



**Eugene City Council**

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www.eugene-or.gov

# EUGENE CITY COUNCIL AGENDA

June 17, 2015

12:00 PM CITY COUNCIL WORK SESSION

Harris Hall

125 East 8<sup>th</sup> Avenue

Eugene, Oregon 97401

Meeting of June 17, 2015;  
Her Honor Mayor Kitty Piercy Presiding

### Councilors

George Brown, President

Pat Farr, Vice President

Mike Clark

George Poling

Chris Pryor

Claire Syrett

Betty Taylor

Alan Zelenka

### CITY COUNCIL WORK SESSION

Harris Hall

12:00 p.m. A. ACTION:

**Ordinance Concerning Sick Leave; Amending Section 5 of**

**An**

**Ordinance No.**

**20537; and Amending Sections 4.576 and 4.582**

**of the Eugene Code**

12:15 p.m. B. WORK SESSION:  
Library Local Option Levy

*\*time approximate*

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The Eugene City Council welcomes your interest in these agenda items. This meeting location is wheelchair-accessible. For the hearing impaired, FM assistive-listening devices are available or 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.

City Council meetings and work sessions are broadcast live on the City's Web site. In addition to the live broadcasts, an indexed archive of past City Council webcasts is also available. To access past and present meeting webcasts, locate the links at the bottom of the City's main Web page ([www.eugene-or.gov](http://www.eugene-or.gov)).

El Consejo de la Ciudad de Eugene aprecia su interés en estos asuntos de la agenda. El sitio de la reunión tiene acceso para sillas de ruedas. Hay accesorios disponibles para personas con afecciones del oído, o se les puede proveer un interprete avisando con 48 horas de anticipación. También se provee el servicio de interpretes en idioma español avisando con 48 horas de anticipación. Para reservar estos servicios llame a la recepcionista al 541-682-5010. Todas las reuniones del consejo estan gravados en vivo en Metro Television, canal 21 de Comcast y despues en la semana se pasan de nuevo.

**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)**

# EUGENE CITY COUNCIL

## AGENDA ITEM SUMMARY




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Action: An Ordinance Concerning Sick Leave; Amending Section 5 of Ordinance No. 20537; and Amending Sections 4.576 and 4.582 of the Eugene Code

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Meeting Date: June 17, 2015  
 Department: Central Services  
[www.eugene-or.gov](http://www.eugene-or.gov)

Agenda Item Number: A1  
 Staff Contact: Mia Cariaga  
 Contact Telephone Number: 541-682-5408

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### ISSUE STATEMENT

This public hearing is being held on a proposed change to the sick leave ordinance that would extend the effective date to October 1, 2015. Following the public hearing, the council can take action on the proposed ordinance or wait until June 22, 2015, to discuss and take action.

### BACKGROUND

In July of 2014, the council adopted a paid sick leave ordinance with an effective date of July 1, 2015. On June 12, 2015, the Oregon State Legislature passed a state wide mandatory sick leave policy in the form of Senate Bill 454. SB 454 contains a specific provision that will preempt the City's sick leave ordinance.

In consideration of SB 454, the council is being asked to consider an amendment to the City's sick leave ordinance. This would ensure that businesses and the City do not need to prepare twice (first for the City's sick leave ordinance and then for the state law), and also allow the council to recognize SB 454. A draft ordinance is included as Attachment A.

### COUNCIL OPTIONS

1. Hold the public hearing and wait until June 22 to take action.
2. Hold the public hearing and immediately following the public hearing, take action on the ordinance. If the council chooses to take action on June 15 on the ordinance, the council could (a) adopt the ordinance as is – i.e., with a new effective date of October 1; (b) adopt the ordinance with the new effective date of January 1, 2016 (the proposed effective date for SB 454); or (c) adopt the ordinance with a new effective date of January 1 together with a provision which would automatically repeal the City's sick leave ordinance in the event SB 454 is signed into law and is not referred to the voters.

### CITY MANAGER'S RECOMMENDATION

The City Manager recommends that the council adopt the ordinance with a new effective date of January 1, 2016, together with the automatic repeal of the City's sick leave ordinance provided that SB 454 in its current form is signed into law and not referred to the voters. If SB 454 in its current form becomes law, the City's sick leave ordinance would be void; by including the conditional automatic repeal, the council could avoid the necessity of holding another public hearing to repeal the ordinance.

**SUGGESTED MOTION**

No motion is provided at this time. Should the council decide to take action following the public hearing, the City Attorney will provide the council with the proper motion depending on which option the council decides to take.

**ATTACHMENTS**

A. Draft Ordinance

**FOR MORE INFORMATION**

Staff Contact: Mia Cariaga  
Telephone: 541-682-5408  
Staff E-Mail: mia.cariaga@ci.eugene.or.us

## ATTACHMENT A

ORDINANCE NO. \_\_\_\_\_

**AN ORDINANCE CONCERNING SICK LEAVE; AMENDING SECTION 5 OF ORDINANCE NO. 20537; AND AMENDING SECTIONS 4.576 AND 4.582 OF THE EUGENE CODE, 1971.**

**The City Council of the City of Eugene finds as follows:**

**A.** On July 28, 2014, the City Council passed Ordinance No. 20537 which adopted Eugene Code provisions establishing minimum standards for sick leave for employees who work inside the City. The Ordinance provided that the provisions of new Code Sections 4.576 through 4.580 not become effective until July 1, 2015.

**B.** The 2015 Oregon Legislature is considering SB 454 that would require all employers to implement paid sick time for employees.

**C.** Ordinance No. 20537 should be amended to provide that the City's sick leave provisions become effective on October 1, 2015, rather than July 1, 2015. This delay would allow the City Council to determine what changes to the City's Ordinance, if any, would be necessary due to the State's adoption of legislation similar to City Code provisions.

**NOW, THEREFORE,**

**THE CITY OF EUGENE DOES ORDAIN AS FOLLOWS:**

**Section 1.** Section 5 of Ordinance No. 20537 is amended to read as follows:

**Section 5.** Notwithstanding the effective date of ordinances as provided in the Eugene Charter of 2002, the provisions of EC 4.576 through 4.580 shall not become effective until October 1, 2015.

**Section 2.** Subsection (5) of Section 4.576 of the Eugene Code, 1971, is amended to provide as follows:

**4.576 Sick Leave – Accrual of Sick Leave.**

- (5)** Employees shall begin to accrue sick leave from an employer on ~~July~~ **October** 1, 2015, or commencement of employment, whichever is later.

**Section 3.** Subsection (8) of Section 4.582 of the Eugene Code, 1971, is amended to provide as follows:

**4.582 Sick Leave – Administrative Rules.** The city manager shall adopt, and as necessary amend, rules in the manner prescribed in section 2.019 of this code to assist in the implementation of sections 4.570 through 4.584 of this code, including but not limited to:

- (8) Establishing a grace period after [~~July~~ **October** 1, 2015, during which time compliance will be sought through education rather than imposition of fines and penalties.

**Section 4.** The City Recorder, at the request of, or with the consent of the City Attorney, is authorized to administratively correct any reference errors contained herein, or in other provisions of the Eugene Code, 1971, to the provisions added, amended or repealed herein

**Passed by the City Council this**  
\_\_\_\_ day of \_\_\_\_\_, 2015

**Approved by the Mayor this**  
\_\_\_\_ day of \_\_\_\_\_, 2015

\_\_\_\_\_  
**City Recorder**

\_\_\_\_\_  
**Mayor**

# EUGENE CITY COUNCIL

## AGENDA ITEM SUMMARY




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### Work Session: Library Local Option Levy

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Meeting Date: June 17, 2015  
 Department: Library, Recreation, and Cultural Services  
[www.eugene-or.gov](http://www.eugene-or.gov)

Agenda Item Number: A  
 Staff Contact: Connie Bennett  
 Contact Telephone Number: 541-682-5363

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#### **ISSUE STATEMENT**

At the January 14, 2015, work session, the City Council received information about the status of the Eugene Public Library funding and services, including the “Library of the Future” envisioned by the community and its leaders, and discussed initial options for a Library local option levy. The purpose of a local option levy would be as a supplement to current general fund support, enabling the City to invest in the Eugene Public Library and to sustainably operate the services at the level desired by the community. After discussion, the council voted unanimously to direct staff to prepare a comprehensive option to place a five- year library levy measure on the November ballot, with an additional work session to be determined for spring 2015.

#### **BACKGROUND**

The existing Library services are those currently supported by the General Fund budget for the Library. In addition to the General Fund, the Library currently provides a number of ongoing services with donated funding, for example, the free Summer Reading programs for all ages are supported by the Friends of the Eugene Public Library, and The Imagination Library early literacy program is funded by the Eugene Public Library Foundation. The total FY16 Proposed Budget for the Library is \$10.6 million.

#### **Existing Service Level**

- Downtown Library services 61 hours across seven days a week.
- Bethel and Sheldon Branch services 26 hours over five days a week.
- Publically available technology to use at the Library.
- Ability to use personal technology to access library services online 24/7.
- Some off-site programs serve those unable to come into the Library, such as storytimes to low-income children at daycares and large print book delivery to homebound seniors.
- Purchase of a limited amount of new materials.
- Offering approximately 1,000 free public programs annually, for all ages.

In January, the council discussed the value of the services to the community. The council also raised potential concerns about the community’s willingness to pay for a new local option levy, and identified directions they wished staff to explore further.

### **Developing Levy Options for the Eugene Public Library of the Future**

In preparation for developing a Library local option levy to present to the council, the City contracted with Strategy Research Institute (SRI) to conduct a scientific survey to explore the community's opinions and priorities regarding library services and to learn the probable level of support for a five-year local option levy as a supplement to the General Fund. The survey results confirmed community support for a Library Local Option Levy. The results also reaffirmed the priorities heard repeatedly from the council, from Library users and supporters, and from the "Library of the Future" focus groups; they are also in alignment with the national trends in best practices in library services. The library services most valued by the community continue to be:

- Promote early literacy.
- Support success in school and work.
- Ensure equity of access.

### **Library Levy Options**

The two local option levy alternatives summarized below were developed to address the public's concern about current barriers to accessing services –shortened hours, limited neighborhood convenience, not enough space for programs or services for teens, and constraints on access to technology, including Makerspace – while remaining within the threshold of willingness to pay. The levy alternatives focus on the operational priorities identified in the survey and recommended by the council, which is to invest in services at existing branches (increasing hours and adding new services), and to bring library services to the community through outreach services.

The second option includes and expands on the previous one, and both are based on the core library services supported at the existing level of funding. These are preliminary estimates. As the levy proposal moves forward these estimates will be further reviewed and refined.

#### Option 1 - \$2.5 to \$2.7 million/year, or \$33-37/year for a typical household (approx. \$3/month)

Option 1 begins with the existing service level, and adds the following to meet current needs:

- Add 22 hours each week at both Bethel and Sheldon Branch Libraries, to be open 48 hours over six days a week.
- Add three hours on Sunday mornings each week at the Downtown Library, to be open 64 hours over seven days a week.
- Add \$300,000 to the Library's materials budget for new books and other resources, and ensure a shorter "wait time" for the most popular items.
- Expand the early literacy outreach and other volunteer programs.
- Expand shared "Makerspace" to provide community members with access to and training on tools and equipment they might not be able to afford individually.
- Increase programs and events for all ages, with particular focus on teens.
- Add technology (tablets and/or laptops) to lend for public use on-site at both branches.



Option 2 - \$3.5 to \$3.7 million/year; \$45-49/year for a typical household (approx. \$4/month)

Option 2 includes everything in Option 1, PLUS additional services to increase access:

- Add four hours on Sunday afternoons at both branches, expanding branch hours to 52 hours each week across seven days and opening book-drops 24/7.
- Expand access by increasing Downtown hours by five hours on weekday mornings, including additional early literacy programs.
- Expand community outreach visits, to bring library services to people where they are already gathered, such as schools and businesses.
- Add tablets and laptops to lend for public use on-site at the Downtown Library.

**Timing**

In order to place a measure on the November 3, 2015, general election ballot, the council must act by July 29, 2015 (last meeting before summer break). Meetings are tentatively scheduled for July 13 and July 27 for continued council discussion and decision making.

**Other Background Information**

Under Oregon law, a property tax measure placed on either a primary election ballot (May) or a general election ballot (November) requires a simple majority of the votes cast in the election.

**RELATED CITY POLICIES**

This item relates to the following Council Goals:

- *Accessible and Thriving Culture and Recreation:* A community where arts and outdoors are integral to our social and economic well-being and are available to all.
- *Sustainable Development*
- *Effective and Accountable Municipal Government*

*City of Eugene Financial Management Goals and Policies*

Policy C.6 - Non-recurring revenue

"Except for local option levies approved by the voters, the City will use non-recurring revenue on limited-duration services, capital projects, equipment requirements, or services that can be terminated without significant disruption in the community or City organization."

**COUNCIL OPTIONS**

This is an informational Work Session.

**SUGGESTED MOTION**

No motion is proposed at this time.

**FOR MORE INFORMATION**

Staff Contact: Connie Bennett

Item B.

Telephone: 541-682-5363  
Staff E-Mail: [connie.j.bennett@ci.eugene.or.us](mailto:connie.j.bennett@ci.eugene.or.us)



Public  
Library



Library of the Future

# Existing Service Level

GENERAL FUND  
with no levy



# Existing Service Level

- Maintain three full-service locations at current hours:
  - Downtown: 61 hours across 7 days
  - Bethel: 26 hours across 5 days
  - Sheldon: 26 hours across 5 days
- Library website offering 24/7 access
- Limited off-site services



# The Library of the Future

## The Library Services most valued by our Community:

- Promote early literacy
- Support success in school and work
- Ensure equity of access



Benchmark Scientific Survey...

# Funding Alternatives

for Eugene LIBRARY Services/Facilities

*Commissioned by the...*  
City of Eugene, Oregon



April 2015

*Conducted by...*

**Strategy Research Institute**  
*Research and Consulting for Strategic Planning*  
[www.sri-consulting.org](http://www.sri-consulting.org)



# Attitudes

toward Public Libraries





Figure 8A  
City of Eugene Library  
April 2015

## How Satisfied Are You with... the *Eugene Public Library*?

**Question 2.0:** How satisfied are you with the Eugene Public Library facilities and services available to local residents?

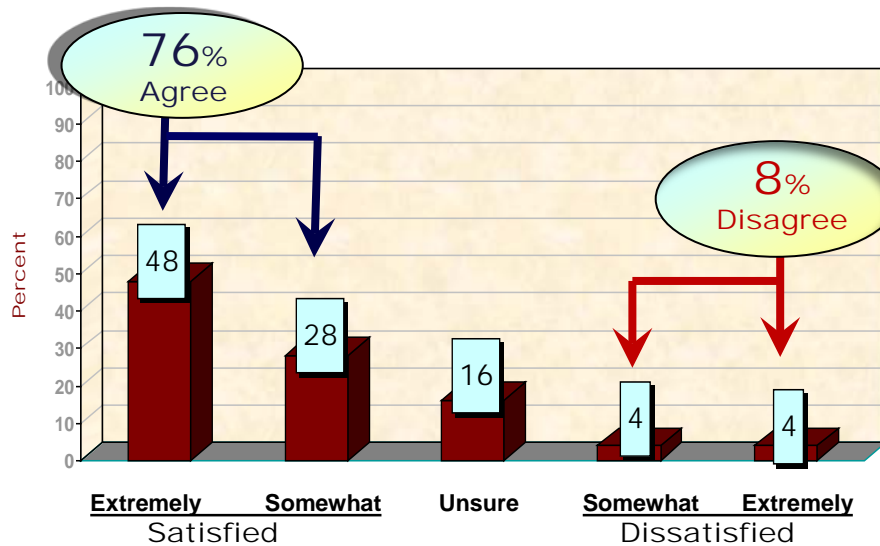


Figure 9  
City of Eugene Library  
April 2015

## Invest in Existing Library Facilities vs. Adding More Branches

**Question 10.1** Assuming a successful funding Measure were to be placed on the local ballot, would you prefer that these monies be invested in increasing hours of access and enhancing the services being provided through the Downtown Library and two branch libraries (in Bethel AND Sheldon) OR would you prefer that the money be used to open one or more additional branch libraries.

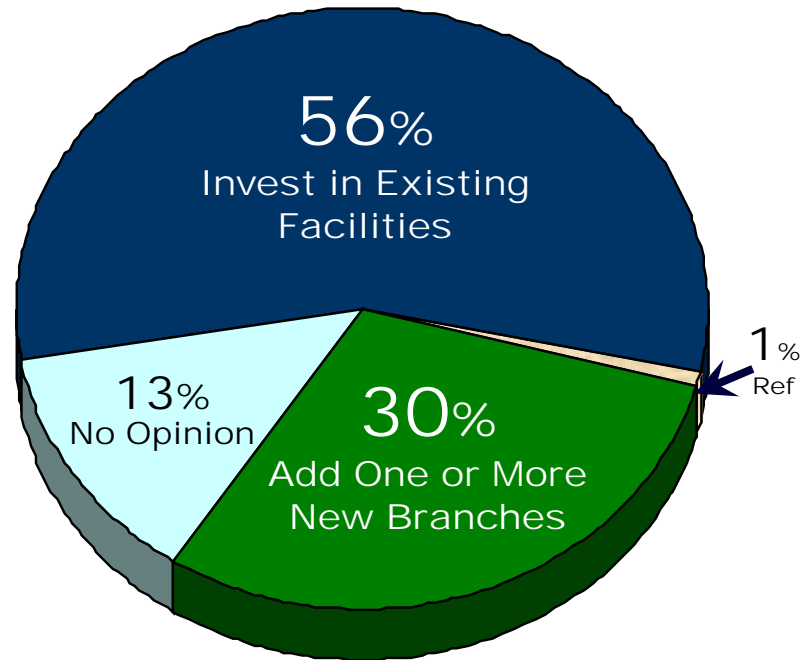


Figure 6  
 City of Eugene Library  
 April 2015

## Priority Spending Going Forward

How to BEST Invest Tax Revenues for Library Services

**Question 5 series:** I will ask you about a variety of services that could be enhanced through voter approval of a levy for the Eugene Public Library System. Using the following scale, would you say the service should be considered a: TOP priority, absolutely essential; MEDIUM priority, added if the budget allows; LOW priority; or, NOT at all a priority?

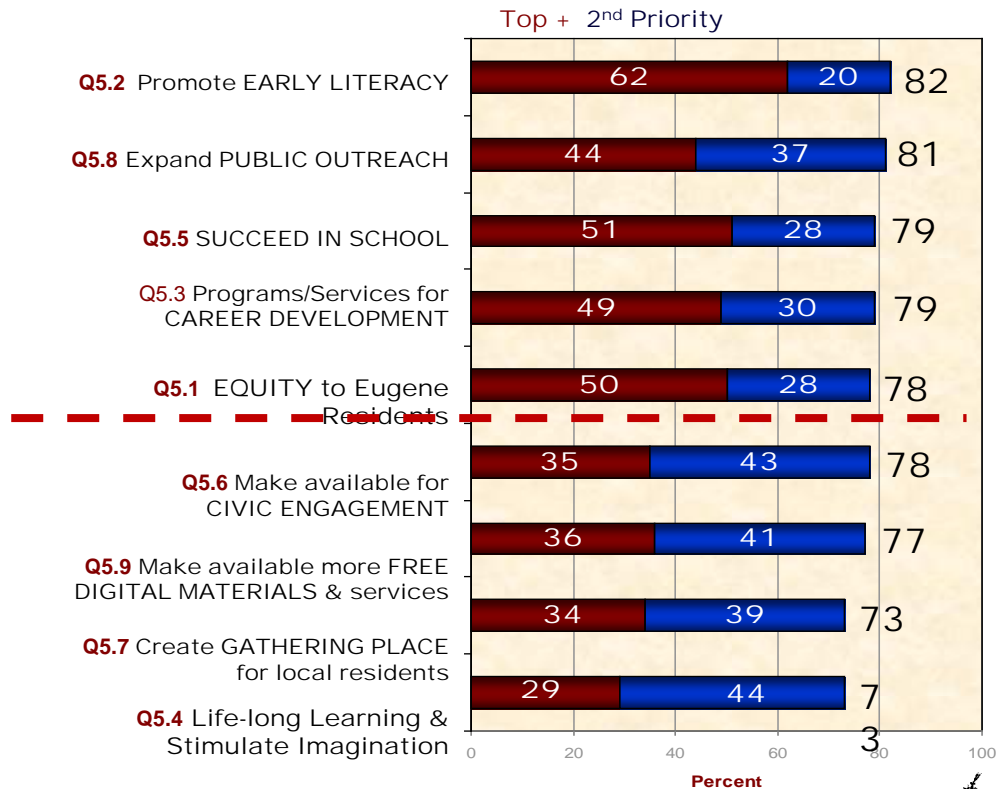
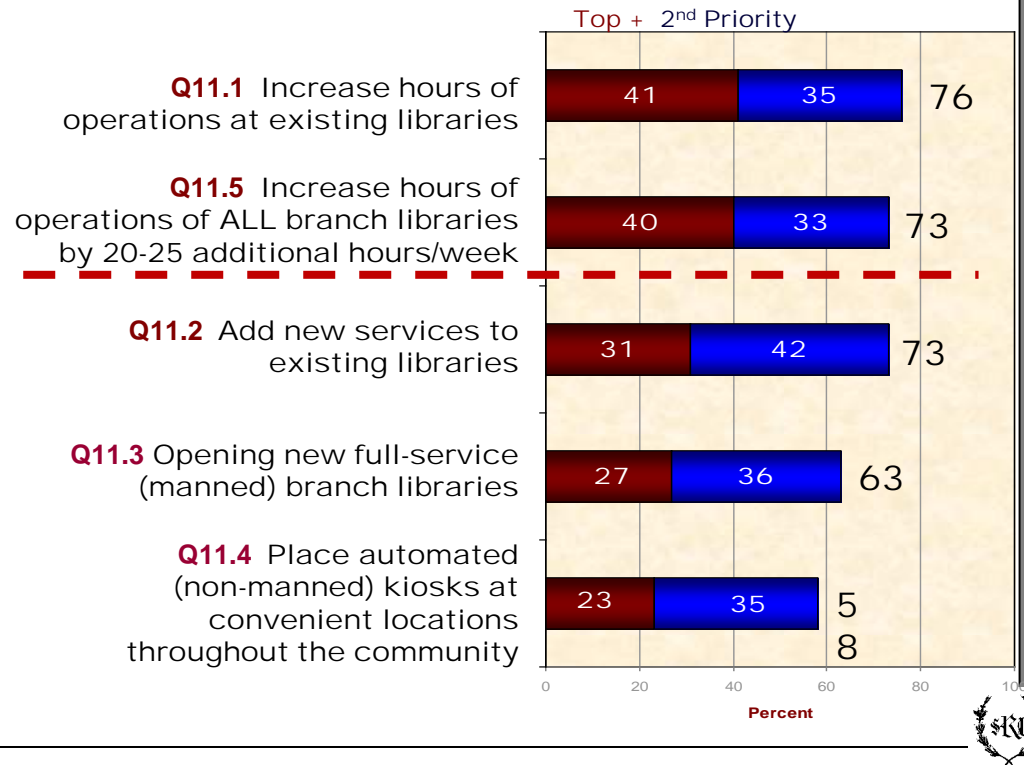


Figure 7  
 City of Eugene Library  
 April 2015

## Investment Priorities

for Existing Libraries and Opening New Branch Libraries

**Question 11.0:** I will list several ways that current monies could be invested. Please use the following scale in responding to each question. Should the item be considered a TOP priority, absolutely essential; MEDIUM priority, added if the budget allows; LOW priority; or, NOT at all a priority?



# Voter Support

to provide funding for services & programs  
through the Eugene Public Library

**BEFORE Arguments**

THRESHOLD of *Willingness to Pay*



Figure 1A  
City of Eugene Library  
April 2015

# Benchmark Voter Support for Enhancing Library Services BEFORE ARGUMENTS

**Question 6.1:** Should City officials decide to place a funding Measure on the ballot to ENHANCE library services to meet the needs of local residents now and into the future...would you vote YES or NO on such a funding measure?

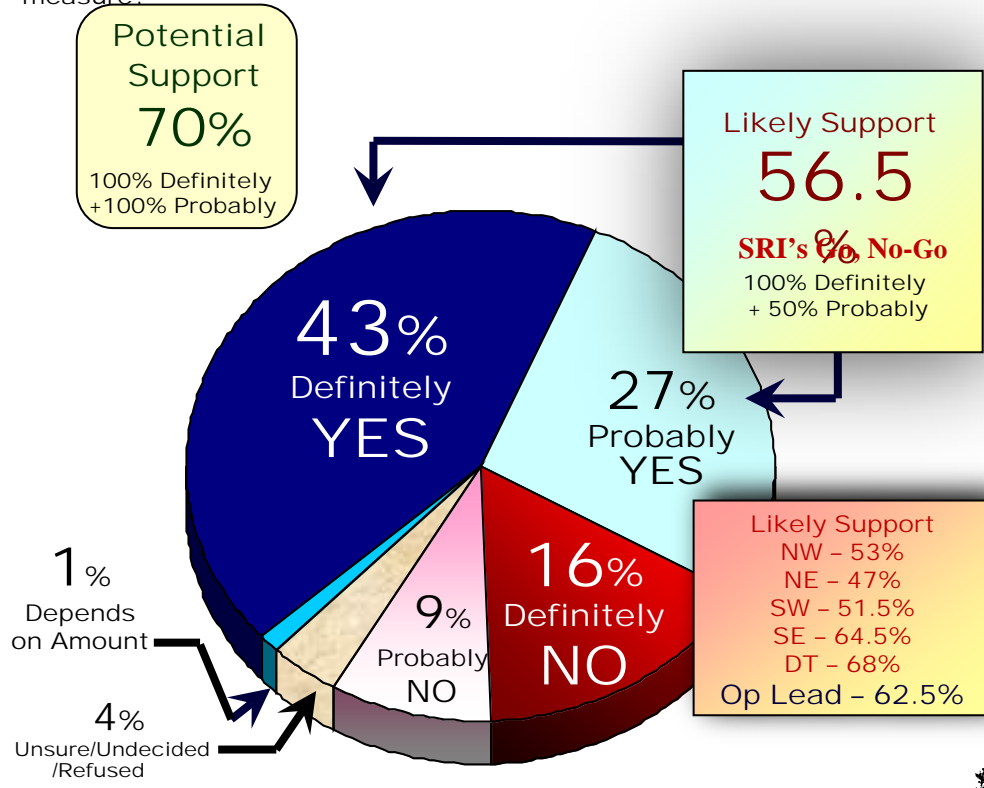


Figure 1B  
City of Eugene Library  
April 2015

# Voter Support for an Increase of \$5/month

## BEFORE ARGUMENTS

**Question 6.2:** More specifically, would you be willing to pay \$5/month to make this possible, which equates to \$60/year?

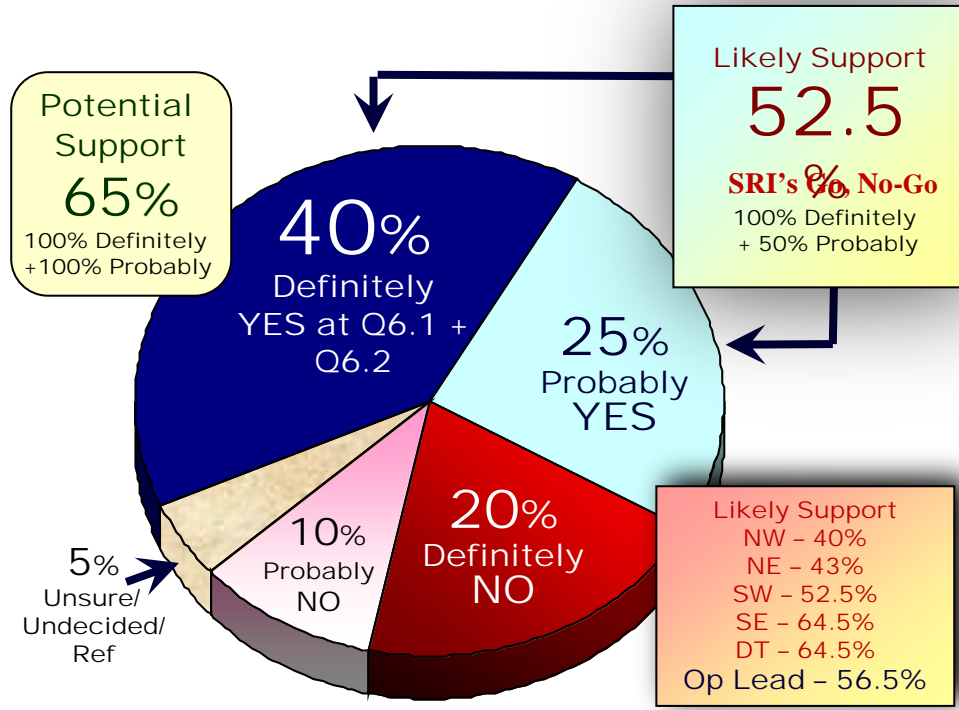


Figure 1C  
City of Eugene Library  
April 2015

# Voter Support for an Increase of \$4/month

## BEFORE ARGUMENTS

**Question 6.3:** Would you support such a Measure if the amount of increase were to be kept to \$4/month, which equates to \$48/year?

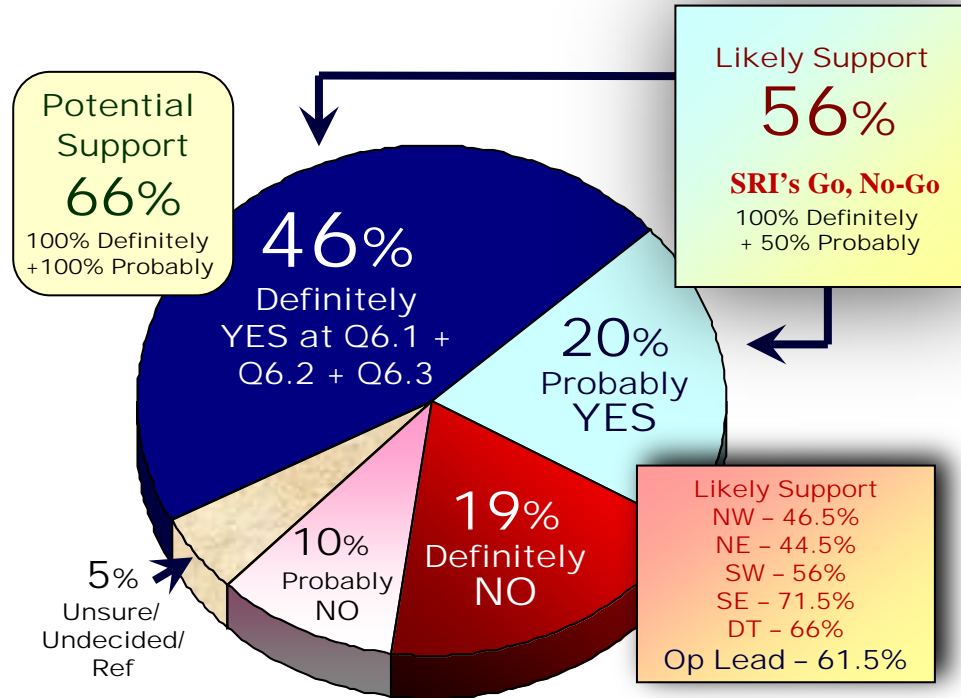
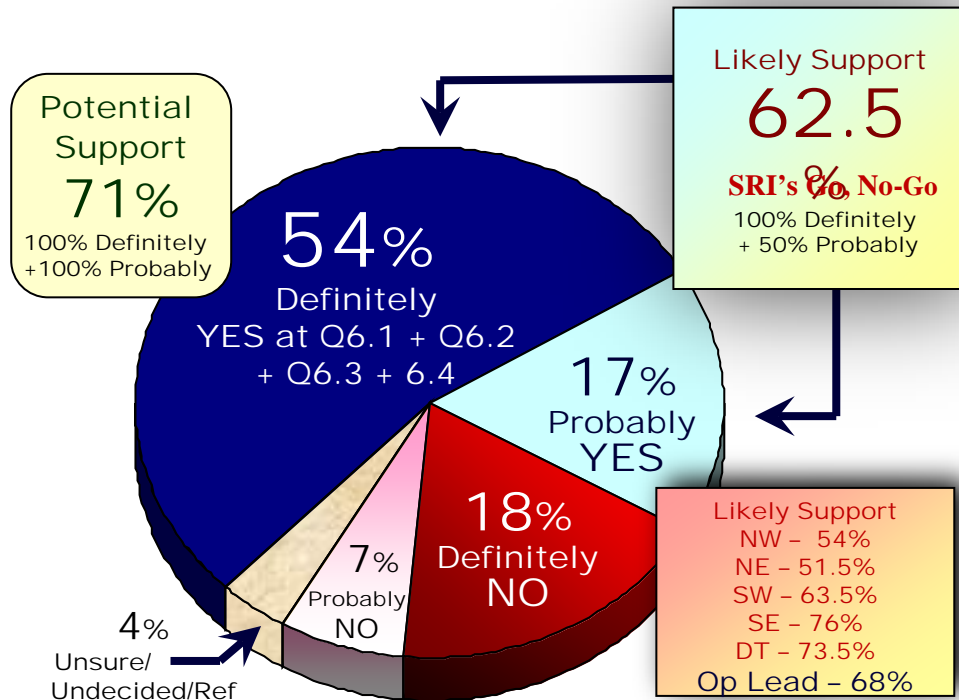




Figure 1D  
City of Eugene Library  
April 2015

## Voter Support for an Increase of \$3/month BEFORE ARGUMENTS

**Question 6.4:** Would you support such a Measure if the amount of increase were to be kept to \$3/month, which equates to \$36/year?



# Voter Support

to provide funding for services & programs  
through the Eugene Public Library

## AFTER Arguments

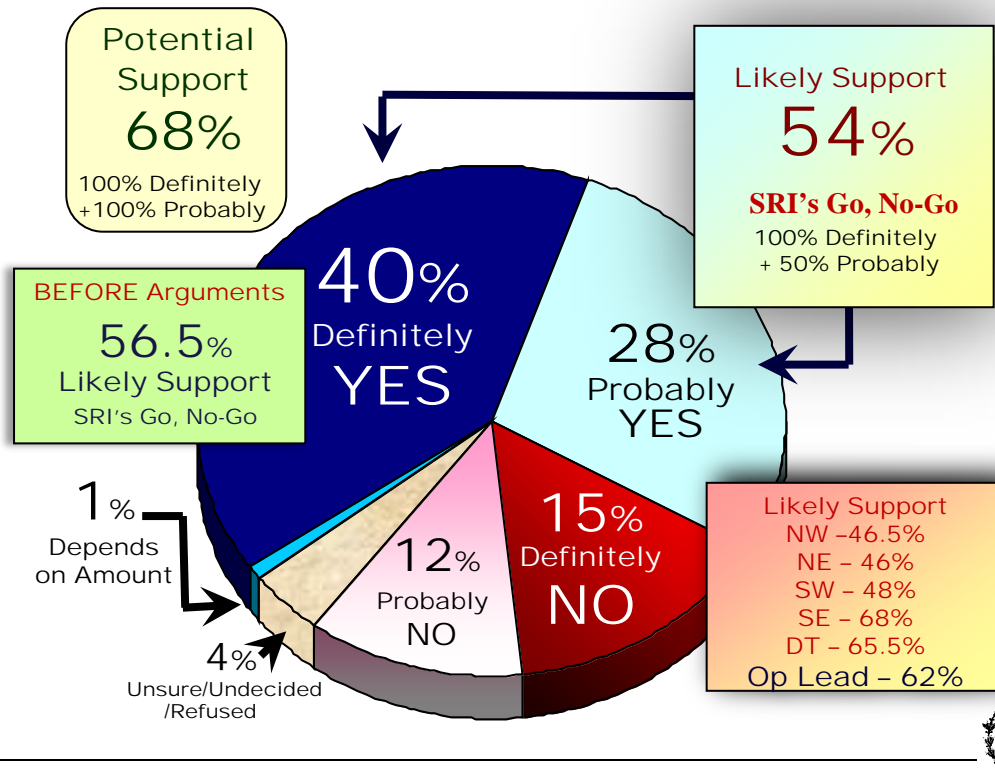
Assuming Threshold of *Willingness to Pay* is  
NOT Exceeded



Figure 2  
City of Eugene Library  
April 2015

## Benchmark Voter Support for Enhancing Library Services AFTER ARGUMENTS

**Question 9.0:** Now that you have heard several arguments FOR and AGAINST asking voters in Eugene to authorize increasing the amount of property taxes in order to ENHANCE library services to meet the needs of local residents now and into the future...would you vote YES or NO on such a measure??



# Recommendations

Based upon *Findings* from Benchmark Voter Survey



Figure 3  
City of Eugene Library  
April 2015

## Recommendations

1) It's a GO! Assuming...



Figure 3  
City of Eugene Library  
April 2015

## Recommendations

### 1) It's a GO! Assuming...

\$3/mth = \$36/yr.

Or

\$4/mth = \$48/yr.

Depending upon the amount of INSURANCE you want



## Recommendations

### 1) It's a GO! Assuming...

\$3/mth = \$36/yr.

Or

\$4/mth = \$48/yr.

Depending upon the amount of INSURANCE you want

- 2) Carefully-structured **ballot language**.
- 3) Well thought out and hard-hitting **Public Outreach** effort; that adheres, strictly, to the *findings* from the present voter survey.



# Level of Support by Voting Propensity





Figure 4  
 City of Eugene Library  
 April 2015

## Voter Support by **Voting Propensity**

BEFORE and AFTER ARGUMENTS

High Propensity Voters		
	Before	After
Definite YES 100%	47.4%	42.2%
Probably YES 50%	23.0%	26.1%
<b>Likely Support</b>	<b>55.25%</b>	<b>55.25%</b>
Moderate Propensity Voters		
	Before	After
Definite YES 100%	38.3%	37.7%
Probably YES 50%	31.4%	30.9%
<b>Likely Support</b> Go, No-Go Model	<b>54.0%</b>	<b>53.15%</b>



# Impact of Arguments (tested)



## Positive Net Shift Due to Arguments Tested

### Arguments FOR Proposed Measure

Net Shift

**Q7.5** With additional funding, the library will be able to purchase additional books and materials, as well as access to a wider range of resources...and, there will be shorter “wait time” for best sellers and new movies. +3.2%

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**Q7.7** The funding will be used to RESTORE library services to previous levels, before all the budget cuts. +2.3%

**Q7.3** The money from this levy, if authorized by Eugene voters, will be used to purchase additional TOOLS AND EQUIPMENT that could be shared by community members who might not be able to afford such items. This is sometimes called Makerspace. This would give people access to software, special hi-tech printers, media equipment, plus more. As a result, those who are interested in learning about technologies for personal use OR to advance their careers, including how to use them, will be able to do this. They will also have the opportunity to collaborate with others at the library. +2.1%

**Q7.10** Bonds approved by Eugene voters in the 1990's will be RETIRED soon, which will reduce local property taxes, thus, offsetting the increase you would pay by approving the library levy. +2.0%

**Q7.9** The Eugene community has supported library levies three times in the past, so this is a tried-and-true way for City officials to make improvements to these important services. +1.9%



**Thank You**



*We'll be pleased to  
Take Questions Now*

# The Library of the Future

## The Library Services most valued by our Community:

- Promote early literacy
- Support success in school and work
- Ensure equity of access



# Levy Option 1

Approximately \$3/month



# Hours added

**Bethel & Sheldon Branches:**

**Add 22 hours, for 48 hours across 6 days**

Sheldon Branch

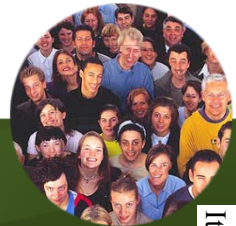


Bethel Branch



**Downtown:**

**Add 3 hours on Sunday morning**



# Materials budget

Add \$300,000 to the Library's materials budget for new books and other resources.



Shorter wait times for the most popular items!

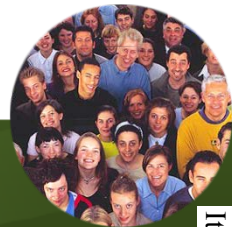
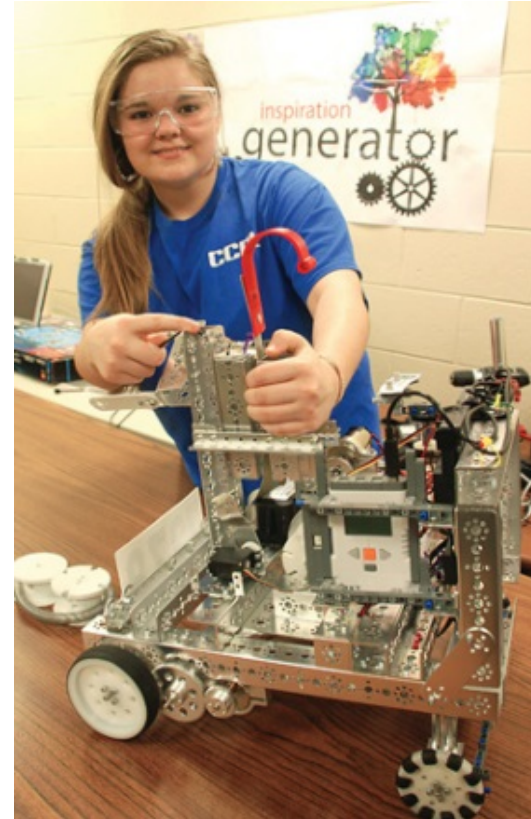




# Off-site programs & Makerspace

Bringing library services to the community:

- Early literacy
- Makerspace
- Seniors



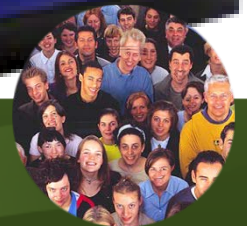
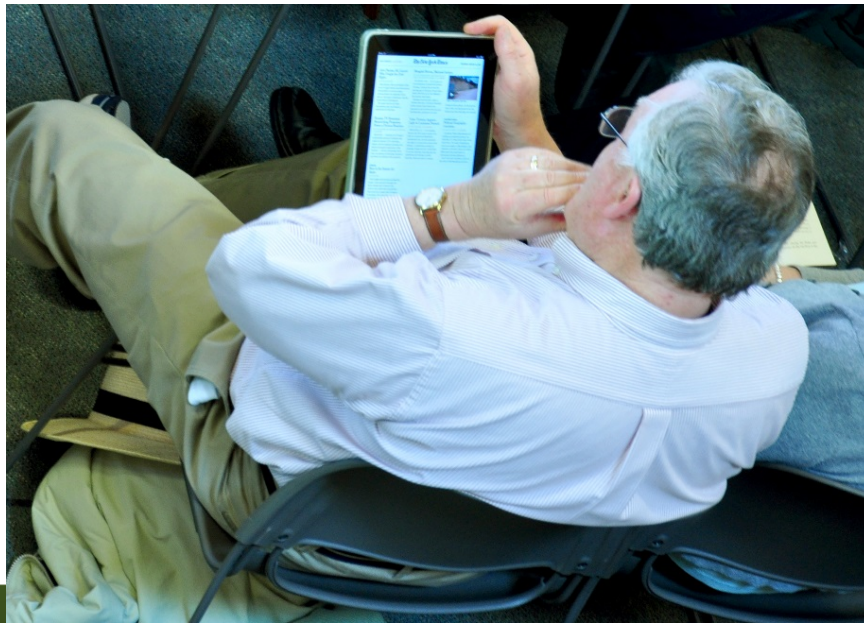
# More Workshops & Events

- Kids success in school
- Teen programs
- Career and business development
- Creative pursuits



# Technology at the Branches

Increasing access at  
Bethel & Sheldon Branches.



# Levy Option 1

- Hours added to all locations:
  - Bethel & Sheldon: Add 22 hours, for 48 hours across 6 days
  - Downtown: Add 3 hours on Sunday morning, for 64 hours
- Materials budget increased
- Off site programs (Early literacy and Makerspace)
- Additional workshops and events for all ages
- Increased access to technology

**Total: \$2.5 to \$2.7 million a year – \$33 to \$37 per year for a typical household (approx. \$3/month)**



# Levy Option 2

Approximately \$4/month



# Additional Hours added

Sheldon Branch

**Bethel & Sheldon Branches:  
add another 4 hours on Sundays  
to be open 52 hours across 7 days  
branch book returns open 24/7**

**Downtown:  
Add 5 more hours**

-4-

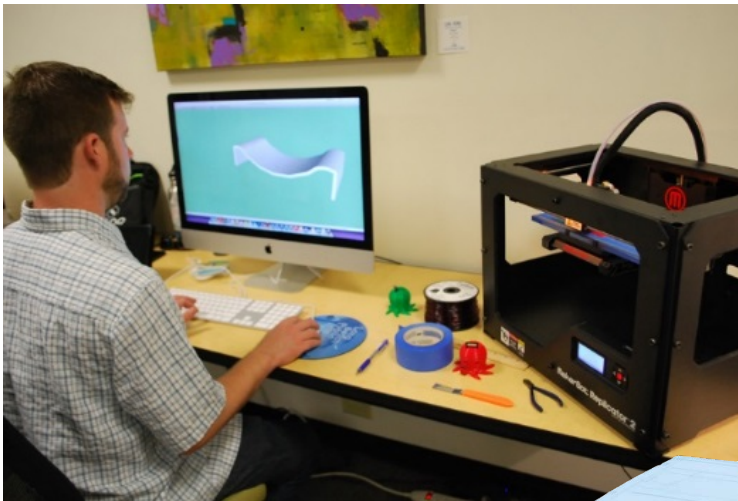


Downtown



# Off-site programs bring Library experts to the community

- Early literacy services to young kids
- Makerspace equipment and resources for career and business development



# Increased Technology

Loaning tablets and laptops Downtown significantly increasing access.





# Levy Option 2

- Hours added to all locations:
  - Bethel & Sheldon: Add 26 hours, for 52 hours across 7 days
  - Downtown: Add 8 hours, for 69 hours across 7 days
- Expanded off-site programs (Early literacy and Makerspace)
- Increased access to technology.

**Total: \$3.5 to \$3.7 million a year – \$45 to \$49 per year for a typical household (approx. \$4/month)**



# The Library of the Future: Next Steps

- Council work session scheduled July 13
- Action needed by July 29 for the November 2015 ballot





Eugene

Public  
Library



