



City Council

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www.eugene-or.gov

EUGENE CITY COUNCIL AGENDA AMENDED

September 23, 2024

5:30 p.m. CITY COUNCIL WORK SESSION

City Council Monday work sessions are 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>

Note this packet has been amended to update Attachment A for Item 1

**Meeting of September 23, 2024;
Her Honor Mayor Lucy Vinis Presiding**

Councilors

Matt Keating, President
Emily Semple
Alan Zelenka
Greg Evans

Randy Groves, Vice President
Lyndsie Leech
Jennifer Yeh
Mike Clark

5:30 p.m. CITY COUNCIL WORK SESSION

1. WORK SESSION: Police Auditor Recruitment

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 Recruitment

Meeting Date: September 23, 2024
Department: Central Services
www.eugene-or.gov

Agenda Item Number: 1
Staff Contact: Keri Beraldo
Contact Telephone Number: 541-682-5765

ISSUE STATEMENT

This work session is an opportunity for Council to discuss how they would like to proceed in filling the Police Auditor position.

BACKGROUND

The City Charter vests the City Council with the sole authority and responsibility to hire a Police Auditor. Leia Pitcher vacated the position of Police Auditor on September 13, 2024. On September 9, 2024 the Council unanimously voted to authorize the Council President to negotiate and execute an employment agreement with Mark Gissiner to serve as the Interim Police Auditor. The Interim Police Auditor's employment contract remains in effect until March 15, 2025.

This is a Council work session to discuss the Council's desired process for filling the Police Auditor position. At the work session, City staff will present information on timing, cost estimates and next steps for starting a recruitment process. A job description, including annual salary, for the Police Auditor position for Council review and feedback is included in Attachment A.

Once Council provides direction regarding a recruitment process for this position, staff will return to future Council work sessions to discuss options for a selection and interview process which could include stakeholder engagement.

COUNCIL OPTIONS

The Council has the sole authority to establish a Police Auditor hiring process with a wide variety of options available to them. including, but not limited to, conducting a national recruitment to fill the position, seeking public input regarding the position and/or the process, or delaying a decision on the process until the Council has an opportunity to gather additional information through an interview, feedback forms, or other means. At the September 9 work session to appoint an Interim Police Auditor, Council expressed some interest in a national recruitment. Options for a national search are outlined in Attachment B.

POTENTIAL MOTIONS

1. Move to conduct a national recruitment for the Police Auditor position run by the City's Employee Resource Center staff, the process to include posting the position as reflected in Attachment A, updating for distribution the brochure in Attachment C, and returning to Council at a work session with options for a selection process.

OR

2. Move to pursue hiring a recruiter to conduct a national search for the position of Police Auditor with the next step being City staff returning to Council for a work session to present options for recruiter selection.

ATTACHMENTS

- A. Police Auditor Job Description
- B. Selection Process Overview
- C. 2008/2009 Police Auditor Recruitment Brochure

FOR MORE INFORMATION

Staff Contact: Keri Beraldo, Employee Resource Center Associate Director
Telephone: 541-682-5765
Staff E-Mail: Kberaldo@eugene-or.gov



City of Eugene
Police Auditor

CLASS CODE	09216	SALARY	\$60.48 - \$81.64 Hourly \$4,838.40 - \$6,531.20 Biweekly \$10,483.20 - \$14,150.93 Monthly \$125,798.40 - \$169,811.20 Annually
ESTABLISHED DATE	March 23, 2006	REVISION DATE	November 19, 2008

DEFINITION

The Police Auditor provides independent, external oversight of investigations of complaints involving police employees. The auditor's responsibilities include receiving complaints, monitoring or participating in internal investigations to ensure objective, thorough and high quality investigations; and preparing reports on complaint trends and police practices, in general. The auditor promotes organizational changes that improve police services and community relations, and reduce risk to the City by identifying, analyzing, and making recommendations regarding the complaint investigation process and policies, practices, and training. The auditor provides staff support to the Civilian Review Board appointed by the City Council.

DISTINGUISHING CHARACTERISTICS

This high-visibility position is characterized by the auditor's ability to provide fair and objective oversight of the police complaint process, build credibility among diverse audiences, and instill public confidence in the complaint system. The responsibilities of the police auditor are broad in scope and require the highest degree of professional, independent judgment, personal integrity, and accountability. The auditor performs work that is highly complex, and often involves issues that are sensitive and confidential.

SUPERVISION RECEIVED AND EXERCISED

Receives general supervision from the City Council.

Exercises exclusive authority to hire, supervise, and to make all other employment decisions regarding the Police Auditor's support staff.

EXAMPLES OF DUTIES - Duties may include, but are not limited to, the following

Plans, implements, and oversees the operations of the Police Auditor's Office, which receives complaints about police employee conduct; establishes program priorities and procedures; manages the implementation and evaluation of work programs to achieve program objectives.

Classifies and routes complaints based on established criteria, including identification of cases suitable for mediation, and acts as liaison to complainants on case status and resolution. May initiate a complaint based on reported public statement, news report, or other feedback of police activity.

Identifies "community impact cases" and refers these cases, and other cases the Police Auditor determines are appropriate, to the civilian review board and assists them in the review of these cases.

Actively monitors internal affairs investigations for thoroughness and fairness; reviews evidence and may attend witness and employee interviews; recommends additional investigation and/or contacts and outside investigations as warranted; may recommend case disposition to the Chief of Police and may review discipline administered for consistency.

Researches and analyzes problems identified through the monitoring of investigations and reviews of risk and tort claims; makes recommendations to the Police Department or the Police Commission regarding training, policies, procedures, and best practices to prevent future complaints and allegations of misconduct and improve performance.

Responds to the scene of critical or major incidents, such as field force deployment, or use of force incidents to be a first-hand observer; participates in the review of use of force as a member of the use of force review board.

Oversees the development and implementation of a management information system to track complaints in coordination with the Police Department's internal affairs section; uses data from the system to report case statistics and trends, and provide performance indicators to evaluate the effectiveness of the Police Auditor's Office and Police Internal Investigations.

Conducts public outreach in tandem with the Civilian Review Board to educate the community on the role of the Police Auditor's Office and the process for police complaint intake and investigation.

Prepares and delivers reports to the Civilian Review Board, City Council, Police Commission, and the public on the status and resolution of complaints, trends and patterns analysis, recommendations for system improvements, and other performance indicators.

Develops procedures for the operation of, and provides staff support to, the Civilian Review Board, including establishing standards of professional conduct, ensuring confidentiality, and implementing a comprehensive training program for board members.

Supervises Police Auditor's Office staff, including: hiring and evaluations, scheduling and work assignments, monitoring and directing activities, coaching and training.

Ensures implementation of, and adherence to the City's Affirmative Action Plan, and diversity initiatives. Facilitates staff development on such issues as diversity and creating a respectful working environment.

Performs other duties as assigned.

QUALIFICATIONS

Knowledge of:

Principles and practices of program planning, management, and administration.

Principles and practices of police operations, policies, and procedures.

Fundamentals of administrative investigative principles and methods, including interview techniques and rules of evidence.

Principles of law enforcement policy development and evaluation, training and instruction, and work performance assessment.

Relevant employment laws, including discrimination laws and labor laws, and relevant administrative rules.

Principles and practices of employee and labor relations, including effective disciplinary policies and procedures.

Public records law.

Principles and practices of public process, public information, and community relations.

Methods and techniques of research, policy review, data analysis, and evaluation.

Procedures for the intake and review of complaints and methods of complaint resolution, including alternative dispute resolution models.

Automated data systems and associated software such as spreadsheets, word processing or information tracking data bases.

Public policy issues related to police complaint systems and civilian oversight.

National trends and research affecting police complaint systems and civilian oversight.

Skill to:

Take responsibility for program and policy development; determine how to effectively implement operating procedures and practices by identifying potential problems and constraints and involving key people.

Make timely decisions about program direction and evaluate operations and make recommendations for improvement.

Establish long range objectives and specify the strategies and actions to achieve those objectives.

Identify complex problems and review related information to develop and evaluate options and recommend solutions.

Use logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.

Oversee and monitor the investigation of personnel-related matters in a unionized, public agency. Plan and evaluate the results of independent investigations of sensitive police conduct matters.

Communicate effectively orally and in writing to a variety of audiences.

Identify measures or indicators of system performance and the actions needed to improve or correct performance, relative to the goals of the system.

Exercise sound, professional judgment in all phases of program implementation and operation, weighing all interests and ramifications of decisions.

Develop training, operating procedures and professional standards for civilian volunteers charged with reviewing policy complaints and investigations.

Use relevant information and individual judgment to determine whether events or processes comply with laws, regulations, or standards.

Ability to:

Articulate information, procedures, and practices clearly and concisely one-on one or before groups.

Listen effectively to individuals and groups and build trust with diverse populations.

Use tact and diplomacy in dealing with sensitive and controversial situations.

Bring together diverse or opposing groups and individuals, and work issues through to a mutually acceptable solution.

Establish and maintain constructive and effective working relationships over time with diverse groups and individuals, including city elected officials and managers, community groups, police employees, the public, media and others.

Maintain highly sensitive and confidential information.

Demonstrate sensitivity for individuals' rights and differences in ethnic and cultural heritage, age, gender, sexual orientation, disabilities, beliefs, interests, or economic status.

Effectively manage staff and create a welcoming and productive work environment.

Model highest standards of professional integrity and demonstrate a commitment to protecting the constitutional rights of all affected parties.

EXPERIENCE AND TRAINING GUIDELINES – Any equivalent combination of education and experience which provides the applicant with the knowledge, skills and abilities required to perform the job. A typical way to obtain the knowledge and skills would be:

Training and Experience

The Police Auditor must have 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 and a Bachelor's degree in a related field. A Juris Doctorate is preferred. Candidates must also possess, or have the ability to obtain, and maintain an appropriate, valid, Oregon driver's license, and respond to incidents within a reasonable amount of time.

Fluency in Spanish is desirable.

Additional Requirements:

Candidates for this position are subject to a background investigation.

Candidates for this position may not have worked for the Eugene Police Department as an employee within the past twenty years. In addition, candidates should have no other prior relationship with the Department that might create actual or perceived bias for or against the Department or Eugene Police Officers. Candidates will be required to disclose prior employment, contracts, and affiliations with the Department.

WORKING CONDITIONS

Daily use of computer. May be periods of standing and sitting for prolonged periods. Periodic attendance at meetings or activities outside of normal working hours. Periodic operation of a motor vehicle on public roads.

Attachment B: Police Auditor Selection Process Overview

OPTION	CONSIDERATIONS
National Recruitment supported by Employee Resource Center	<p>Timing and Cost:</p> <ul style="list-style-type: none"> • Typical timeline for a full recruitment from posting to hire is 5 months however, consideration should be given for the number of Fall/Winter holidays which may extend that timeline. • Cost for this option would be specific to cost of advertising and onsite interview logistics. <p>General Process Components:</p> <p>Using the existing job description and updated recruitment brochure the Employee Resource Center would post the position utilizing a robust outreach plan. This can include assistance from Interim Auditor Gissiner.</p> <p>The ERC will provide applications to Council with Council providing direction regarding which candidates to invite to the interview process.</p> <p>The ERC will support Council in considering interview process options such as interview dates, panel participants, interview questions and other process elements.</p> <p>Interview process with selected panels.</p> <p>Council work session in which Council makes decision on candidate selection. Final candidate undergoes full background investigation and then the terms of the employment contract are negotiated.</p>

<p>National Recruitment supported by Executive Search Firm with Employee Resource Center support</p>	<p>Timing and Cost:</p> <ul style="list-style-type: none"> • The cost for the executive search firm for the 2008-2009 recruitment process was approximately \$35,000. On average most firms charge between 20-30% of the annual salary for placement services. • If Council chooses to use a search firm the timeline for a recruitment would be 7-9 months. The following preliminary steps before the position is posted would be needed: <ol style="list-style-type: none"> 1. Council work session to review preliminary information from executive/professional search firms and decide which firms to interview. 2. Interviews with search firms. 3. Council work session to select search firm to contract with. 4. Contract with selected search firm negotiated and finalized. 5. Council work session for search firm to meet with Council to review the Police Auditor recruitment brochure, develop timeline for the Police Auditor recruitment process and identify screening parameters. <p>General Process Components:</p> <p>The search firm posts the position and begins outreach efforts which includes sourcing candidates through established networks.</p> <p>The search firm screens applications based on pre-determined parameters as set by Council. Applications will be provided to Council based on Council direction.</p> <p>The search firm will support Council in considering interview process options such as interview dates, panel participants, interview questions and other process elements.</p> <p>Interview process with selected panels.</p> <p>Final candidate undergoes full background investigation and then the terms of the employment contract are negotiated.</p>
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CITY OF EUGENE, OR

Police Auditor




ALLIANCE
RESOURCE CONSULTING LLC

THE POWER OF PARTNERSHIP



City of Eugene, OR: Police Auditor

The Community

Home to 153,690 people, Eugene is Oregon's second largest city. The community covers 41.53 square miles, with the Willamette River running through the heart of the City and the McKenzie River joining the Willamette just north of town. The City is surrounded on three sides by hills, is midway between the Pacific Ocean and the snow-capped Cascade Mountains, and offers residents an outstanding quality of life and a wide variety of recreational opportunities nearby, including rafting, fishing, golfing, hiking, skiing, and beachcombing. Eugene's climate, with an average of 53 degrees, is one of the City's attractive features.

Eugene is well-known as the home of the University of Oregon. With 20,000 students and over 6,000 employees, the University plays a major role in the community, as does Lane Community College. The employment base has become increasingly dominated by services, trade, and government, and less reliant on the timber industry. Eugene has a well-educated labor force with nearly 35% of the adult population having completed four or more years of college.

Eugene is a friendly, progressive community with residents who are active and concerned about quality of life issues. The University brings a more cosmopolitan feel to the community, and the collegiate teams have contributed excitement and pride on a regional basis. The City's Hult Center for the Performing Arts, recognized as the finest facility of its type in the state, brings renowned entertainers to the community throughout the year. It is home to seven resident companies including Eugene Symphony, Opera, Ballet, and the internationally acclaimed Oregon Bach Festival. Many residents are health and fitness oriented, and Eugene was recently awarded the Olympic Trials for Track and Field in 2008. Overall, Eugene is an attractive community with quality schools, a beautiful environment, a temperate climate, and a diverse, dynamic culture.

The Organization

In 1944, the citizens of Eugene adopted a council/manager form of government. In this form of government, the City

Council develops legislation and policies to direct the City. The City Manager, hired by the City Council, oversees City of Eugene personnel and operations and carries out the City Council's direction.

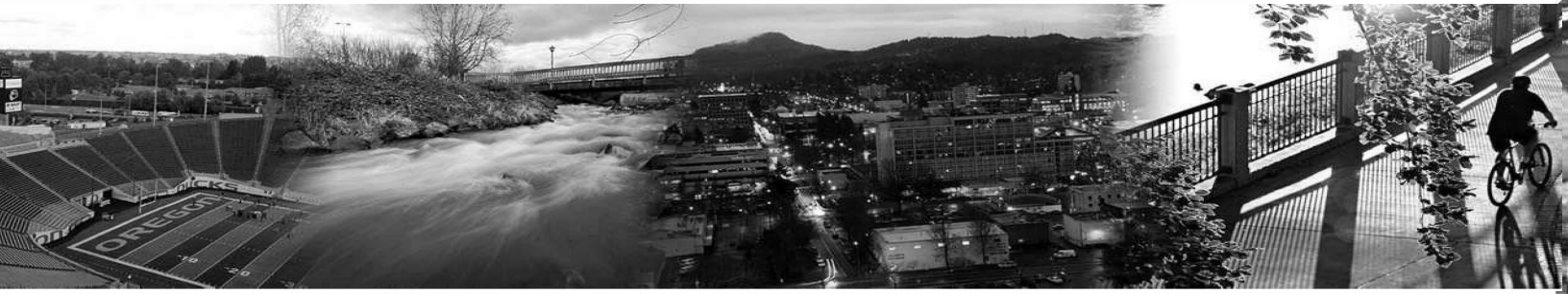
The Mayor serves as the City's political head and chairperson of the eight-member Council. The Mayor, elected by the city at large on a nonpartisan ballot for a four-year term, is the formal representative of the City. The Mayor presides over City Council meetings, and votes in the case of a tie vote of Council members. The Mayor can veto any decision, but can be overridden by a two-thirds vote of the Council. Councilors are elected by ward on a nonpartisan ballot to four-year staggered terms.

Eugene has over 1,400 employees and a \$523 million total budget. The City of Eugene provides services through six departments:

- Central Services
- Fire & Emergency Medical Services
- Police
- Library, Recreation and Cultural Services
- Planning and Development
- Public Works

The Eugene Police Department

The Eugene Police Department serves all city residents, as well as the region, through its 9-1-1 Communications Center. The Department has 327 authorized positions and a budget of \$43.3 million in FY2009. Approximately 180 sworn officers work in patrol, investigations, traffic enforcement and administrative positions, while 120 civilian employees work in records, communications, and administrative and support positions. These employees are distributed through the Department's four divisions: Patrol and Special Operations, Investigations, Operations Support, and Technical Services. The majority of line employees are represented by the Eugene Police Employee Association (EPEA). In a typical day, Eugene police officers are dispatched to about 300 calls for service.



The Oversight System

Eugene City Council recently adopted a hybrid oversight system that consists of both a full-time professionally-staffed Police Auditor's office and a Civilian Review Board. The role of the Police Auditor's Office is to provide a neutral location to lodge complaints and to actively monitor on-going internal affairs investigations to ensure objective, thorough and high quality investigations. The Police Auditor identifies policy, practice and training concerns to promote organizational changes that improve police services to the community and reduce risk and liability to the City.

In addition, a Civilian Review Board, consisting of five to seven community members, oversees the work of the Police Auditor's Office. The role of the Review Board is to evaluate the case handling decisions and investigative recommendations for the Police Auditor's Office and, in situations that meet pre-established criteria, assess how complaints are being investigated and responded to. By involving community members in the review of complaints, the Council hopes to enhance the transparency and public understanding of incidents under investigation, and, over time, to increase the trust and credibility in the complaint process. More information on the system is available on the Police Commission page of the Eugene Police Department website.

The Police Auditor

The Police Auditor reports to the City Council, as established by the Eugene electorate through a revision to the City Charter on November 8, 2005.

The Police Auditor provides independent, external oversight of investigations and complaints involving police department employees. The Police Auditor's responsibilities include receiving and classifying complaints, monitoring or participating in internal investigations to ensure objective, thorough and high quality investigations, and preparing reports on complaint trends and police practices in general. S/he promotes organizational changes to improve police services and community relations by identifying, analyzing, and making recommendations regarding the complaint investigation process and policies, practices and training. The Police Auditor provides staff support to the

Civilian Review Board appointed by the City Council. The Police Auditor's Office has two full-time staff and an annual budget of \$372,934.

Supervision Received and Exercised

Receives general supervision from the City Council.

Exercises exclusive authority to hire, supervise, and to make all other employment decisions regarding the Police Auditor's support staff.

Essential duties include, but are not limited to, the following:

- Plans, implements and oversees the operations of the Police Auditor's Office, which receives complaints about police employee conduct; establishes program priorities and procedures; manages the implementation and evaluation of work programs to achieve program objectives.
- Classifies and routes complaints based on established criteria, including identification of cases suitable for mediation, and acts as liaison to complainants on case status and resolution. May initiate a complaint based on reported public statement, news report, or other feedback of police activity.
- Identifies "community impact cases" and refers these cases, and other cases the Police Auditor determines are appropriate, to the civilian review board and assists them in the review of these cases.
- Actively monitors internal affairs investigations for thoroughness and fairness; reviews evidence and may attend witness and employee interviews; recommends additional investigation and/or contacts and outside investigations as warranted; may recommend case disposition to the Chief of Police and may review discipline administered for consistency.
- Researches and analyzes problems identified through the monitoring of investigations and reviews of risk and tort claims; makes recommendations to the Police Department or the Police Commission regarding training, policies, procedures and best practices to prevent future complaints and allegations of misconduct and improve performance.



- Responds to the scene of critical or major incidents, such as field force deployment, or use of force incidents to be a first-hand observer; participates in the review of use of force as a member of the use of force review board.
- Oversees the development and implementation of a management information system to track complaints in coordination with the Police Department's internal affairs section; uses data from the system to report case statistics and trends, and provide performance indicators to evaluate the effectiveness of the Police Auditor's Office and Police internal investigations.
- Conducts public outreach in tandem with the Civilian Review Board to educate the community on the role of the Police Auditor's Office and the process for police complaint intake and investigation.
- Prepares and delivers reports to the Civilian Review Board, City Council, Police Commission and the public on the status and resolution of complaints, trends and patterns analysis, recommendations for system improvements, and other performance indicators.
- Develops procedures for the operation of, and provides staff support to, the Civilian Review Board, including establishing standards of professional conduct, ensuring confidentiality, and implementing a comprehensive training program for board members.
- Supervises Police Auditor's Office staff, including: hiring and evaluations; scheduling and work assignments; monitoring and directing activities; coaching and training.
- Ensures implementation of, and adherence to the City's Affirmative Action Plan, and diversity initiatives. Facilitates staff development on such issues as diversity and creating a respectful working environment.
- Performs other duties as assigned.

The Ideal Candidate

This high-visibility position is characterized by the Police Auditor's ability to provide fair and objective oversight of the police complaint process, build credibility among diverse audiences, and instill public confidence in the complaint

system. The responsibilities of the Police Auditor are broad in scope and require the highest degree of professional, independent judgment, personal integrity, and accountability. The Police Auditor performs work that is highly complex, and often involves issues that are sensitive and confidential.

The ideal candidate will possess the following characteristics and abilities:

- Model the highest standards of honesty and integrity.
- Make sound and well-informed decisions affecting multiple stakeholders.
- Commit to action when dealing with pressure and ambiguity of complex, controversial issues and situations.
- Communicate effectively orally and in writing with a variety of cross-cultural audiences.
- Creatively solve problems using superior analytical ability.
- Respond in an objective, professional, and credible manner in highly-charged situations.
- Apply impartiality and demonstrate fairness and diplomacy under the most difficult of circumstances.
- Establish and maintain highly effective working relationships with diverse individuals and groups.

The Council is seeking a candidate who is willing to make a long-term commitment to Eugene.

Qualifications

The Police Auditor must have 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 and a Bachelor's degree in a related field. A Juris Doctorate is preferred.

Candidates must also possess or have the ability to obtain and maintain an appropriate, valid, Oregon driver's license, and respond to incidents within a reasonable amount of time.

Fluency in Spanish is desirable.



Additional Requirements

Candidates for this position are subject to a background investigation.

Candidates for this position may not have worked for the Eugene Police Department as an employee within the past twenty years. In addition, candidates should have no other prior relationship with the Department that might create actual or perceived bias for or against the Department or Eugene Police Officers. Candidates will be required to disclose prior employment, contracts, and affiliations with the Department.

Knowledge

- Principles and practices of program planning, management, and administration.
- Principles and practices of police operations, policies and procedures.
- Fundamentals of administrative investigative principles and methods, including interview techniques and rules of evidence.
- Principles of law enforcement policy development and evaluation, training and instruction, and work performance assessment.
- Relevant employment laws, including discrimination laws and labor laws, and relevant administrative rules.
- Principles and practices of employee and labor relations, including effective disciplinary policies and procedures.
- Public records law.
- Principles and practices of public process, public information and community relations.
- Methods and techniques of research, policy review, data analysis and evaluation.
- Procedures for the intake and review of complaints and methods of complaint resolution, including alternative dispute resolution models.
- Automated data systems and associated software such as spreadsheets, word processing or information tracking data bases.
- Public policy issues related to police complaint systems and civilian oversight.

- National trends and research affecting police complaint systems and civilian oversight.

Skills

- Take responsibility for program and policy development; determine how to effectively implement operating procedures and practices by identifying potential problems and constraints and involving key people.
- Make timely decisions about program direction and evaluate operations and make recommendations for improvement.
- Establish long range objectives and specify the strategies and actions to achieve those objectives.
- Identify complex problems and review related information to develop and evaluate options and recommend solutions.
- Use logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.
- Oversee and monitor the investigation of personnel-related matters in a unionized, public agency. Plan and evaluate the results of independent investigations of sensitive police conduct matters.
- Communicate effectively orally and in writing to a variety of audiences.
- Identify measures or indicators of system performance and the actions needed to improve or correct performance, relative to the goals of the system.
- Exercise sound, professional judgment in all phases of program implementation and operation, weighing all interests and ramifications of decisions.
- Develop training, operating procedures and professional standards for civilian volunteers charged with reviewing policy complaints and investigations.
- Use relevant information and individual judgment to determine whether events or processes comply with laws, regulations, or standards.

Abilities

- Articulate information, procedures and practices clearly and concisely one-on one or before groups.

- Listen effectively to individuals and groups and build trust with diverse populations.
- Use tact and diplomacy in dealing with sensitive and controversial situations.
- Bring together diverse or opposing groups and individuals, and work issues through to a mutually acceptable solution.
- Establish and maintain constructive and effective working relationships over time with diverse groups and individuals, including city elected officials and managers, community groups, police employees, the public, media and others.
- Maintain highly sensitive and confidential information.
- Demonstrate sensitivity for individuals' rights and differences in ethnic and cultural heritage, age, gender, sexual orientation, disabilities, beliefs, interests, or economic status.
- Effectively manage staff and create a welcoming and productive work environment.
- Model highest standards of professional integrity and demonstrate a commitment to protecting the constitutional rights of all affected parties.

Compensation & Benefits

The annual salary range for this position is \$86,715-\$108,056. Upon eligibility, the salary with the City's contribution of the employee portion of retirement and 2% deferred compensation will be \$93,652-\$116,700.

Upon eligibility, the City will contribute an employee contribution of 6%, as well as the employer contribution to a retirement program administered by the Oregon Public Employees' Retirement System (PERS). In addition, the City will pay a 2% contribution to a deferred compensation program if the employee contributes at least 1%.

The competitive benefit package includes:

- Comprehensive Health, Dental, and Vision insurance
- Life and Long-term Disability insurances
- Generous Vacation and Sick Leave
- Ten Paid Holidays
- Transportation and Cell Phone Allowance

Application and Selection Process

Candidates may apply for the position and find additional information at www.allianceresourceconsulting.com by **March 26, 2009**.

Each candidate's background will be evaluated on the basis of information submitted at the time of application to determine the level and scope of the candidate's preparation for this position. The resume should include any additional information which the candidate wishes considered. Only the more qualified candidates, as determined by the screening process, will be invited to participate in the selection process. Candidate screening will take place on an ongoing basis. It is anticipated that final interviews will occur in the Spring of 2009.

Questions and inquiries may be directed to:

Eric Middleton, *Managing Partner*

ALLIANCE RESOURCE CONSULTING LLC

400 Oceangate, Suite 510
Long Beach, CA 90802

Telephone: (562) 901-0769
Facsimilie: (562) 901-3082
E-mail: EMiddleton@allianceRC.com

The City of Eugene values diversity at all levels of the organization and does not discriminate because of race, color, religion, sex, sexual orientation, national origin, age or disability.

The City of Eugene is committed to a work environment which values the cultural, educational, and life experience of each employee. We believe that a diverse workforce enables us to deliver culturally competent service to all members of our community. As part of our commitment to diversity, the City continues to be an affirmative action/equal opportunity employer. Women, people with disabilities, and persons of color are strongly encouraged to apply.

The City of Eugene complies with the Americans with Disabilities Act of 1990. Any applicant with a qualified disability under the Americans with Disabilities Act may request accommodation by contacting Becky Hopkins at (541) 682-5629.

In compliance with the Immigration Reform and Control Act of 1986, the City of Eugene will request all eligible candidates who accept employment with the City to provide documentation to prove they are eligible for employment in the United States.