



**Eugene City Council**

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[www.eugene-or.gov](http://www.eugene-or.gov)

# EUGENE CITY COUNCIL AGENDA

**June 15, 2022**

**12:00 p.m. CITY COUNCIL WORK SESSION**

As the state and community recover from the COVID-19 pandemic, City Council meetings will continue to be held remotely using virtual meeting technology.

Information about online or other options for access and participation will be available at <https://www.eugene-or.gov/3360/Webcasts-and-Meeting-Materials>

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**Meeting of June 15, 2022;  
Her Honor Mayor Lucy Vinis Presiding**

**Councilors**

Claire Syrett, President

Mike Clark

Randy Groves

Jennifer Yeh

Matt Keating, Vice President

Greg Evans

Emily Semple

Alan Zelenka

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**12:00 p.m. CITY COUNCIL WORK SESSION**

- 1. WORK SESSION: PERMANENTLY FILLING THE POLICE AUDITOR POSITION – NEXT STEPS**
- 2. WORK SESSION: COMMUNITY SURVEY**

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](http://www.eugene-or.gov).

**June 15, 2022 Work Session**



# EUGENE CITY COUNCIL AGENDA ITEM SUMMARY

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## Work Session: Permanently Filling the Police Auditor Position – Next Steps

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Meeting Date: June 15, 2022  
Department: Central Services  
[www.eugene-or.gov](http://www.eugene-or.gov)

Agenda Item Number: 1  
Staff Contact: Becky DeWitt  
Contact Telephone Number: 541-682-5659

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### ISSUE STATEMENT

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

### BACKGROUND

The City Charter vests the City Council with the sole authority and responsibility to hire a Police Auditor. In February 2021, Mark Gissiner retired from his position as Eugene's Police Auditor. On February 17, 2021, the Council unanimously voted to appoint Deputy Police Auditor Leia Pitcher as the Interim Police Auditor and authorized the Council President to execute an employment agreement with Leia. The Interim Police Auditor's employment contract remains in effect until a newly appointed Police Auditor takes office or either party terminates the Agreement in accordance with certain terms.

The City Council last hired a Police Auditor (Mark Gissiner) in May 2009. The Council's 2008-2009 recruitment process was done with the assistance of the executive recruitment firm. The recruitment process, starting with the search to hire an executive recruitment firm and ending with the hiring of Mark, took approximately 11 months. The cost for the recruitment firm was \$25,000 and there were additional costs related to staff time and other expenses. Council authorized an expenditure of funds from the General Fund contingency account for the recruitment and selection process, estimated to be approximately \$50,000. Attachment A to this AIS is the 2008-2009 recruitment process and at the work session, City staff will be prepared to answer questions Council may have about that process. If the Council decides to conduct a national recruitment, staff can return to Council with a potential schedule, cost estimates, and next steps for starting the national recruitment process.

This is the first Council work session to discuss the Council's desired process for appointing a new Police Auditor. Council's options for appointing a new Police Auditor range from conducting a national recruitment to directly appointing Leia Pitcher to the position, with many options in between. For example, prior to deciding whether to directly appoint Interim Presiding Judge Greg Gill to the permanent position, the Council chose to gather additional information, specifically, to interview Judge Gill at a Council work session. Similarly, as a next step in permanently filling the

Police Auditor position the Council could chose to gather additional information from, or about, Leia. The type of information Council would like to gather, and from whom, can be discussed at the work session. To inform that discussion, Attachment B to this AIS is a list of stakeholders that have previously provided feedback to the Council regarding the Police Auditor. The list includes neighborhood organizations, community organizations and leaders, judicial and local agency partners, Union leadership, Police Commission leadership, and City Staff including the Police Chief, City leadership, and Police Auditor staff.

### **PREVIOUS COUNCIL ACTION**

[February 17, 2021, Council Work Session: Interim Police Auditor.](#)

MOTION AND VOTE: Councilor Yeh, seconded by Councilor Syrett, moved to appoint Deputy Police Auditor Leia Pitcher as the Interim Police Auditor and authorize the Council President to execute the Interim Police Auditor employment agreement set forth in Attachment A. PASSED: 7:0, Councilor Evans did not vote.

### **COUNCIL OPTIONS**

The Council has the sole authority to determine the Police Auditor hiring process. The Council has a wide variety of options available to them including, but not limited to, directly appointing Leia Pitcher to the Police Auditor position, conducting a national recruitment to fill the position, seeking public input regarding the position and/or the process, or delaying a decision on the process until the Council has an opportunity to gather additional information through an interview, feedback forms, or other means.

### **COUNCILOR REQUESTED MOTION**

Move to obtain feedback from internal and external stakeholders regarding Interim Police Auditor Leia Pitcher to help inform Council decisions regarding how to proceed filling the Police Auditor position.

### **ATTACHMENTS**

- A. 2008-2009 Police Auditor Recruitment Process
- B. List of Prior Auditor-Input Stakeholders

### **FOR MORE INFORMATION**

Staff Contact: Becky DeWitt  
Telephone: 541- 682-5659  
Staff E-Mail: bdewitt@eugene-or.gov

## Attachment A: Police Auditor Selection Process Timeline- 2008-2009

| ITEM                                           | ACTION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| August 11, 2008<br><br>Council Work Session    | <p>Mayor and Council met, discussed, and determined timeline and methodology for Police Auditor recruitment.</p> <p>Items Reviewed and Discussed:</p> <ul style="list-style-type: none"> <li>• 2008-2009 tentative recruitment &amp; selection timeline</li> <li>• Whether or not to appoint an ad hoc committee</li> <li>• Past recruitment brochure and job description</li> <li>• Whether or not to hold a public forum</li> <li>• Whether or not to use an executive/professional recruitment firm</li> </ul> <p>Council passed a motion to hire an executive search firm to assist with the recruitment and selection of a Police Auditor and create a timeline.</p> |
| August 14-September 8, 2008                    | During Council Break, Human Resources staff developed a list of executive/professional recruitment firms to consider and gathered interest and information from interested firms.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Council Break                                  | August 14-September 8, 2008                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| September 10, 2008<br><br>Council Work Session | <p>Council Work Session to review preliminary information from executive/professional recruitment firms and decide which firms to interview.</p> <p>Council selected three firms to move forward for further consideration.</p> <p>Recommended firms were interviewed by telephone September 17, 2008.</p>                                                                                                                                                                                                                                                                                                                                                                |
| September 24, 2008<br><br>Council Work Session | <p>Council Work Session to select executive search firm to contract with.</p> <p>Council passed motion to hire Alliance Resource Consulting to assist with Recruitment and Selection of Police Auditor</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| September 25-October 3, 2008<br><br>Staff Item | Contract with selected search firm negotiated and finalized.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| October 8, 2008<br><br>Council Work Session    | <p>Executive search firm met with Council to review and revise the Police Auditor recruitment brochure and develop timeline for the Police Auditor recruitment process.</p> <p>Council passed a motion to bring the Police Auditor job description to Council for final approval at the October 20, 2008 Council Work Session.</p>                                                                                                                                                                                                                                                                                                                                        |

|                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|---------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| October 13, 2008<br>Council Meeting                           | <p>Council voted to authorize the expenditure of funds from the General Fund contingency account for recruitment and selection of the Police Auditor, estimated to be approximately \$50,000.</p> <p>Council also approved revisions to Police Auditor recruitment brochure with the intent to add the Police Auditor Position Description slated to be finalized during an October 20, 2008 Council Work Session.</p>                                                   |
| October 20, 2008<br>Council Work Session                      | Council passed motions to amend language in the Police Auditor Position Description and amended the minimum qualifications to require a Juris Doctorate from an accredited university.                                                                                                                                                                                                                                                                                   |
| October 27- December 8, 2008<br>Executive Firm and Staff Work | Executive search firm posted position and gathered and screened applications according to parameters set by Council.                                                                                                                                                                                                                                                                                                                                                     |
| December 10, 2008<br>Council Work Session                     | Executive search firm provided an update to Council on the candidate pool.                                                                                                                                                                                                                                                                                                                                                                                               |
| Council Break                                                 | December 11, 2008 – January 5, 2009                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| January 12, 2009<br>Council Work Session                      | <p>Council considered interview process options and provided direction to staff and Executive Search firm regarding components of the interview process.</p> <p>Items considered included:</p> <ul style="list-style-type: none"> <li>• Interview dates</li> <li>• Community Panel Participants</li> <li>• Stakeholder Panel Participants</li> <li>• Other process elements</li> </ul> <p>Executive Session per ORS 192.660 (2) (a)</p>                                  |
| February 11, 2009<br>Council Work Session                     | <p>Executive search firm provided applications to Council and Council provided direction regarding which candidates to invite to the interview process.</p> <p>Executive Session per ORS 192.660 (2) (a)</p> <p>Council considered interview process dates and directed staff to schedule interviews for Tuesday, February 24, 2009 and Wednesday, February 25, 2009.</p> <p>Council provided direction regarding the process for selecting Community Panel members.</p> |

|                                                                                                                      |                                                                                                                                                                                                                                                                                                                              |
|----------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>February 24, and 25, 2009</p> <p>Interview Process</p> <p>Council Interviews of Candidates</p> <p>February 25</p> | <p>Interview process with stakeholder, community, and Council interview panels.</p> <p>Council interviews held in Executive Session per ORS 192.660 (2) (a)</p> <p>Following the interview process, Council decided to adjust the minimum qualifications for the role and reopen the recruitment through March 26, 2009.</p> |
| <p>April 29, 2009</p> <p>Council Work Session</p>                                                                    | <p>Executive search firm presented updated information on the candidates identified for future consideration for the Police Auditor to Council in executive session.</p>                                                                                                                                                     |
| <p>May 11-12, 2009</p> <p>Interview Process</p> <p>May 12, 2009</p> <p>Council Interviews of Candidates</p>          | <p>Interview process with stakeholder, community, and Council interview panels.</p>                                                                                                                                                                                                                                          |
| <p>May 26, 2009</p> <p>Council Work Session</p>                                                                      | <p>Council unanimously passed a motion to offer the position of Police Auditor to Mark Gissiner and provided direction to staff regarding the annual salary and terms of the employment contract.</p>                                                                                                                        |
| <p>June 29, 2009</p>                                                                                                 | <p>Mark Gissiner began employment as the Police Auditor</p>                                                                                                                                                                                                                                                                  |

## Attachment B

| <u>Affiliation/Position</u>                   |
|-----------------------------------------------|
| -                                             |
| Us Federal Court Judge                        |
| Municipal Court Judge                         |
| EWEB Chair                                    |
| Ex. Director Huerto de la Familia             |
| GLAD, HRC, AFL-CIO                            |
| Goodpasture Island Neigh. Assoc.              |
| Lane Peace Center                             |
| Attorney, EPEA                                |
| Santa Clara Neighborhood Association          |
| Cal Young Neighborhood Association            |
| Chair, NAACP                                  |
| District Attorney                             |
| Former Police Commission and HRC              |
| Probation Officer                             |
| Assistant City Manager                        |
| South University Neighborhood Association     |
| South University Neighborhood Association     |
| Community Member/Human Rts. Advoc.            |
| Egan Warming Center employee                  |
| Southeast Neighbors                           |
| Lt. - Internal Affairs                        |
| NAACP Eugene, Oregon                          |
| Lane County Administrator                     |
| Editor -in - Chief, Eugene Weekly             |
| Whiteaker Community Council                   |
| 4J                                            |
| President, EPEA                               |
| Jefferson Westside Neighbors                  |
| Former HRC Director                           |
| Downtown Languages                            |
| Program Coordinator (OR. Project on           |
| Immigration Network                           |
| Immigration Network                           |
| Professor of Public Policy                    |
| Executive Director, City Club                 |
| President, Southtowne Rotary Foundation       |
| Human Rights Office                           |
| Chair, OLC General Govt. Committee            |
| Deputy Police Auditor                         |
| Sr. Program Coordinator - Police Auditor Off. |
| Comm. Engagement Coordinator and Trans.       |
| 4J Assisted with Public Safety Forum          |

|                                |
|--------------------------------|
| La E-Kiss Latinx Radio Station |
| EPD Police Chief               |

# EUGENE CITY COUNCIL AGENDA ITEM SUMMARY



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## Work Session: Community Survey

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Meeting Date: June 15, 2022  
Department: Central Services  
[www.eugene-or.gov](http://www.eugene-or.gov)

Agenda Item Number: 2  
Staff Contact: Jason Dedrick  
Contact Telephone Number: 541-682-5033

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### ISSUE STATEMENT

This work session is an opportunity for council to receive an update on the upcoming community survey, one of many important engagement tools the city uses to hear from the community and advance Council's Vision, Values, Goals and Outcomes. Staff will also provide additional context on the relationship between the survey and other upcoming strategic planning and community engagement efforts.

### BACKGROUND

City Council has identified "Equitable, Effective, Accountable Municipal Government" as one of five key areas to advance Council's Vision, Values, Goals and Outcomes. This includes an outcome highlighting the importance of public engagement. The City of Eugene regularly utilizes community engagement tools such as polls and surveys to understand the experience community members have in our community and engaging with the City's programs and services. This year will mark the return of an annual community survey that will help to inform City goal setting and prioritization. This and future community surveys will continue to serve as just one piece of data that will complement smaller surveys and other engagement efforts related to specific programs and service areas. These engagement tools will work together to paint the picture of the overall community experience and sentiment.

The primary purpose of this year's survey is to help inform the organizational strategic planning process and Priority Based Budget efforts in the Fall. Given this purpose, the survey is intended to gather general community member sentiments about quality of life, what they value in the community and some of the top issues they see as important to the future of Eugene. To gather this information, a survey instrument will be sent to community members in July 2022. Informed by the results, future iterations of the survey will likely be more detailed and address a broader range of topics.

Staff are working with a survey research firm that is assisting with question development and will also administer the survey. This same firm administered the Covid-19 Community Survey in late-2020 and a similar methodology will be utilized to administer this year's survey. A random sample of community members will receive an invitation to complete the survey via mail or online. The goal of this sample will be to obtain statistically significant data for each ward as well as to be

June 15, 2022, Work Session – Item 2

representative of community demographics such as race/ethnicity, gender, and age. Separately, the survey will be made available electronically on Engage Eugene and publicized broadly so that any community member has the opportunity to participate. The two sets of data will be analyzed separately but all results will be presented to council at a work session in September 2022. These survey results and insights will also help to inform strategic planning and budget processes this fall (see Attachment A).

Based on Council, Budget Committee and community feedback, the City is in the process of implementing a new budget methodology called Priority Based Budgeting. The goal of this new approach is to better align our budget with the goals and priorities of both Council and the community. This budget process will benefit from a robust understanding of what the community values and how those values intersect with City services. The community survey will be one of several important tools to assist in understanding these values and how they may change over time.

#### Related Work Sessions

##### [February 14, 2022 City Council Work Session](#)

City Council received an update on the current budget and the new Priority Based Budgeting process.

##### [April 14, 2021 City Council Work Session](#)

City Council received a presentation of the results of the COVID-19 community survey.

#### **PREVIOUS COUNCIL DIRECTION**

This is the first Council Work Session on this topic.

#### **CITY MANAGER RECOMMENDATION**

This agenda item is for discussion only.

#### **ATTACHMENTS**

A. Priority Based Budgeting Process & Timeline

#### **FOR MORE INFORMATION**

Staff Contact: Jason Dedrick  
Telephone: 541-682-5033  
Staff E-Mail: [jdedrick@eugene-or.gov](mailto:jdedrick@eugene-or.gov)

# Implementation Process - FY 24/25 Budget



# Ongoing Process - FY 26/27 Budget

Attachment A

