeld@eugene-or.gov.

Other CFEC Implementation Projects

Other project areas that have not been initiated but will begin over the next several years include:

- Update and adopt revisions to the Transportation System Plan and the Land Use Code for Compact, Pedestrian-friendly, Mixed-use Development
- Update the Transportation System Plan Project Prioritization for Greenhouse Gas Reduction Targets
- Update and adopt Bicycle Parking Standards
- Ongoing Monitoring and Reporting

Triple Bottom Line

Future implementation of the Climate-Friendly and Equitable Communities rules will touch on all three of the Triple Bottom Line areas of social equity, environmental stewardship, and economic prosperity. All three of these Triple Bottom Line areas were woven throughout development of the rules as discussed above.

Next Steps

Next steps for the individual projects are discussed above. Staff is monitoring any CFEC rule changes proposed by the state and the status of appeals of the rules. For more information, see the City's [CFEC project webpage](#) and the project's [Engage Eugene page](#).

PREVIOUS COUNCIL DIRECTION

[September 12, 2022 Work Session](#)

Council received an overview of the CFEC rules.

COUNCIL OPTIONS

This item is informational only.

CITY MANAGER'S RECOMMENDATION

None.

SUGGESTED MOTION

None.

ATTACHMENTS

None.

FOR MORE INFORMATION

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City Climate-Friendly and Equitable Communities implementation website:
<https://www.eugene-or.gov/5022/Climate-Friendly-Rules>

DLCD Climate-Friendly and Equitable Communities Implementation website:
<https://www.oregon.gov/lcd/CL/Pages/CFEC.aspx>