



Eugene 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

January 14, 2026

1:45 p.m. CITY COUNCIL SPECIAL MEETING

City Council meetings will be held in 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 January 14, 2026; Her Honor Mayor Kaarin Knudson Presiding

Councilors

Greg Evans, President
Eliza Kashinsky
Jennifer Yeh
Mike Clark

Lyndsie Leech Vice President
Matt Keating
Alan Zelenka
Randy Groves

1:45 p.m. CITY COUNCIL SPECIAL MEETING

- 1. EXECUTIVE SESSION: Pursuant to ORS 192.660(2)(f), ORS 192.355(1) and ORS 192.355(2) and ORS 192.660(2)(a)**
- 2. SPECIAL MEETING: City Manager Recruitment Process**

The Eugene City Council welcomes your interest in these agenda items. This meeting location is wheelchair-accessible. For the hearing impaired, an interpreter can be provided with 48 hours' notice prior to the meeting. Spanish-language interpretation will also be provided with 48 hours' notice. To arrange for these services, contact the receptionist at 541-682-5010. City Council meetings are telecast live on Metro Television, Comcast channel 21, and rebroadcast later in the week.

El consejo de la Ciudad de Eugene agradece su interés en estos asuntos de la agenda. El lugar de la reunión tiene acceso para sillas de ruedas. Se puede proveer a un intérprete para las personas con discapacidad auditiva si avisa con 48 horas de anticipación. También se puede proveer interpretación para español si avisa con 48 horas de anticipación. Para reservar estos servicios llame al 541-682-5010. Las reuniones del consejo de la ciudad se transmiten en vivo por Metro Television, Canal 21 de Comcast y son retransmitidas durante la semana.

For more information, contact the Council Coordinator at 541-682-5010,
or visit us online at www.eugene-or.gov.

EUGENE CITY COUNCIL

AGENDA ITEM SUMMARY



Special Meeting: City Manager Recruitment Process

Meeting Date: January 14, 2026
Department: Central Services
www.eugene-or.gov

Agenda Item Number: 2
Staff Contact: Mia Cariaga
Phone: 541-682-5408

ISSUE STATEMENT

This is an opportunity for City Council to identify next steps in the recruitment and selection process for the position of City Manager.

BACKGROUND

City Council selected Bob Murray and Associates (BMA) as a recruitment firm to support a national search for a new City Manager. Council collected community feedback about skills, experience, and attributes that are important in a new City Manager to use in their assessment of candidates in multiple ways. They held a public listening session, asked BMA to meet with stakeholders, and BMA held two drop-in sessions over Zoom.

The job posting for City Manager closed on November 3, 2025. On November 24, 2025 BMA met with City Council in an executive session to share information about candidates. Top candidates were moved to virtual interviews that were held in executive session on December 5, 2025. Three finalists were identified and will be in Eugene for in-person interviews and stakeholder engagements the week of January 12. On January 13, 2026, Council will spend one hour with each candidate to interview them. The finalists are:

- Martha Bennett, City Manager of Lake Oswego, Oregon
- Jenny Haruyama, City Manager of Beaverton, Oregon
- Matt Rodrigues, City Manager Pro Tem of Eugene, Oregon

Council will have deliberated based on their January 13, 2026 interviews of candidates as well as their discussion and feedback from the points of community engagement. This special meeting is an opportunity for Council to provide direction on next steps in the recruitment and selection process.

PREVIOUS COUNCIL DIRECTION

[May 12, 2025 Work Session](#)

City Council chose a path of hiring a recruitment firm to support Council's efforts to conduct a national search and hire a new City Manager.

Councilor Evans, seconded by Councilor Leech, moved to proceed with Option 1 as outlined in Attachment A to this AIS, with the additional caveat that Step 1 of the process be made up of Council leadership and any volunteers from Council.

Passed 8:0

January 14, 2026 Special Meeting – Item 2

July 9, 2025 Work Session

City Council interviewed three recruiting firms and selected Bob Murray and Associates.

Councilor Evans, seconded by Councilor Zelenka, moved to select Bob Murray and Associates to conduct the Eugene City Manager recruitment process in accordance with the terms of a contract negotiated and executed by Central Services Director, Mia Cariaga.
Passed 7:0

September 9, 2025 Work Session

City Council provided feedback about a draft brochure presented by Bob Murray and Associates, agreed to have Bob Murray and Associates hold a virtual listening session for the public, and to hold a public forum to hear from the public directly. That public forum is scheduled for October 20, 2025.

October 20, 2025 Public Listening Session

City Council held a public listening session to hear from the community about what skills, experience, and attributes are important in a new City Manager. Six people provided comment.

December 5, 2025 Special Meeting

City Council held a special meeting to review and approve a plan for the in-person interview process for City Manager candidates.

Councilor Evans, seconded by Councilor Leech, moved to approve the process for in-person interviews as presented by staff.
Passed 8:0

COUNCIL OPTIONS

1. Appoint a new City Manager and authorize Council President to negotiate an employment agreement with final approval by the full Council on the consent agenda.
OR
2. Direct staff to pursue an alternate path or additional steps.

SUGGESTED MOTION

Move to appoint _____(name of top candidate) as the City Manager and authorize Council President to negotiate an employment agreement with _____(name of top candidate) with final approval of employment agreement to be approved by Council through the consent agenda prior to its execution.

ATTACHMENTS

None.

FOR MORE INFORMATION

Staff Contact: Mia Cariaga, Central Services Executive Director
Telephone: 541-682-5408
Staff E-Mail: mcariaga@eugene-or.gov

January 14, 2026 Special Meeting – Item 2