



City Council

500 E 4th Ave., Suite 302
Eugene, OR 97401
541-682-5010 • 541-682-5414 Fax
www.eugene-or.gov

EUGENE CITY COUNCIL AGENDA

October 21, 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>

Meeting of October 21, 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**
- 2. WORK SESSION: Sustainability Commission FY24 Annual Report and FY25 Work Plan**

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.

October 21, 2024 Work Session

EUGENE CITY COUNCIL AGENDA ITEM SUMMARY



Work Session: Police Auditor Recruitment

Meeting Date: October 21, 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 select a recruitment firm to assist with outreach efforts for permanently 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, Council unanimously voted to authorize Council leadership 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, unless Council permanently fills the position prior to that date.

At its September 23, 2024 Work Session, Council decided to conduct a national recruitment for the Police Auditor position using the current job description and updated recruiting brochure. Council also decided to utilize a professional recruiting firm to assist the City's Employee Resource Center (ERC) with outreach and publication of the City's national search. ERC staff committed to returning to Council with options for a recruitment firm. In the meantime, ERC staff have started early phases of the recruitment, including but not limited to updating promotional materials, contacting professional organizations in Police Auditor field to assist with advertising, and attending the National Association for Civilian Oversight of Law Enforcement conference as requested by Council.

City staff requested information and availability of several firms with experience reflective of previous Council conversations. Potential firms were asked to provide a brochure describing their organization, the services they provide, and to briefly describe the strategies they use to source qualified and diverse candidates. Of those contacted, three firms responded, and their submittals are included in attachments.

PREVIOUS COUNCIL DIRECTION

September 23, 2024 Work Session

Councilor Keating, seconded by Councilor Groves moved 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, and pursue hiring a recruiter to assist with 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.

Passed 8:0

COUNCIL OPTIONS

1. Select one of the recruiting firms presented in this work session; or
2. Request additional recruiting firms be contacted for consideration at a future work session; or
3. Move forward with staff led outreach and forgo using a recruitment firm; or
4. Direct staff to return to a future work session with additional options.

POTENTIAL MOTIONS

1. Move to authorize the Council President to negotiate and execute a contract with [Bob Murray and Associates] **or** [Insight Global Response] **or** [Motus Recruiting and Staffing].

OR

2. Move to seek information from additional recruiting firms.

OR

3. Move to proceed with the national recruitment for the Police Auditor position without hiring a recruiting firm.

ATTACHMENTS

- A. Bob Murray and Associates Response
- B. Insight Global Response
- C. Motus Recruiting and Staffing Response

FOR MORE INFORMATION

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



October 9, 2024

City of Eugene
500 East 4th Avenue
Eugene, OR 97401

This letter is to express Bob Murray & Associates' interest in conducting the Police Auditor (limited scope) recruitment on behalf of the City of Eugene, should the city decide to retain an executive recruitment firm. Since the firm's founding in 2000, we have brought a results-oriented approach to executive search. With a focus on providing quality service to public agencies in the Western United States, Bob Murray & Associates emphasizes personal contact with clients and candidates to ensure successful recruitments.

Bob Murray & Associates is the West's premier executive search firm in terms of placing quality candidates. In regard to the Police Auditor recruitment for the City of Eugene, Bob Murray & Associates has a national network of contacts and unparalleled experience conducting successful recruitments. With over 25 years of experience, we have conducted hundreds of searches for municipal and special district executives, including Police Auditors.

Recent Police Auditor recruitments we have conducted include the following:

2024

County of Sonoma, CA (Chief Deputy Law Enforcement Auditor, IOLERO) – *Current*
County of Sacramento, CA (Inspector General)
City of Modesto, CA (Public Relations & Legislative Affairs Manager)
Midpeninsula Regional Open Space District, CA (Public Affairs Manager)

2023

City of Anaheim, CA (Police Chief)
City of Camas, WA (Police Chief)
City of Vancouver, WA (Assistant Police Chief)

2022

Sacramento, CA (Inspector General)
County of Sonoma, CA (Director, IOLERO)
County of Orange, CA (Executive Director, Office of Independent Review)
City of Astoria, OR (Police Chief)
City of Lake Oswego, OR (Police Chief)

Our extensive contacts and knowledge of outstanding candidates will ensure you have a quality group of finalists from which to select the City of Eugene's next Police Auditor.

We work as a team on every search at Bob Murray & Associates. Your Project Lead would be Valerie Phillips, who would not only direct and supervise the project team from beginning to end but also serve as the Recruiter for the project. The fixed, flat professional services fee for conducting the Police Auditor recruitment (limited scope) on behalf of the City of Eugene is \$17,000. Services provided for in this fee consist of all steps outlined in this proposal, including complete administrative assistance.

Step 1 Develop the Candidate Profile

Step 2 Print/Distribute Brochure and Advertisements

Step 3 Recruit Candidates through Outreach (applicants apply through our website)

Step 4 Weekly Updates on Candidate Pool

Step 5 Provide the City with Applicants

Please understand, this proposal is through **outreach only** and does not include a one-year guarantee or preliminary screening of candidates by Valerie. Our process, our contacts, and our experience will ensure you have a quality group of finalists from which to select your new Police Auditor. Should you have any questions, please do not hesitate to call me at (916) 784-9080.

Sincerely,



Valerie Gaeta Phillips
President
Bob Murray & Associates

1544 Eureka Road, Suite 280
Roseville, CA 95661
(916) 784-9080
(916) 784-1985 fax

We support clients with urgency and care, at any scale.

STAFFING

- Short-Term Contracts
- Long-Term Contracts
- Contract-to-Hire

DIRECT PLACEMENT

- Permanent Hires
- Recruitment Process Outsourcing
- Retained Search

ADVANCED SERVICES

- Managed Services
- Culture Consulting
- DEIB Training/Consulting/Staffing



Calling All Industries

We have broad reach and deep expertise, allowing us to find the right candidates across industries.



Fueled by Grit

One of our Shared Values is "High character and hard work above all else." Whether it's finding a niche skill set or managing a complex project, we are trusted and we deliver.



Superior Recruiting, Superior Candidates

Powered by 1,700 recruiters, including skill set-specific teams, a proprietary candidate database, 390,396 consultant alumni, automatic job site postings, AI and Machine Learning driven matching, we find the perfect candidates with speed and accuracy.



We Don't Just Attract, We Retain

We show up for consultants so they show up for you. Our job doesn't stop when a position is filled. Our Engage program focuses on consultant satisfaction and retention.



Doing Something Right

We are proud to be recognized for excellence, and we're just getting started.

- Best of Staffing Client Award
- Best of Staffing Talent Award — ClearlyRated
- 2nd Largest IT Staffing Firm — Staffing Industry Analysts
- Best Workplaces for Millennials
- Best Workplaces for Women
- Best Workplaces for Consulting & Professional Services — FORTUNE



46,852

2023 PLACEMENTS



1,700

RECRUITERS



70

OFFICES
(US, CANADA, UK)

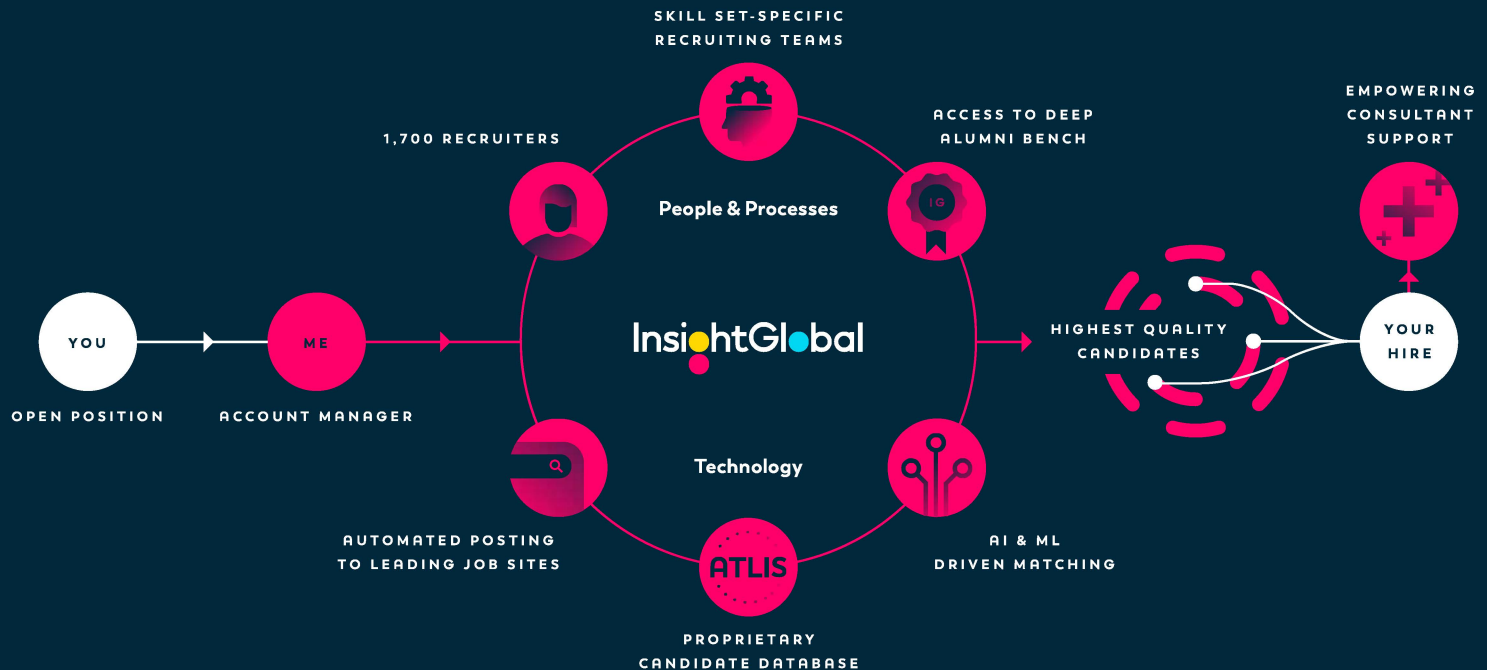


2,688

ACTIVE CUSTOMERS
(BIG & SMALL)

INSIGHT GLOBAL : RECRUITING APPROACH

The power of technology meets
the passion of our people.



How we find the best people, and care for them like family.

1,700 Recruiters

When you give us a req, more than 1,700 highly trained recruiters go to work. We leverage Insight Global's suite of search and match tools to find and curate the highest quality candidates.

Skills Set-Specific Recruiting Teams

We have a team of skill set specialists that focus solely on recruiting and building relationships with top technical professionals in App Dev, DevOps, Data, and Cloud, all tailored to your project, culture, and organization.

Access to Deep Alumni Bench

We form genuine, long-lasting relationships with our consultants, meaning you get access to hundreds of thousands of vetted, talented IG alum consultants.

Automated Posting to Leading Job Sites

When we put your position into our system, it automatically posts to dozens of sites including GitHub, Stack Overflow, Dice, LinkedIn, generating hundreds of applications.

Proprietary Candidate Database

Our database allows us to find and extensively filter unique and proven candidates, ensuring the best fit.

AI & ML Driven Matching

We leverage cutting-edge AI and machine learning to improve the speed and accuracy of matching highly qualified candidates to your job.

Empowering Consultant Support

We build close relationships with every active consultant to provide continuous support and feedback throughout their assignment.

We offer a full suite of benefits and life enhancing programs. One of the truest expressions of our commitment is the IG Family Foundation, which provides a financial lifeline in times of personal crisis. Since 2020, IGFF has granted over \$2.6M.



Response to City of Eugene
Request for Information
Direct Hire Staffing Services for Policy Auditor

Date: October 8, 2024

Prepared by: Anya Prasad, Account Manager
Office: (971) 230-7047 ▪ Mobile: (541) 224-4412
Anya.Prasad@insightglobal.com



Insight Global is honored to present our capabilities to City of Eugene as a Professional Staffing and Services Provider. As the 5th Largest Staffing Firm in the U.S. with over 23 years of industry experience, we are confident in our ability to deliver exceptional value. Our core commitment lies in providing premier employment solutions by recruiting top talent from a broader pool of candidates with diverse backgrounds and providing world class customer service to both our clients and our consultants, building lasting partnerships with both.

We understand the critical importance of providing high-quality staffing solutions that align with City of Eugene's organizational goals while maintaining exceptional value. Our extensive network across various industries positions us uniquely to meet these goals by providing agile staffing solutions that adapt swiftly to City of Eugene's evolving needs. The approach we will take when providing our services will be designed to ensure the recruitment and retention of top-tier talent while effectively providing engagement and insights that will mitigate attrition and increase worker satisfaction and performance.

To achieve this, our innovative approach integrates cutting-edge technology with human insights to automate recruitment processes. This ensures that City of Eugene has access to the best talent efficiently. Our proprietary tools enable us to deliver a consistent pipeline of high-caliber professionals ready to contribute towards achieving City of Eugene's goals.

In conclusion, Insight Global is excited to present our capabilities in partnering with City of Eugene, bringing our expertise in professional services and staffing solutions to help achieve a streamlined vendor landscape that is robust yet flexible enough for future challenges. We are eager to discuss how our tailored solutions can specifically address each aspect outlined in this RFP.

The following individuals will be involved in the management of all aspects of this account, including contract negotiation. Please contact them if any questions regarding this proposal arise.

PRIMARY POINT OF CONTACT

Anya Prasad, Account Manager
1300 SW Fifth Avenue, Suite 3000
Portland, OR 97201
Office: (971) 230-7047
Mobile: (541) 224-4412
Anya.Prasad@insightglobal.com

SECONDARY POINT OF CONTACT

Alexis Anderson, Strategic Account Executive
401 West A Street, Suite 2075
San Diego, CA 92101
Office: (619) 272-5562
Mobile: (925) 719-9545
Alexis.Anderson@insightglobal.com

Thank you for the opportunity to provide City of Eugene with superior services. We look forward to building a respected and long-standing relationship.

Sincerely,

Anya Prasad
Account Manager
Insight Global, LLC



SECTION 1.0 RECRUITING STRATEGY

At Insight Global, we pride ourselves on our robust recruiting capabilities, tailored to meet the demands of today's dynamic job market. With our team of over 1,700 skill-set specific recruiters, we are able to fill even the most demanding positions.

Our recruiting model consists of three steps: Search, Screen, and Engage.

Search: We invest over \$12M annually into recruiting technology and enhancements to support our multifaceted recruiting approach, which utilizes a variety of tools and strategies to pinpoint the ideal candidates including:

- Posting openings on premier job sites such as GitHub, Stack Overflow, Dice, LinkedIn, and relevant local or state job boards, maximizing visibility among potential applicants;
- Using our proprietary internal database of over 11 million qualified candidates and equipped with extensive filters;
- Leveraging inbound recruiting strategies to cultivate a consistent stream of qualified candidates; and
- Utilizing our extensive network, which includes referrals, alumni, and industry partners, to reach professionals who may not be actively searching for new opportunities but are open to the right offer.

Our recruiters search efforts are further powered by HOPE, Insight Global's cutting-edge AI/ML-driven technology, to enhance the candidate-role matching process. HOPE uses our vast historical submittal data, along with features like job title, experience, education, location and resume and requisition skills to match top talent to current openings, with the click of a button. This efficiency expedites candidate discovery, eliminating the need for time-consuming manual searches, and increasing our speed to submit high quality candidates. It also ensures top-tier candidates are matched to the right opening, improving the alignment of candidates and roles, and elevating the quality of selections for our clients.

Screen: Insight Global utilizes a consistent, multi-step screening process detailed below to ensure we provide the best candidates to suit our client's needs. It begins with an initial call by a recruiter to verify candidate information, assess interest, confirm availability, discuss salary expectations, and validate work experience and skill levels. Following this, our recruiters conduct a formal interview to delve deeper into the candidate's qualifications. To further ensure the integrity and quality of our candidates, two managerial references are obtained to verify the candidate's work history and character. Qualified candidates are then presented to the account manager who completes an additional evaluation to ensure the candidate aligns with the client's objectives. It is only after this comprehensive vetting process that candidates are presented to our clients, ensuring that we consistently deliver top-tier talent that meets their specific needs.

Engage: When a candidate is selected, Insight Global will make the job offer, negotiate the terms and



conditions of employment, and obtain the candidate's acceptance, but we don't stop there. Our consultant engagement process begins prior to the consultant starting the assignment, with a dedicated support team providing guidance through the onboarding process, first-week prep, and an orientation meeting to ensure a positive experience and maximize fulfillment and productivity.

In summary, Insight Global's recruitment strategy is comprehensive, data-driven, and human-centered, designed to deliver excellence and satisfaction to both our clients and candidates. We are committed to maintaining the highest standards of recruitment, and with approximately 50,000 placements each year, our track record speaks for itself. With Insight Global as your recruitment partner, you can rest assured that your staffing needs will be met with precision, efficiency, and professionalism.

SECTION 2.0 DIVERSE CANDIDATES

In order to foster a community of individuals with extremely diverse backgrounds, Insight Global hires candidates from all walks of life. Insight Global provides equal employment opportunity to all employees and applicants for employment without regard to race, color, sex, sexual orientation, gender identity, gender expression, pregnancy, age, religion, national origin, disability, service in the uniformed services, protected veteran status, genetic information, or any other classification protected by applicable federal, state, or local laws. As our company grows, we are working to continue to increase our diversity inclusion programs.

Insight Global has a DEIB Advisor program specifically focused on recruiting a diverse talent pool that targets historically marginalized groups to ensure an equitable talent lifecycle. By leading DEIB training, providing instructional guides with proper questions to ask candidates, and growing our Diversity Ambassador and DEIB Advisor programs comprised of DEIB subject matter experts, we ensure that best practices are foundational across the organization. We don't see DEIB as an initiative, we see it as a foundational piece of recruitment done the "Insight Global way". We work to ensure equitable recruiting tactics are commonplace across the board - not only regarding our internal hires, but our consultants as well. Our recruiters are able to source diverse candidates via diverse job boards, our proprietary database (ATLIS), partnerships with companies like YearUp and Us in Tech, HBCUs, and collegiate clubs/groups/fraternities with strong minority representation, etc.

Our DEIB team is a team of diverse people who come from different backgrounds, and who are completely committed to the advancement of DEIB in the workplace. We bring our expertise in talent strategy combined with our determination to cultivate inclusion to ultimately create customized solutions for the needs of our clients. We are making an intentional effort to have an equitable workforce and are taking steps to open doors that were once ignored or closed.

SECTION 3.0 COST STRUCTURE

A placement fee of 25% of contract personnel's annual salary is billed for permanent placements.



If any candidate hired by a customer is involuntarily terminated for reasons relating to performance or misconduct, or voluntarily resigns employment less than ninety (90) days after the start of employment, the customer should notify Insight Global within five (5) business days. In such event and assuming timely notice to Insight Global by the customer, Insight Global will replace the candidate with no additional placement fee. If no replacement candidate can be found within sixty (60) days of notice to Insight Global, Insight Global will reimburse the customer a portion of the placement fee, depending on the length of the Candidate's employment with the customer as follows:

Length of Candidate's employment with Customer / Refund Due

0-30 days / 90% of Placement Fee

31-60 days / 60% of Placement Fee

61-90 days / 30% of Placement Fee

The customer should only be provided a reimbursement or a replacement candidate if the candidate's employment with the customer ends within ninety (90) days due to candidate's (a) unsatisfactory performance, (b) misconduct, or (c) voluntary resignation.



MOTUS EXECUTIVE SEARCH

WHO WE ARE

Established in 2006, Motus Recruiting and Staffing, Inc. has over 20 years of experience offering solutions in executive search, contingent staffing, and DEI consulting/training. Whether you are planning expansion, succession, or reinforcing your existing workforce, Motus connects people with their purpose. Our tailored executive search services unlock the expertise your company deserves, ensuring you find the best leaders to drive your organization forward.

WHAT WE OFFER

- Better/Best™ Interview Training
- Rubric and position development
- Additional interview panels
- Calibration meetings
- Listening sessions
- Customized reports
- Salary and compensation study
- Complete executive leadership assessment for final candidates including performance analysis
- Meet and Greet sessions

BETTER/BEST™ METHOD

The search process can be complex and time-consuming when the right person is hard to find. It can be even more challenging when bias and predispositions influence the way we interview and hire. While traditional hiring practices dictate looking at factors that would exclude individuals from a job, our Better/Best™ facilitated interview model is an equitable approach that offers a holistic, interactive, and inclusive view of each candidate's unique skills, abilities, experience, and gifts to decide who is best suited to make your organization flourish.

**Some of our successful placements are proudly shown in the image above.*



OUR TOP PLACED EXECUTIVE ROLES

- Executive Director
- Chief Executive Officer
- Chief Operating Officer
- Chief Financial Officer
- President
- Vice President

EXECUTIVE SEARCH CLIENTS

Here are just a few of our successful partnerships:

- City of Portland
- State of Oregon
- State of Washington
- King County
- Portland Timbers and Thorns FC
- Oregon Health & Science University
- Dutch Bros
- Providence Health System
- Regence Blue Cross Blue Shield
- Black Business Association of Oregon
- Bonneville Power Administration

INDUSTRIES SUPPORTED

- | | |
|--------------------------|-------------------------|
| • Energy/Utilities | • Construction |
| • Healthcare | • Nonprofit |
| • Government | • Manufacturing |
| • Finance and Accounting | • Education |
| • Social Impact | • Professional Sports |
| | • Wildlife Conservation |



Presented To:

City of Eugene
Proposal for Police Auditor
October 8, 2024
Revised October 9, 2024

Presented By:

Dreshawn Vance
Vice President of Executive Search



October 8, 2024

City of Eugene
Attn: Jennifer Lleras Van Der Haeghen
RE: Proposal for Police Auditor

Dear Jennifer,

We want to thank you for the opportunity to present our executive search services to the City of Eugene as your team embarks on identifying its next Police Auditor. Motus Recruiting and Staffing, Inc. is a premier executive search firm with a proven track record of success in identifying and placing top-tier talent in the Pacific Northwest.

Our team combines deep industry knowledge with a personalized approach to ensure we find candidates who not only possess the requisite skills and experience but also share your mission to “provide an accessible, safe, impartial, and responsive intake system for complaints against Eugene Police Department (EPD) employees and to ensure accountability, fairness, transparency and trust in the complaint system through the intake, classification, auditing and adjudication process of the complaint system.”

With our comprehensive executive search process, we will work closely with your team to conduct a rigorous assessment of potential candidates. Our network and resources enable us to cast a wide net, reaching qualified professionals who may not be actively seeking new opportunities but are fully aligned with the role.

Furthermore, we recognize the unique challenges and opportunities facing the City of Eugene. Our team's extensive experience within the government system equips us to offer strategic insights and guidance throughout the search process, ensuring we address these challenges effectively.

Your primary contact for this RFP is the following:

Dreshawn Vance
6650 Redwood Lane, Suite #355
Tigard, OR 97224
Dreshawn@motusrecruiting.com
Direct: 503.496.1317

We would be honored to collaborate with the City of Eugene on this important executive search. Enclosed is a detailed proposal outlining our sourcing services, process, and fee structure. If you have questions or need more information, please contact me directly. We are excited to discuss this meaningful executive search in greater detail to keep the City of Eugene moving forward.

Sincerely,

Dreshawn Vance

Dreshawn Vance
Vice President of Executive Search



Organization Description

Motus Recruiting and Staffing, Inc., established in 2006, is a distinguished firm that provides comprehensive services in executive search, contingent staffing, and organizational development. With a highly skilled and knowledgeable professional team, Motus specializes in implementing fair and inclusive recruitment practices, thereby ensuring a diverse pool of exceptionally qualified talent for various industries, including education, government/public sector, nonprofit, healthcare, technology, energy/utility, and financial services.

“Moving people forward” is not only the Motus slogan but the driving force behind everything we do. As a certified Oregon MBE and the only Black-owned recruiting firm in Oregon, we understand and train organizations on the importance of DEIB when hiring, promoting, and supporting a diverse workforce. In addition to Executive Search services, Motus has the Motus Organizational Development (MOD) division that provides organizational assessments and strategies, DEI training, interview bias training, and more. We believe coupling the DEI framework with Executive Search services leads to better hiring outcomes for the client and an improved engagement experience.



Industry Experience

With over two decades of experience providing direct recruitment services in accounting/finance, professional services, technology, and executive search—with a core competency in the government sector—the Motus team recognizes the intricate processes involved in recruiting top leadership talent. It's more important than ever to find people who can skillfully blend strong organizational growth with your company's core values. With our team's deep expertise and industry knowledge, we ensure your vision will be communicated clearly and fairly to the market, attracting a diverse pool of candidates who are key to driving your mission forward.

The rapid rise of remote and hybrid work has allowed us to extend our geographic search and significantly amplify our talent pool. Motus has garnered a reputation for delivering exceptional talent, innovative solutions, competitive pricing, and timely talent selection. Some of our valued clients include the State of Oregon, the State of Washington, the City of Portland, King County, Bonneville Power Administration, Portland General Electric, NW Natural Gas, Oregon Health & Science University, Dutch Bros, Tillamook, Home Forward, 1000 Friends of Oregon, Providence Health System, Regence Blue Cross Blue Shield, Bird Alliance of Oregon (formerly Portland Audubon), Moda Health, Meyer Memorial Trust, NWEA, and Greater Portland Inc.



Sourcing Approach

Our team is well-prepared to find, attract, and source candidates for the next Police Auditor for the City of Eugene. We understand the need for an experienced and successful partner who is consistent and knowledgeable in executive talent acquisition.

From the start, we provide a detailed project plan and timeline that outlines every step and milestone in the search process. Additionally, we provide weekly reports showcasing applicant and direct sourcing data, including industry ranges and geographic representation. We also hold regular check-ins to ensure the candidates we present align with your job expectations and vision.

Developing the Candidate Pool

We build a strong candidate pool by taking the time to truly understand the role using a comprehensive approach. This includes tapping into our proprietary databases, professional networks, industry resources, and directly reaching out to both active and passive candidates. To foster diversity, we work closely with affinity groups, use diversity-focused recruitment platforms, and apply strategies to reduce bias throughout the process. We make it a priority to source talent from underrepresented communities. Once we've identified top candidates, we present a detailed list with thorough profiles and our recommendations to the search committee, ensuring the selection process is transparent and inclusive.



Sourcing Channels and Methods

Motus utilizes multiple cloud-based platforms to facilitate direct sourcing strategies that allow us to reach diverse pools of qualified candidates quickly. These tools include Bullhorn, Indeed, LinkedIn, and Zoom Recruiter. Additionally, Motus leverages our extensive national education network, professional associations, schools and universities, advertising, and social media to continuously maintain relevant visibility.

Commitment to Diversity in Action

Part of our work as an Executive Search firm is to help the City of Eugene find a Police Auditor who will drive their mission to “provide an accessible, safe, impartial, and responsive intake system for complaints against Eugene Police Department (EPD) employees and to ensure accountability, fairness, transparency and trust in the complaint system through the intake, classification, auditing and adjudication process of the complaint system.” Motus recognizes the significance of representation and actively fights for diversity, equity, inclusion, and belonging in the recruitment process.

We have seen (and many of us experienced) first-hand how systemic conscious and unconscious bias negatively affects organizations at every level, starting with hiring practices. Our goal is to work alongside organizations in prioritizing DEIB when interviewing, hiring, promoting, and supporting an inclusive workforce. Our team is



intentional in our recruitment approach, and we work with our clients to develop inclusive job descriptions void of biased language or exhaustive job qualifications that often detract well-qualified talent from applying.

We believe that a rising tide lifts all boats; therefore, Motus is unwavering in its commitment to community service and partnering with Black, Indigenous, people of color, and women-owned organizations. Our work in the Pacific Northwest has always been about uplifting the many underrecognized communities that make the city prosperous. Prioritizing DEIB in the workplace builds stronger teams, fosters innovation, cultivates a better sense of belonging, and drives better business results. Over the last two years, 70% of our placements have been Black, Indigenous, and other people of color, and 60% have been women. These placements show our commitment to eliminating inequitable barriers and disparities that traditionally exist in the hiring process and eliminating inequitable barriers and disparities that traditionally exist in the hiring process, but they also demonstrate the success rate of Motus' inclusive Better/Best™ Model.



As a certified Oregon MBE company (Certification #4567) and a Northwest Mountain Supplier Diversity Council member, we deeply understand the importance of partnering with POC- or women-owned organizations. Below are some of our partnerships that demonstrate our continued focus on helping underrepresented groups reshape corporate culture:

- Oregon Association of Minority Entrepreneurs
- Hispanic Metro Chamber of Commerce
- NW Mountain Supplier Diversity Council
- Oregon Diversity Recruiting Council
- National Diversity Council
- Black American Chamber of Commerce
- H/X Visionaries – Founding Member
- Urban League of Portland
- Hispanic Metropolitan Chamber
- Staffing Industry Analysts
- Self Enhancement Inc.
- KairosPDX
- Greater Portland Inc.
- Blacks in Technology





Cost Proposal

RETAINED SEARCH SCHEDULE

Please refer to the attached scope of work to review the complete service offerings included in our fees.

Consistent with the standards of the executive search profession, our fees sourcing amount to twelve percent (12%) of the first year's cash compensation and are non-contingent. For calculation purposes, cash compensation includes base salary only. In addition to our professional fees, we will be reimbursed for preauthorized direct expenses related to the execution of the search engagement. The fee will be paid as follows: upon signing this agreement, the client will pay Motus a nonrefundable retainer of one-half (1/2) of the fee, and the remaining one-half (1/2) of the fee will be due after qualified candidates are presented.

Additionally, the client will be obligated to pay such fee:

1. If a candidate referred to the client by Motus is hired, directly or indirectly, for any position, as an employee, consultant, or independent contractor, by the client, its affiliates, parents, or subsidiaries, within twelve (12) months of the most recent activity on behalf of that candidate by Motus.
2. If a candidate referred to the client by Motus is referred by the client to another employer or recruiting firm and the candidate is hired, directly or indirectly, for any position, as an employee, consultant, or independent contractor, by such employer or through such recruiting firm within twelve (12) months of the most recent activity on behalf of that candidate by Motus.
3. If any candidate is presented to the client from an external source for consideration for this position, the candidate will be referred to Motus for screening as part of our search effort. If an external candidate is selected while this agreement is in effect, the fee will be due to Motus.

Thank You

Thank you for taking the time to review our proposal. Your dedication inspires us, and we are eager to contribute our expertise and resources to support your vital mission. We look forward to the possibility of connecting with you to make a meaningful difference in the lives of those you serve.



Scope of Work

PROPOSED SOURCING PROCESS

Estimated Time Frame: 30 days

- Evaluate the impact of the skills and experience on the success of the organization
- Create a detailed recruiting plan, including competitive landscape and marketing the position
- Create an extensive list of relevant, qualified talent that matches expectations

EUGENE CITY COUNCIL AGENDA ITEM SUMMARY



Work Session: Sustainability Commission FY24 Annual Report and FY25 Work Plan

Meeting Date: October 21, 2024

Department: Public Works

www.eugene-or.gov

Agenda Item Number: 2

Staff Contact: Danielle Klinkebiel

Contact Telephone Number: 541-731-0527

ISSUE STATEMENT

The purpose of this work session is for Sustainability Commission to present its Fiscal Year 2024 (FY24) Annual Report (Attachment A) and its proposed Fiscal Year 2025 (FY25) Work Plan (Attachment D). Council will be asked to approve the annual work plan as outlined in code. Additionally, the Sustainability Commission will be requesting approval of three committees which are required to be approved in advance by City Council.

BACKGROUND

The Sustainability Commission works to create a healthy community now and in the future by proposing measurable solutions to pressing environmental, social, and economic concerns to the City of Eugene, its partners, and its people. The Sustainability Commission acts as a policy advisory body to the Council and City Manager in the initiation or development of programs or actions that will create or enhance sustainable practices within the community (E.C. 2.380).

There are a total of 13 Commissioner positions, including eight appointed seats, four at-large seats, and one City Councilor. Currently 11 positions are filled.

The Sustainability Commission presented its FY23 Annual Report and its proposed FY24 Work Plan to City Council in November 2023.

FY24 Annual Report Highlights (Attachment A)

- **The Sustainability Commission reviewed and commented on active topics and projects related to Climate Action Plan 2.0 (CAP 2.0).**
 - Strategies to expand electric vehicle charging infrastructure
 - Upcoming projects related to Urban Growth Strategies
 - Engagement results and strategies for building decarbonization
 - Street tree projects funded through the 2022 Street Bond
 - Beyond Toxics' Bethel Clean Energy Project
 - University of Oregon's (UO) Home Energy Score Program
 - Eugene Water and Electric Board's (EWEB) energy resource planning and customer programs
- **The Sustainability Commission established three committees.**

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- Education and Outreach Committee: The committee developed an outreach strategy and toolkit for events to do public education on current sustainability initiatives and resources for sustainable living. They participated in 7 neighborhood association events and engaged roughly 140 people. The outcomes and results of engagement are provided in Attachment B.
- Building Decarbonization Committee: The committee identified potential tools for decarbonizing rental properties since tenants tend to be disproportionately energy-burdened and may be less likely to benefit from decarbonization upgrades and improvements.
 - *Letter sent to City Council that identified potential tools to decarbonize Eugene's rental properties.*
- Food Waste Prevention Committee: The committee worked to better understand the barriers for composting in single-unit housing and identify possible strategies and practices for overcoming them.
 - *Letter sent to City Council to summarize the work accomplished in the food waste prevention committee.*
- **The Sustainability Commission explored several emerging topics**
 - Upcoming decision by UO to transition district thermal heating network
 - *Letter sent to City Council to raise awareness about the decision and to support they transition to a ground source heat pump.*
 - Heard community concerns about Golden Gardens Park and the proposed use of artificial turf
- **Granted \$1000 to the Materials Exchange Center for Community Arts (MECCA)**
 - The Sustainability Commission provides small grants to help support activities consistent with its mission. The Sustainability Commission granted \$1,000 to MECCA to support their Planet Vs. Plastics Youth Upcycled Art Challenge.

FY25 Work Plan Summary (Attachment D)

- **Goals for FY25:**
 - Align work with the Climate Action Plan 2.0 (CAP 2.0) and with current sustainability initiatives coming before City Council. Advise/provide feedback accordingly.
 - Raise City Council's awareness about emerging sustainability topics.
 - Continue to expand community engagement to educate and collect feedback from community members.
- **In FY25, the Sustainability Commission will explore the topics listed below.** These topics are current initiatives that are being explored or implemented by the City and external partners. Commissioners will have the opportunity to learn, ask questions, provide feedback, and where possible, advise City Council.
 - Future protected bikeways: Give feedback on recently built bike infrastructure and suggest changes and improvements for future projects.
 - Lane Transit District's (LTD) transit system: Learn about recent changes to the bus system and services.
 - Envision Eugene Comprehensive Plan: Provide feedback on proposed goals and policies to encourage compact development, housing, and community health.
 - EWEB's electricity supply: Learn about EWEB's upcoming contract negotiation with

Bonneville Power Administration and share feedback on the factors shaping their decision.

- Local applications of geothermal energy: Learn about local, low-income housing projects that are using geothermal energy, and the opportunity to provide clean, reliable and affordable energy.
- New statewide funding for climate pollution reduction: Learn about new funding received by the Oregon Department of Environmental Quality (ODEQ) and how Eugene will be able to take advantage of new programs and incentives.
- Lane County's CleanLane Resource Recovery Facility: Learn about how this new facility will provide new opportunities for waste management in helping the City meet its climate goals.
- Street tree projects and the new draft Urban Forestry Management Plan: Provide feedback on upcoming urban forestry projects.
- Lane County Resilience Hubs: Learn about Lane County and United Way's new effort to create a network of resilience hubs across Lane County and in Eugene.
- Golden Gardens Park Master Plan: Learn about and provide feedback on the project goals to balance recreational facility development with habitat conservation and the broader community's recreation needs.

Each of these topics is described in more detail in Attachment D, including a description of how the topic fits into the CAP2.0.

- **The Sustainability Commission will form three committees** (Attachment E)
 - Education and Outreach Committee: Continue to build on the public engagement that was accomplished this year; explore how else the Commission can do engagement and how to reach some of the neighborhoods that have not been engaged yet.
 - Clean and Reliable Back-up Energy Systems Committee: This committee will explore opportunities for backup energy that extend beyond the gas system and have a cleaner carbon footprint (i.e. battery storage system, R99 generators, Environmental Protection Agency (EPA)-certified wood stoves, geothermal systems and more).
 - Climate Friendly Landscaping Committee: This committee will research ordinances, programs, and certifications that are used in other communities that promote climate-friendly landscaping on private and public property.

RELATED CITY POLICIES

[City of Eugene Strategic Plan](#):

1. Urgent Community Needs:
 - a. Advance climate action and community resilience to natural and human-caused disasters.
2. Communication and Outreach:
 - a. Improve community awareness and understanding of priority topics.
 - b. Engage with a broader cross-section of the community.
 - c. Increase community confidence in council and staff.

Climate Action Plan 2.0 (CAP2.0)

The CAP 2.0 serves as Eugene's roadmap to achieve the goals identified in the Climate Recovery Ordinance: 1) to reduce our fossil fuel use by 50 percent by 2030 compared to our 2010 usage, and 2) to reduce our greenhouse gas emissions by 7.6 percent annually.

COUNCIL OPTIONS

1. Approve the FY25 Work Plan and committees.
2. Approve the FY25 Work Plan and committees with amendments.
3. Ask the Commission to revise its FY25 Work Plan and committees and return at a later date.
4. Not approve the FY25 Work Plan and/or committees.

CITY MANAGER'S RECOMMENDATION

The City Manager recommends approval of the Sustainability Commission's FY25 Work Plan and committees.

SUGGESTED MOTIONS

1. Move to approve the FY25 Sustainability Commission Work Plan.

AND

2. Move to approve establishment of the following committees: Education and Outreach Committee, Clean and Reliable Backup Energy Systems Committee, and Climate Friendly Landscaping Committee.

ATTACHMENTS

- A. FY24 Sustainability Commission Annual Report
- B. Summary of Engagement in FY24
- C. Letters sent to Council in FY24
- D. FY25 Sustainability Commission Work Plan
- E. Committee Proposals for FY25

FOR MORE INFORMATION

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FY24 Sustainability Commission Annual Report

Introduction

On November 13, 2023, the Sustainability Commission presented its FY24 Work Plan to City Council. The FY24 Work Plan reflected the Commission's intent to:

- 1) Align its work with the Climate Action Plan 2.0 (CAP 2.0)
- 2) Build understanding and provide feedback on current initiatives
- 3) Raise Council's awareness about emerging sustainability topics
- 4) Engage with the public about resources for sustainable living

Highlights:

- **Reviewed and commented on active topics and projects related to CAP2.0**
 - City Led Projects: Electric Vehicle Infrastructure Strategy; Urban Growth Strategies; Building Decarbonization; street tree projects funded through the 2022 Street Bond
 - Projects Led by External Partners: Beyond Toxics' Bethel Clean Energy Project; the UO Home Energy Score Program; EWEB's energy resource planning and customer programs
- **Established three committees**
 - Education and outreach
 - Building decarbonization in rental properties
 - *Letter to Council: Potential tools to decarbonize Eugene's rental properties*
 - Food waste prevention
 - *Letter to Council: Work accomplished in the food waste prevention committee.*
- **Addressed emerging topics**
 - UO's district thermal heat network
 - *Letter to Council: Upcoming decision by UO to transition district thermal heating network*
- **Granted \$1000 to the Materials Exchange Center for Community Arts (MECCA)**

Topics Addressed:

The Sustainability Commission explored a variety of topics that are organized below into the different areas of focus in the CAP2.0. The topics listed are current initiatives that are being explored or implemented by the City and external partners. Commissioners had the opportunity to learn, ask questions, provide feedback, and where possible, advise City Council.

Transportation:

- **Electric Vehicles (EVs) Strategy:** Staff provided an overview of current adoption rates for EVs, current resources for purchasing EVs, equity considerations, and an upcoming initiative to develop a strategy for expanding charging infrastructure in Eugene.

Buildings:

- **Inflation Reduction Act and Oregon's Climate Resilience Package:** Recent state and federal policies will support and expand clean energy, energy efficiency and clean transportation. Staff gave an in-depth overview of recent state and federal policies that will expand rebates and tax credits for home energy upgrades, and how these policies will help advance Eugene's CAP2.0.

- **Community Engagement on Building Decarbonization:** Sustainability staff shared the results of engagement with a range of stakeholders to better understand concerns and opportunities for reducing emissions from buildings.
 - *The Sustainability Commission provided feedback and additional considerations on the results of engagement and decarbonization strategies before they were presented to City Council in July 2024. The Sustainability Commission also sent a letter to City Council regarding tools for decarbonizing rental properties (see Building Decarbonization committee below).*
- **Urban Growth Strategies:** Staff gave an overview of a multi-year project that will identify tools, actions, policies, and land needed for the next 20 years to support housing and living wage jobs. Staff also highlighted aspects of the project that are related to climate and sustainability.
 - *Staff shared a timeline for when they will engage the Sustainability Commission for feedback throughout the project.*
- **Beyond Toxics' Bethel Clean Energy Project (BCEP):** BCEP focuses on assisting Bethel residents located near the J.H. Baxter wood preservation facility in making clean energy upgrades.
- **UO Home Energy Score Program:** The Score Program trains and hires UO students to offer free home energy audits to low-income and rental households so they can better understand energy usage and opportunities for improving efficiency. UO students shared about their process for performing the audits, participation rates and outcomes.
 - *The Sustainability Commission would like to see opportunities to expand the program.*
- **EWEB Energy Planning and Customer Programs:** Staff from EWEB shared about their current energy resources and plans to accommodate increased load forecasts. They also shared information about their incentive programs for residential and commercial customers making energy upgrades.
 - *The Sustainability Commission asked EWEB how they are prioritizing equity versus emissions reductions benefits, which home energy upgrades should be prioritized, and which future energy resources are being considered.*

Waste:

- **Oregon's Recycling Modernization Act:** This will expand recycling to make it consistent across the state, allow for a broader range of accepted materials and better deal with contamination. Waste Prevention staff shared information about how this could affect recycling in Eugene.
 - *The Sustainability Commission asked when new policies will roll out, what types of materials will be affected, and what the impacts will be locally and nationally.*

Resilience:

- **Street Tree Projects and the 2022 Street Bond:** Part of the 2022 Street Bond included \$2 million slated for street trees. According to the bond language, draft project lists for street tree projects will be developed in consultation with the Sustainability Commission. Urban Forestry staff shared their plans for how to spend the funds on both tree planting and tree maintenance, as well as how to prioritize planting locations based on canopy coverage data and socio-economic factors.
 - *The Sustainability Commission asked whether current plans will meet the tree canopy goals established in CAP2.0, and about opportunities and challenges for protecting trees on private property.*

Other:

- **CAP2.0 Communications Strategies:** Sustainability Commissioners watched staff's update on CAP2.0 to City Council in March 2024.
 - *The Sustainability Commission held a follow-up discussion with staff to generate ideas for additional ways to communicate progress on CAP2.0.*

Committees:

Established three committees to perform further research...

- **Education and Outreach Committee:** The scope of the committee was to develop a strategy for how the Sustainability Commission can continue to do public education on current sustainability initiatives and resources for sustainable living.

Outcomes:

- Finalized a PowerPoint presentation that gives an overview of the Climate Recovery Ordinance and the CAP2.0 and shares current initiatives by the City as well as available resources for the community to live more sustainably
- Developed an outreach strategy for tabling at neighborhood association picnics, which included development of tabling materials, a short intercept survey, and a schedule of events to attend
- Engaged ~140 people through presentations and tabling events.
- Presented to the Neighborhood Leaders Council on Tuesday, April 23, 2024 and the Jefferson Westside Neighbors board on September 10th, 2024.
- Tabled at: the Friendly Areas Neighbors annual picnic on Tuesday, June 25, 2024; Far West Neighborhood annual picnic on July 16th, 2024; Laurel Hill Neighbors annual picnic on August 4, 2024; South University Neighbors August 24, 2024; Southeast Neighbors annual picnic on September 7, 2024

- **Building Decarbonization Committee:** The scope of the committee was to identify potential tools for decarbonizing rental properties. The challenge with decarbonizing rental properties is that landlords and building owners may be reluctant to make efficiency upgrades in their property without also increasing the cost of rent, which may lead to displacement. Conversely, tenants either can't afford or are otherwise unlikely to make an investment in a building they don't own. The result is that tenants are disproportionately energy-burdened and not experiencing the benefits that come with decarbonization upgrades and improvements.

Outcomes:

- Invited guest speakers from Elevate and Fleet Development to share about current policy mechanisms and programs for addressing
- Researched policies, funding mechanisms, and programs that exist in other municipalities.
- [Sent a letter to City Council on July 3rd, 2024 about potential tools to decarbonize Eugene's rental properties.](#)
- A commissioner testified at a public hearing shortly before staff presented on building decarbonization, to help Council better understand the unique challenge of decarbonizing rental homes.

- **Food Waste Prevention Committee:** The scope of the committee was to understand the barriers for composting in multi-unit and single-unit housing and identify possible strategies and practices for overcoming them.

Outcomes:

- Invited COE Waste Prevention staff to share current obstacles for composting in multi-unit and single-unit housing. Staff emphasized the priority to expand composting in single family homes

- Developed an intercept survey to better understand barriers to composting in single-unit homes. Conducted the intercept survey at the Home and Garden Show on March 8-10th, 2024, in partnership with Lane County Waste Management
- [Sent a letter to City Council on July 3rd, 2024 about work accomplished in the food waste prevention committee](#)

Emerging Topics:

There were topics that emerged during the fiscal year that were not included in the original work plan, but the Sustainability Commission felt it was important to address them. In some cases, this resulted in sending a letter to City Council to raise their awareness about the issue. For others, the Commission agreed they needed more information before they could send a recommendation to City Council.

- **UO District Thermal Heat Network:** UO's Thermal Heating System's Task Force is considering various options for transitioning the central steam plant. Since the UO's steam plant is the largest point-source emitter of CO2 in Eugene, their decision could potentially have a large impact on our community's total greenhouse gas emissions.
 - *The Sustainability Commission felt it was important to raise Council's awareness about the issue and believed transitioning the steam plant to a ground source heat pump would have the biggest reductions in greenhouse gas emissions. [The Sustainability Commission sent a letter to City Council on January 16, 2024.](#)*
- **Artificial Turf at Golden Gardens:** Beyond Toxics gave a brief overview of current plans by the City of Eugene to build artificial turf sports fields at Golden Gardens Park, and shared the environmental impacts of this decision.
 - *The Sustainability Commission agreed to consider including this topic in next year's work plan and may consider sending a letter to City Council after hearing from COE Parks and Open Space.*

Grants

The Sustainability Commission may provide small grants to help support activities consistent with the Commission's activities and purposes.

- The Sustainability Commission granted \$1000 to MECCA, an organization that diverts waste through creative upcycling. The funds were used to support their Planet Vs. Plastics Youth Upcycled Art Challenge.



Summary of Engagement in FY24

Background

The Sustainability Commission's Education and Outreach Committee was formed in FY23 to educate the public about sustainability actions as well as understand the different perspectives and needs within our diverse community. In FY24, the committee developed engagement materials, including a PowerPoint presentation, tabling materials and a dot survey. The committee prioritized engaging with neighborhood associations at monthly meetings and neighborhood picnics.

Summary of Engagement

In FY24, commissioners participated in seven events and engaged a total of roughly 140 people.

- Presented to the Neighborhood Leaders Council
- Tabled at the Jefferson Westside Neighbors Annual Picnic, June 25th
- Tabled at the Far West Neighborhood Annual Picnic, July 16th, 2024
- Tabled at the South University Neighbors Annual Picnic, August 19th, 2024
- Tabled at the Laurel Hill Valley Neighbors Annual Picnic, August 20th, 2024
- Tabled at the Southeast Eugene Neighbors Annual Picnic September 7th, 2024
- Presented to the Jefferson Westside Neighbors Board on September 10th, 2024

The committee developed a variety of engagement materials in order to share information about the Commission and its role and get citizen input on individual's priorities on sustainability issues.

- A **Power Point presentation** that described the City's CAP2.0 goals and progress on those goals, described the Sustainability Commission's role and ways to get involved, and shared action citizens might take to reduce greenhouse gas emissions.
- **Handouts** that could be passed out at tabling events that shared resources for sustainable living.
- A **dot survey** where people could share their priorities for sustainability and climate action.

Engagement Results and Outcomes:

For the dot survey, people were given three dot stickers to vote on "What Sustainability Issues are Most Important to You?" 80 people participated in this very informal survey at the five tabling events listed above. Renters and homeowners were asked to use different colored dots, though no significant difference was noted. Participants ranked the issues as follows:

- Housing 50
- Environmental Justice and Equity 41
- Waste Reduction 35
- Transportation 33
- Climate Resilience 29
- Natural Resources Management 27
- Sustainable Business Practices 14
- Green Buildings 11

Though the sampling is small, the dot survey helped to facilitate further conversations. Though there was not consistent effort to collect this anecdotal input, some shared trends were noted. The most repeated comments were related to how many of the issues overlapped. For example, housing density

and transportation are interrelated, as our housing and green buildings. For some individuals resources management and equity were seen as related both in terms of the varying concentrations of park land and tree canopy in different parts of the city. A number of people commented that “all were important.”

As shown by the survey, the biggest priority is the need for safe and stable housing, with a need to get people off the streets and into more sustainable homes.

Clean transportation is a big priority, including electric vehicles, bicycles, and light rail—both within Eugene and at the intercity level.

There is interest in building decarbonization, mainly electrification and getting buildings off of NW Natural's fossil fuel infrastructure.

There is lots of interest in waste reduction and composting. It was surprising to find out that the number one barrier of composting at home is that people don't know it is an option to compost in their yard debris bin.

Climate resilience arose more frequently in conversation than seemed to be indicated by the survey, as numerous people commented on the very hot summer and last winter's ice storm as challenging.

The main impact of tabling seemed to be to expand awareness of existence of citizen Sustainability Commission. A few individuals expressed interest in applying to serve as Commissioners. Neighborhood leaders also expressed interest in the Sustainability Commission's small grants program.

The committee also was invited to offer the Power Point presentation at more neighborhood meetings and are tentatively scheduled with Laurel Hill Valley with hopes to schedule more opportunities through follow up.



Memorandum

Date: Tuesday, January 16, 2024

To: Mayor Vinis and Eugene City Council

From: Eugene Sustainability Commission

Subject: Letter to inform City Council about University of Oregon's pending decision for transitioning its heating system

The Eugene Sustainability Commission would like to raise City Council's awareness about a pending decision by the University of Oregon regarding its thermal heating system. Their decision has the potential to drastically reduce greenhouse gas emissions in our community and have a large impact on achieving the Climate Recovery Ordinance (CRO) and our CAP 2.0 goals.

As part of the University of Oregon's (UO) Climate Action Plan 2.0, the University's Thermal Heating Systems Task Force is currently considering various options for transitioning the central steam plant to a system that can bring greenhouse gas (GHG) emissions in line with UO's goals. This is an important matter: the UO's Central Steam Plant is the largest point-source emitter of CO₂ in Eugene. Eugene Sustainability Commission members have reviewed the Thermal Systems Transition Study ("the Study"). We feel that the City of Eugene has an important role to play in encouraging the University to make choices in line with both UO's and the City's climate goals.

The Study includes four options:

1. **Systems As Usual.** The current gas-burning boilers and steam distribution system are left in place and replaced like-for-like as components burn out. This option has the lowest upfront and lifecycle cost but the highest GHG emissions. *We do not recommend this option.*
2. **Electrode Boiler.** The boilers are converted from gas to electric resistance, but the steam system is left in place. This option is all-electric and EWEB's electricity is very low-carbon, so GHG emissions drop by over 80%, but because electric resistance is much less efficient than other clean alternatives, the plant's energy consumption (and UO's utility costs) will be much higher. In addition, while EWEB can supply the electricity needed to support this option, this cuts into the "headroom" available to support heating system and transportation electrification across EWEB's service territory. In the end, locking UO into this relatively wasteful use of electricity is likely to force EWEB to procure more power (i.e., secure new power purchase agreements), which may in turn put upward pressure on EWEB's electricity rates.
Over the long term, we have substantial concerns about the knock-on effects this may have on Eugene's (and EWEB's) energy transition. *We do not recommend this option.*
3. **Heat Recovery Chiller.** The boiler system is augmented with a heat recovery chiller: equipment that uses the waste heat generated by making chilled water to simultaneously make hot water. The steam system is converted to lower-temperature hot water, which will require building heating

system upgrades throughout campus. Greenhouse gas emissions are cut by about half, but significant GHG emissions remain from the gas boilers, which are used to supplement and back up the heat generated by the heat recovery chiller. This option represents a combination of high-efficiency electric equipment and the current gas-burning equipment, which means UO would continue to consume substantial fossil fuels. *We do not recommend this option.*

4. **Heat Recovery Chiller with Water or Ground Source Heat Pump.** This option is much like option three: the steam system is converted to hot water and a heat recovery chiller is installed. Instead of backing up the heat recovery chiller with gas burning boilers, an alternate source of heat enables all heating to be done with clean electricity. The currently scoped option would pull heat from the Millrace, to which UO has an industrial water right. UO currently uses the Millrace to cool its chiller plant; this would mean also using the Millrace as a heat source. The Millrace's steady water temperature enables very high energy efficiency year-round. The impacts this may have on aquatic life in the Millrace should be more fully considered.

Another version of Option 4 that UO may consider would use a ground source heat pump. These systems use drilled vertical wells or buried horizontal loops to circulate fluid, enabling the system to use the earth as a heat source and heat sink. Much like using the Millrace, using a ground source heat pump system offers very high energy efficiency all the year round, but the first cost would be higher due to the cost of drilling and/or excavation to lay the well/loop field. *We recommend either version of Option 4.*

Based on the information above, the Sustainability Commission recommends Option 4 which includes transitioning to a heat recovery chiller with either a water or ground source heat pump. While there is uncertainty over exact GHG reductions that could be achieved, Option 4 best aligns with the Climate Recovery Ordinance (CRO) as well as makes the largest impact toward CAP 2.0 goals. This option, or one like it, represents the best opportunity for long-term greenhouse gas reductions, dramatic reductions in energy consumption, and maintained capacity for EWEB to support more electrification across its service territory.

City Council can learn more about the options under consideration through the following mechanisms:

- Visit the UO's website on the [Thermal Heating Systems Transition Study](#).
- Learn about other higher education institutions that have undertaken similar energy system transitions, including [Stanford University](#), [Brown University](#), and [Oberlin College](#).
- Review an [open letter](#) that was written by local climate leaders and signed by the Mayor, two members of Eugene City Council, and two other elected representatives.

The issue is timely. The UO President will soon make a recommendation to the Board of Trustees based on the options presented in the Task Force's report.

We encourage City Councilors to review the above information. As a member of the Eugene Climate Collaborative, UO is an important partner to help meet the City's CRO and CAP 2.0 goals. They are facing an important decision that could have a big impact on reducing our community-wide emissions.

Respectfully,

The Eugene Sustainability Commission

Memorandum

Date: July 3, 2024

To: Mayor Vinis, City Council and City Manager

From: Eugene Sustainability Commission, Building Decarbonization Committee

Subject: **Potential Tools to Decarbonize Eugene's Rental Properties**

Context and Background:

Getting landlord participation in energy efficiency upgrades can be challenging. One reason is because building owners don't typically see the financial benefits from the upgrades. The landlord pays for the project, but the savings come through in lower utility bills. When tenants pay this bill, they're the ones that benefit. This problem is referred to as the **Split Incentive**. Landlords and building owners may be reluctant to make efficiency upgrades in a building that they aren't living in or occupying (without also increasing the cost of rent, which may lead to displacement). Conversely, tenants either can't afford or are otherwise unlikely to make an investment in a building they don't own.

The result is that tenants are disproportionately energy-burdened and not experiencing the benefits that come with decarbonization upgrades and improvements. More than half of Eugene residents are renters, 1/3 of whom are severely rent-burdened. This dynamic is common across all rental classes: single family housing, multifamily housing, and commercial buildings.

Potential Policy and Program Opportunities

The City of Eugene and local partners could deploy policy and program tools to help overcome this challenge in both residential and commercial properties and spur equitable decarbonization for tenants. Several selected policy opportunities are described here.

1. Program Navigator Support for Efficiency, Weatherization, and Decarbonization Projects

Managing all the aspects of a home or building efficiency or decarbonization project is challenging and time-consuming. The process can be daunting and there can be a remarkable amount of red tape. The overall project may include several different components such as electrical wiring, panel upgrades, insulation, air sealing, HVAC/water heater replacement, roofing, and solar panel installation, and more – which can involve several contractors and likely will involve procuring many bids from different contractors and companies. Applications must be submitted to a variety of utility, state, local, federal, or other programs, each of which has its own rules and process. The entire project and all the moving parts must be planned and executed properly to ensure that all tax credits and deductions are obtained, to ensure eligibility for all relevant rebates from local, state, and utility programs, to get quality results at a good price, and to ensure that the results are

satisfying to the occupant. Given these barriers, it is even more unlikely that landlords with split incentive barriers will take on these projects.

The City of Eugene could work with program management service providers to help landlords plan, finance, execute, and monitor holistic decarbonization projects that include energy efficiency, electrification, and/or renewable energy deployments. The City could incentivize landlords housing low-income tenants and/or renting commercial spaces to community based organizations and nonprofits to participate in these programs. The focus is on maximizing project capacity for funding and minimizing barriers that prevent landlords from undertaking these projects.

In addition, such program navigator support would be available to provide a wide range of additional information and support to Eugene businesses, land owners, and residents who are seeking to take part in the transition towards a more sustainable community.

In particular, such information and consultation support could assist in accessing existing resources and implementing innovative program options, such as those listed within this report.

City staff are actively researching options in this space. There may be multiple ways of setting up this program navigator support, including:

- Peer to peer coaching (training and supporting Eugene residents to share what they did in their home or property, how they were able to pull the project together, what worked and what to watch out for, and to spread knowledge and spur action)
- Dedicated city staff time (for internal program management and/or direct support to residents)
- Outsourcing (contracting with a dedicated company that focuses on this role such as Elevate Energy, the Clean Energy Project, BlocPower, or QuitCarbon).

The City of Eugene and community organizations could pursue more than one of these options simultaneously.

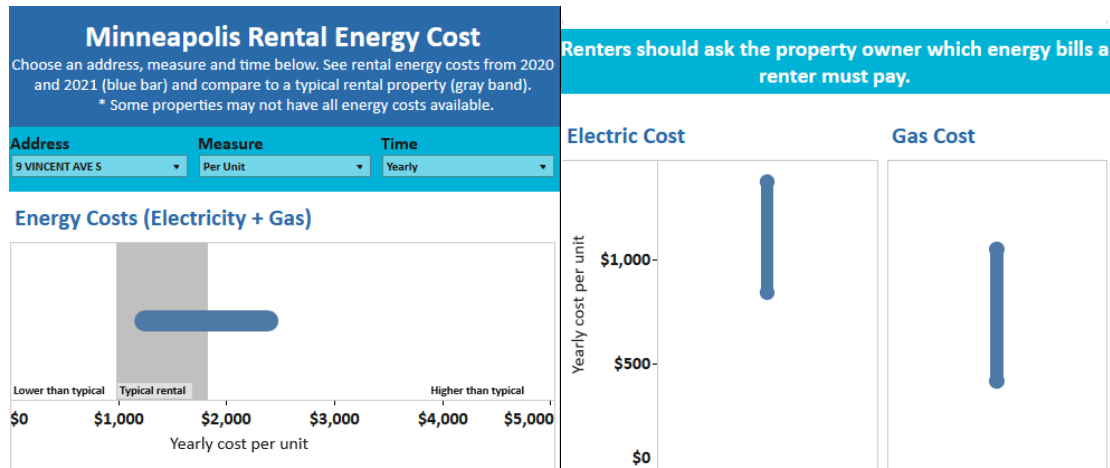
2. Rental Property Building Energy Disclosure Requirements

Because the total cost of housing includes both rent/mortgage and utility costs, it is helpful for tenants seeking housing to have some way to know how much they will likely pay for energy before moving in. However, it is unusual to know typical utility costs. Rent is of course always posted in housing listings but energy costs very rarely are known or shared. Some larger multifamily housing will have state benchmarking requirements beginning in 2028 (see below) but this does not apply to smaller buildings or single family homes. In some locations, reporting requirements helps people interested in buying or renting housing units get a better understanding of their likely real cost of housing.

[Portland is planning](#) to mandate energy disclosure in larger multifamily buildings, with reporting requirements in place for buildings 50,000+ sf in 2026 and 20,000+ sf in 2027. Portland will also require landlords to disclose relevant information when listing attached housing (duplexes or

larger) including information about how to access potential energy costs, resources for low-income renters to pay utility bills, the presence of gas-burning stoves and ventilation, and the presence of air-conditioning equipment and passive cooling measures.

In Minneapolis, the [Renter Energy Disclosure](#) policy ensures that renters can access this important information too. For small buildings (1-4 units, like most of Eugene’s housing stock), an interactive dashboard allows renters to predict energy costs.



Source: [Minneapolis Renter Energy Disclosure Dashboard](#)

Four Oregon cities (Portland, Bend, Hillsboro, and Milwaukie) have a [Home Energy Performance Score](#) point of sale requirement. An energy auditor reviews home assets such as insulation and equipment efficiency and provides a 1-10 score, which is then made available to potential buyers when a home goes up for sale. The IRA provides a home energy scoring tax credit, but currently only for owner occupied units.

Eugene could play a critical facilitation role in supporting the gathering and organization of tenant data in multifamily buildings and commercial buildings, as well as single family homes. This project could be structured as a grant application to minimize the budget impact on the City of Eugene.

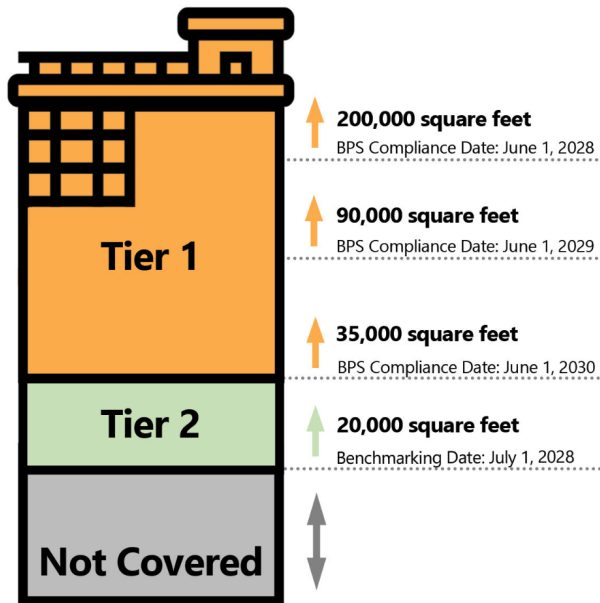
3. Building Performance Standards

Building performance standards are outcome-based policies that set energy or emissions-based performance targets for existing buildings. Buildings that use more energy than the BPS threshold may face fines or other penalties. Generally, BPS are phased in over time. Oregon recently passed a BPS law, [HB3409](#), which is currently in the rulemaking stage.

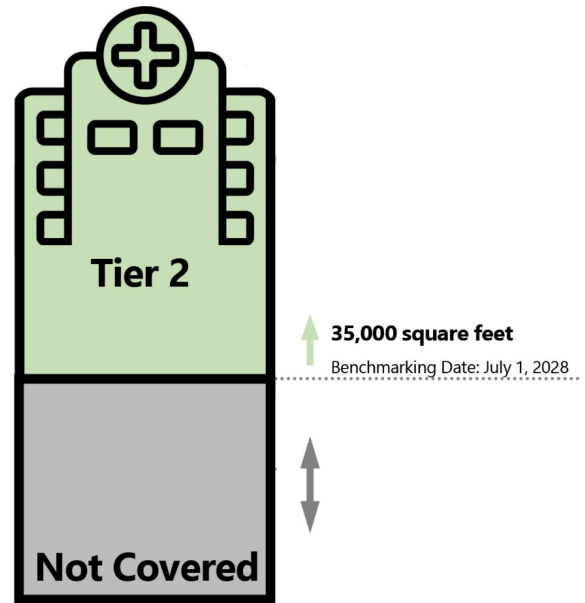
Oregon’s BPS will have a phased implementation that includes two tiers of buildings (see figure below). Large commercial buildings, which fall under Tier 1, will have relatively sooner compliance dates, the earliest of which will be mid-2028. By 2030, nonresidential buildings and large hotels will have an energy performance compliance requirement. However, large multifamily and university buildings are expected to be required only to benchmark (record and report) energy

performance (as of mid-2028). The decarbonization impact of the BPS on the City of Eugene in this decade will be limited because Eugene has relatively few buildings covered by the policy.

NON-RESIDENTIAL, HOTELS, AND MOTELS



MULTIFAMILY RESIDENTIAL, HOSPITALS, SCHOOLS, DORMITORIES, AND UNIVERSITIES BUILDINGS



Graphic source: [Oregon Department of Energy](#)

The City of Eugene might consider establishing a local BPS with a GHG Emissions Metric. The State of Oregon BPS will be energy-denominated. That means that the compliance threshold requirements are defined in terms of the total amount of energy used on site. This sort of “raw energy efficiency” approach does not necessarily encourage buildings to decarbonize because it still may encourage onsite fossil fuel combustion, with its accompanying GHG emissions. The GHG emissions intensity associated with electricity and gas use in Eugene’s buildings are vastly different: EWEB’s electricity is over 90% carbon-free while NW Natural’s gas is entirely fossil based (and the potential to supplant fossil gas with biogas is limited, costly, and technically challenging). A local BPS that complements the statewide policy but sets a GHG emissions metric would encourage buildings in Eugene to switch to clean electricity while offering building owners the flexibility to choose how to achieve the necessary GHG emissions reductions, whether through operational improvements, efficiency investments, equipment electrification, renewable energy systems, or other means.

There are other examples of BPS that use an emissions metric. Nationally, the best-known example is [New York City’s Local Law 97](#) (passed in 2019 and coming into effect this year), which sets GHG emissions standards on most buildings over 25,000 sf and seeks to “reduce the emissions produced

by the city's largest buildings 40 percent by 2030 and net zero by 2050." Locally, the [City of Portland's HEART Standard](#) is a broader policy that includes health, emissions, anti-displacement, resilience, and temperature standards for rental apartment properties. Portland is still in the development and outreach stage on the HEART Standards and Eugene staff are in contact with Portland staff on the topic.

4. Property Assessed Clean Energy (PACE) Financing Programs

PACE programs offer a mechanism to finance private-sector energy efficiency, electrification, and/or renewable energy investments. PACE programs exist for both commercial (C-PACE) and residential (R-PACE) properties. These programs allow property owners to make investments in qualifying efficiency and decarbonization strategies while minimizing up-front costs. The costs are repaid over time through property assessments (tax bills). This may require City-County collaboration.

C-PACE is present at the county level in other Oregon counties, including Multnomah, Washington, Clackamas, and Deschutes. The main question in this case is how to fund the program.

R-PACE is relatively uncommon in part because the addition of liens on residential properties runs the risk of increasing disclosure. If installed upgrades do not deliver on their anticipated payback, the project may end up raising the total cost of housing, increasing the risk of foreclosure and displacement. Therefore, it is critical when structuring these programs to ensure that the debt is at low interest rates, that the quality of work performed is high, and that projects are well-screened and well-executed. Nevertheless, the structure does offer the opportunity to scale progress significantly if standards are set well. This could be an opportunity area for collaboration with other non-City entities to apply for federal grant funds and deploy a program, first at a pilot or demonstration level.

For more information on both C-PACE and R-PACE approaches, including examples and toolkits, see this US Department of Energy's State and Local Solution Center page: <https://www.energy.gov/scep/slsc/property-assessed-clean-energy-programs>.

5. On-Bill Financing for Rental Property Decarbonization (in collaboration with EWEB)

On-bill financing programs enable utility customers to invest in energy efficiency, electrification, and/or renewable energy projects while minimizing or avoiding upfront costs. EWEB already offers zero-interest loans for low- and medium-income households for some efficiency and electrification strategies. Through collaboration with EWEB, the City may be able to help expand these programs and better target high-priority participants, particularly landlords serving low-income tenants and community-based organizations.

EWEB does have some on-bill financing capability, but uptake is relatively low. The City — and the Sustainability Commission — could help EWEB raise awareness of the benefits available under the program.

If the City of Eugene paired a program navigator effort with an expansion of EWEB's current on-bill financing program, the impact of both programs could scale up substantially.

6. Low-cost and no-cost giveaway items for efficiency improvements

A relatively low-cost (though also lower-impact) option would be to provide low- and no-cost items for free that help community members improve the energy efficiency of their homes and businesses. For example, door snakes and air sealing equipment such as weatherstripping and caulk can help reduce drafts and energy waste. This equipment could be given away in partnership with local home improvement stores and nonprofit organizations such as BRING. In addition, free training could accompany the kits, and it is conceivable that sponsorship, volunteers, and/or grant funding could support a local weatherization assistance corps to help residents and community members install the equipment.

To expand the impact of this, the City (alone or in collaboration with local organizations) could provide free items and resources to tenants at move-in to improve the energy efficiency of their new dwelling. King County (Seattle and surrounding areas) is considering providing window film for renters at move-in.

7. Low-Income Direct Install Program

Direct install programs are a tried-and-true way to deliver energy efficiency savings to low-income community members and others who are hard to reach. Most low-income direct install programs deliver efficiency upgrades and mechanical equipment that is fixed in place, such as insulation and HVAC equipment. EWEB does have programs along these lines and offers zero-interest loans or higher rebates to low-income customers, but these programs could be substantially expanded with more funding.

Apart from weatherization and electrification equipment, other strategies targeting renters could include municipal bulk purchasing of portable air source heat pumps (for example, rolling units or saddle window-mount units such as [Gradient](#) and [Midea](#)) to reduce costs and simplify program administration. A similar program exists today in Portland, where the nonprofit Earth Advantage has delivered over 7,000 portable heat pump units to disadvantaged community members since 2021 through the [Cooling Portland program](#). Portland's program is funded by the voter-approved [Portland Clean Energy Fund](#).

The upfront costs for these programs and the cost per unit targeted are high, so identifying federal grants or other non-City funding streams is important. Local nonprofit organizations including St Vincent de Paul of Lane County have expressed interest in participating in direct install programs like this, including through participation in a partner grant opportunity, either as a one-off application or as part of a broader partner community change grant proposal.

8. Tax Incentives to Spur Landlord Action

The City could provide tax incentives to encourage landlords to take on energy bills, which would then eliminate the split incentive dynamic. The City may want to consider establishing policy safeguards to ensure that the rent is not raised more than typical/historic costs of energy when this change takes place. In addition, the City could consider tiering participation incentives for properties that also get energy audits and then invest in recommended measures post-audit.

Financing Mechanisms

Like most things in life, these innovative split incentive solutions are not free, but inaction comes with its own heavy costs to our community. The Eugene Sustainability Commission prepared a detailed report on [Possible Funding Mechanisms for the Eugene Climate Action Fund](#) in 2021 and presented it to the City Council last year. Several options to raise funds are presented in that report and remain current (while some, including #2, are off the table for a variety of reasons).

There is a substantial amount of money available for community decarbonization, especially from federal program sources. However, much of this funding is awarded through competitive grant processes. The City of Eugene could dedicate some staff time to helping community members, nonprofits, or local businesses prepare, coordinate, and submit applications to these programs. This could be a way to spend a relatively small amount of City funds on work that provides a much larger total benefit to the community. Eugene has experience and recent success in this approach - for example, Eugene is a partner on Earth Advantage's recently awarded [Resilient and Efficient Codes Initiative project](#), which will focus on Building Performance Standards development and deployment. Some of the options discussed above are especially well-suited to these grants, such as the program navigator approach and low-income direct install programs.

Memorandum

Date: July 3, 2024

To: Mayor Vinis, City Council and City Manager

From: Eugene Sustainability Commission, Food Waste Prevention Committee

Subject: **Work accomplished in the Sustainability Commission's food waste prevention committee**

Scope:

- Understand the barriers of why composting in multifamily housing has such low participation. How to approach and motivate property managers of multifamily to set up composting and support it operationally
- Research a successful composting program at a multifamily unit somewhere else. Are there stellar examples elsewhere? What can be replicated or learned from them?
- Research successful behavior changing campaigns in multifamily and single family housing.
- Look at data on multifamily buildings in Eugene and which types (student, affordable, market-rate, other?) might be good ones to focus on, and would there be a different strategy for each different type?

Summary of Work Accomplished:

Our committee set out to understand the barriers to composting for single and multifamily households in Eugene. After a presentation by Deveron Musgrave from the City of Eugene Waste Prevention department, our committee gained clarity that there are many barriers for composting at multifamily units that are complex and out of the control of residents. These include:

- Pest control at collection sites
- Contamination
- Vandalism
- Management of facility systems
- Communication with residents

The current Love Food Not Waste program serves to address many issues related to commercial composting, but there are no immediate solutions for multifamily residences because they vary so much in size, culture, owner/manager values and access. For this reason, we shifted our attention to single family residences.

Although the Eugene/Springfield area has an existing system collecting food waste for composting in yard waste bins, this service is not used as much as it could be. Our committee set out to explore why this may be in hopes to identify some simple actions that could increase usage of the existing system.

We, in collaboration with Lane County Waste Management, developed a simple intercept survey that could be used at community events to help us understand this better. Here is the poll we came up with:

Link to Survey:

<https://drive.google.com/file/d/1m7Yk4RnvRWkAW5sGWRRQgKC6tTEH8aw7/view?usp=sharing>

Lane County Waste Management offered to conduct the survey at the Lane County Home and Garden Show on March 8-10th, 2024 and came up with the following results:

Survey Responses:

If you do not use a curbside yard waste collection service for food waste, why not?

It is not available to me	76
I am not aware it is available or who to contact for service	56
I compost at home in my own yard.....	53
I am not sure what I can put in the bin.....	43
Vermin (fruit flies, rats, etc...)	12
Live in multifamily unit.....	11
It is too gross and smelly.....	6
I don't get a yard bin.....	4
I don't have a food waste container for my kitchen	3
I have challenges transporting it from my kitchen to my bin	2
I don't think it is necessary.....	2
My family is not on board.....	1
Cost is too high to have yard waste collection.....	0

Suggested actions to increase use of existing food composting service:

1. Put stickers on yard waste bins showing what goes into the bins and what cannot
2. Campaign to communicate to Eugene residents why it is important to use the system, who has access to it, and how to get access if not currently using it

FY25 Sustainability Commission Work Plan

Overview

The Sustainability Commission (SC) shall act as an advisory body to the City Council and City Manager in the development or initiation of programs or actions that will enhance and create sustainable practices within the City and the community.

Goals for FY25

The FY25 Work Plan reflects the Commission's intent to:

1. Align work with the Climate Action Plan 2.0 (CAP 2.0) and with current sustainability initiatives before City Council. Advise/provide feedback accordingly.
2. Raise City Council's awareness about emerging sustainability topics.
3. Continue to expand community engagement to educate and collect feedback from community members.

Topics to Address:

The Sustainability Commission will explore a variety of topics that are organized below according to the different areas of focus in the CAP2.0. The topics listed are current initiatives that are being explored or implemented by the City and external partners. Commissioners will have the opportunity to learn, ask questions, provide feedback, and where possible, advise City Council.

Transportation

1. **Changes and Improvements for Future Protected Bikeways:** We now have a handful of protected bikeways in town. We'd like to have a broader discussion about how commission members are experiencing the bikeways, what changes and improvements should we consider for future ones, and what is upcoming for more protected bikeways. *CAP2.0 Action T1*
2. **Proposed Changes to LTD Transit System:** LTD recently completed a system review to inform both short- and long-term changes to the bus system and services. LTD staff will provide an overview of the impacts of COVID on their system, what they learned through their system review, and what changes they have planned to adapt for the future. *Relates to CAP2.0 Action T31-T33*
3. **Proposed Goals and Policies for Eugene's Comprehensive Land Use Plan:** The City is establishing new goals and regulatory policies regarding land use and the urban growth boundary to encourage compact development, housing production and community health. The Sustainability Commission would provide feedback on proposed goals and policies. *CAP2.0 Action T9*

Buildings

4. **EWEB's Electricity Supply and Upcoming Contract Negotiation w/ BPA:** EWEB is in the midst of making a decision that will affect 80% of Eugene's electricity supply by renegotiating a contract with the Bonneville Power Administration. EWEB will explain various factors and considerations shaping

this decision and provide opportunities for the Commission to share feedback. *Relates to CAP2.0 Actions B8, B9, B12*

5. **Local Applications of Geothermal Energy:** Geothermal energy is a clean, reliable energy source that has potential to transform our energy supply. The City has identified that geothermal energy networks could be one strategy to achieve our building decarbonization goals. There are several applications locally where this is taking root through projects at St. Vincent De Paul and Homes for Good. *Relates to CAP2.0 Action B2, B10*
6. **New Statewide Funding Received for Climate Pollution Reduction:** Oregon DEQ recently received \$200Million through a federal grant. Info share about how DEQ plans to use these funds to expand state EV/heat pump/weatherization incentives. This would be useful information for Commissioners to help share.

Waste

7. **CleanLane Resource Recovery Facility and opportunities for waste management:** Lane County is planning to build a new facility, called the CleanLane Resource Recovery Facility (CleanLane), to sort garbage and mixed recycling, and process organic waste into renewable natural gas. This will be an informational session, given that the Commission wants to better understand the opportunities this presents to better manage waste as outlined in the CAP2.0 to help us meet our climate goals. *CAP2.0 Action F10*

Resilience

8. **Street Tree Projects and Urban Forestry Management Plan:** Staff will provide an update on 2025 projects for the Transportation Bond Street Tree projects (as required in the Street Bond) and solicit feedback on the new draft Urban Forestry management Plan. *Relates to CAP2.0 Action R11*
9. **Expanding Resilience Hubs across Lane County:** Lane County and United Way of Lane County recently received \$19 million to create a network of community resilience hubs to support residents during emergencies, such as wildfires and heat waves. They also will build the capacity of local organizations to expand and improve the county's emergency response planning and implementation network to support an all-of-community response during and after a severe event. *Resilience is 1 of 5 priorities identified in CAP2.0*

Other

10. **Variables to Consider in Developing the Golden Gardens Park Masterplan:** Golden Gardens is a large, 223-acre park on the northern edge of the Bethel neighborhood that is currently getting a new master plan. Proposed amenities include a sports field, neighborhood park and habitat protection. Staff will share the project aims to balance recreational facility development with habitat conservation and the broader community's recreation needs. The Commission will help staff decide what additional variables to consider.

Committees

The SC will form three committees to explore topics in greater detail. Depending on the committee and intended outcomes, committees may invite guest speakers and conduct research, or lead activities for the Commission as a whole.

1. **Education and Outreach Committee:** Conduct outreach at community events to increase awareness about opportunities that exist to support a more sustainable lifestyle, as well as better understand the community's current barriers and concerns on various sustainability issues.
2. **Clean and Reliable Back-up Energy Systems Committee:** Energy reliability is a top concern for many community members. But when the power goes out, many are turning to fossil fuels and gas generators to ensure reliability. This committee will explore opportunities for backup energy that extend beyond the gas system and have a cleaner carbon footprint (ie. battery storage system, R99 generators, EPA-certified wood stoves, geothermal systems and more).
3. **Climate-Friendly Landscaping Committee:** This committee would explore pathways for climate-friendly landscaping practices in Eugene. Committee would begin with research and develop a research document and informational document. Potential topics: Guidelines for city-owned properties (use of real grass vs artificial turf, phase-out of gas-powered equipment, etc.); strategies to improve community properties (potential certification to encourage climate-friendly practice, such as all-electric equipment).

**FY25 Committee Proposal:
Outreach and Education Committee**

Anticipated Members: Dennis Reynolds, John Fischer, Tom Kreider, Lily Yao, Jan Bohman

Purpose

City Council has set aggressive goals to address the climate crisis, but advancing these goals requires both educating the community about sustainability actions as well as understanding the different perspectives and needs within our diverse community. The Commission will form a committee to serve three purposes:

1. Increase awareness about ways to live a more sustainable lifestyle.
2. Share incentives and opportunities that will support residents to upgrade their homes to be more energy efficient, have better air quality, and lower utility bills.
3. Act as the “ears of Council” to better understand the community’s current sustainable practices, barriers and concerns on various sustainability issues.

Scope

The Outreach and Education committee will do the following work:

- Develop an outreach strategy for the Commission that includes the key audiences, the outreach opportunities/tactics to be used, and key messages (For example: Table at 6 events throughout 2024, targeting groups listed in Article 3 Section 2 of the ESC bylaws or neighborhoods in wards which may be underrepresented on the current Sustainability Commission).
- Develop a toolkit of outreach materials and resources for outreach events (City can provide support).
- Identify any additional skills or training that might be helpful for commissioners.

Output

- Create the education and outreach toolkit and other materials.
- Update and revisit the slide deck.
- After each engagement event, Commissioner will write a brief, one-page summary that includes both quantitative data (i.e., how many people were engaged, was there any data collected through surveys, etc...) and qualitative data (i.e., what conversations were had, what were major concerns, ideas, opinions that were heard, what questions did people have). This summary would be included in the monthly meeting packet for the full Sustainability Commission to see. At the end of the FY, the data will be summarized and included in the annual report. It can also be referenced in any relevant future actions taken by the Commission.

Completion Date/Number of Meetings:

The committee will meet once per month over 4 months.

Resources Needed:

Staff will revise/print outreach materials and provide supplies (ie. Table, signage...)

FY25 Committee Proposal:
Clean and Reliable Backup Energy Systems Committee

Anticipated members: Alexi Miller, Mitra Gruwell, Devon Mann, Jan Bohman, Laura Allen

Context and Purpose:

This committee will further support staff's current work on building decarbonization. Ensuring clean, reliable and affordable energy, and improving community resilience to extreme weather events are top themes that emerged in their engagement on building decarbonization that was conducted in 2024.

Reliable energy is critical to modern life. When our power grid goes down, whether from winter storms, wildfires, earthquakes, or other emergency events, impacts range from inconvenience to financial cost and even life safety. Backup energy systems are growing in popularity, but common generator systems burn fossil fuels: (piped-in natural gas, gasoline, or propane). Similarly, people's concern about what happens if the grid goes down can drive hesitancy toward decarbonizing existing heating and cooking equipment because many gas appliances are perceived to be more reliable when the electrical grid is down. However, many gas appliances like furnaces and boilers have electrical components like fans, pumps, and igniters—and therefore do not function even when the power goes out. Many people do not understand this nuance, which illustrates the education challenge on this topic. We need both clean reliable backup energy systems to fully decarbonize our homes and businesses in a safe, equitable, and resilient way.

Key Focus Areas

1. This committee will research available clean and reliable backup energy system options for homes and businesses to increase City Council's awareness of the options and to help Council and City staff develop out policy and outreach.
2. The committee will engage with City residents and businesses to gather information about local priorities and needs in this area.

Scope and Output

- Invite subject matter experts and other organizations to provide information to the committee.
- Seek feedback from local residents and businesses to understand priorities, drivers, and needs.
- Develop an informational report that summarizes local priorities, technology options, and examples of policy/program frameworks that help people harden their home and business energy systems for resilience using clean energy sources. Send the report as a memo to City Council after review and approval by the Sustainability Commission.
- Develop a public-facing summary paper, for use by the City and Commission, intended to inform Eugene residents and businesses about available clean and reliable backup energy systems.

Tenure and Anticipated Meeting Topics

The committee will be active for up to 4 months and will hold monthly meetings. The schedule of meetings is anticipated to be roughly as follows:

- Meeting 1: Committee work planning: research and engagement
- Meeting 2: Technology research summary and engagement preparation, guest speaker
- Meeting 3: Resident/business engagement summary preparation, guest speaker
- Meeting 4: Work session: Document finalization and wrap-up

Resources Needed

- Staff will set up and attend committee meetings but are not expected to do the research/work described above.
- Staff can provide information to committee members about the issues based on their understanding of how these challenges are showing up locally and nationally and can help answer any questions.



Climate-Friendly Landscape Committee Proposal for FY25

Anticipated Members: Laura Allen, John Fischer, Jan Bohman, Alexi Miller

Purpose:

To explore pathways to improve climate-friendly landscaping practices in Eugene. The committee will research strategies used in other communities and create a document to share this information with the Commission. This committee was formed to be responsive to a few community groups who interacted with the Commission last year about artificial turf and gas-powered leaf blowers.

Intended Deliverables:

- Research document about strategies used in other communities
- Create informational document on strategies that could be a good fit for Eugene

Completion Date/Number of Meetings Expected

5 meetings: November, December, January, February, March
A day/time will be chosen by the group.

Rough Topic/Agenda Anticipated for Each Meeting

Working agenda topics: Check in, sharing of known resources, brainstorm of research needed, divvying up research, compiling info, editing, discussions.

Topics to explore:

- Ordinances in other communities that address climate-friendly landscaping practices.
- Programs from other communities that promote climate-friendly landscaping practices.
- Certifications used in other communities to promote climate-friendly landscaping practices.

List of Resources Needed

Committee will request information from relevant City staff about their current practices and future plans.

Committee will compile resources to analyze: ordinances, certifications, and programs. Committee will determine a few outside groups to talk to about climate-friendly landscaping. This communication will be done outside of committee meetings.

Staff will set up and attend committee meetings.

Staff will answer questions from the committee, but staff will not do any research.