

## MINUTES

### Eugene City Council Virtual Work Session Eugene, Oregon 97401

December 14, 2020  
5:30 p.m.

**Councilors Present:** Betty Taylor, Alan Zelenka, Chris Pryor, Greg Evans, Mike Clark, Claire Syrett, Emily Semple, Jennifer Yeh

Mayor Vinis opened the December 14, 2020, work session of the Eugene City Council.

#### 1. **WORK SESSION: Ambulance Transport Fund and Ground Emergency Medical Transportation Update**

Eugene Springfield Fire Chief Chris Heppel provided information about the Ambulance Transport Fund and Ground Emergency Medical Transportation status.

##### Council Discussion:

- Councilor Clark – thanked staff for the presentation; asked for clarification about FireMed’s status in the revenue projection; asked about FireMed enrollment trends and what percent of the community is covered by that; expressed support for increasing FireMed enrollment; inquired about MASH-style response model where more intensive care is done on-scene and puts less of a burden on those in medical care transport.
- Councilor Zelenka – asked how much right-sizing calls and response can help the current problem and the timeframe for when that would be optimized; clarified budget deficit and relationship with Oregon Health Plan; inquired about the difference between private and OHP reimbursements; asked about incentives for insurance companies enrolling with FireMed.
- Councilor Taylor – inquired about the possibility of selling FireMed as individual memberships instead of by household to help incentivize it for the individual.

#### 2. **EXECUTIVE SESSION**

The executive session was held pursuant to ORS 192.660(2)(i) to review and evaluate the job performance of a chief executive officer, other officers, employees, and staff.

#### 3. **WORK SESSION: Police Auditor Annual Evaluation**

Employee Resource Center Director Randi Bowers-Payne was available for councilor questions.

##### Council Discussion:

- Councilor Pryor – said he worked with all three auditors since the inception of the office and believes that Mr. Gissiner has reflected the goals of the office best; remarked that he is honorable and has given him excellent ratings for the past 11 years;
- Councilor Syrett – thanked Mr. Gissiner for bringing the Auditor’s Office to a high level of integrity and service; remarked that the absence problems is a reflection of how Mr. Gissiner has approached his work; appreciated note sent to Council regarding his retirement.
- Councilor Yeh – offered praise for Mr. Gissiner and his work; highlighted the difficulty of his job and praised his focus on training and education for individual officers; stated he has had a profoundly positive impact on his position and has set the office up for future success.
- Councilor Clark – echoed sentiments of the other councilors; reminisced on beginning of Police Auditor’s Office and believes Mr. Gissiner saved the program with his hard work and integrity,

noting it is now a model across the nation; clarified that Mr. Gissiner's job is to evaluate if investigations are done accurately and fairly and whether there is room for the officer(s) to grow in following policies or the policy itself need to be changed; thanked Mr. Gissiner and his family.

- Councilor Zelenka – thanked Mr. Gissiner for his excellent work and said hiring him was one of his best decisions as a councilor; remarked that he created an incredibly successful program that is used as a model by other communities nationally; stated Mr. Gissiner will be missed and it will be difficult to replace him.
- Councilor Evans – said he was impressed with Mr. Gissiner's work and the level of trust the office has built with communities of color and community at-large; expressed appreciation for his responsiveness and for setting high standards; remarked that Mr. Gissiner is a leader in the country and profession and has made a significant difference in the community; stated the high quality staff Mark has hired solidified the reputation of the office in the community; said he had complete confidence sending people who had problems with the police to the Police Auditor's Office.
- Councilor Semple – echoed comments made by other councilors and said it is nice to be a part of such a positive evaluation; said she has enjoyed her conversations with Mr. Gissiner and wished him a happy retirement.
- Councilor Taylor – thanked Mr. Gissiner for his work and good relationships with the council; appreciated his willingness to stay on for a couple weeks to help with the transition; remarked that the first two auditors did a fine job in the new position but, as females, their job was more difficult; asked Mr. Gissiner for recommendations on how Council can help with improving Oregon public record laws and what changes they can lobby for.
- Councilor Zelenka – followed up on the question about how to help with oversight on a City level; inquired about local changes Mr. Gissiner thought might be worth pursuing.
- Mayor Vinis – echoed the comments of Council and complimented Mr. Gissiner's communication style; remarked on the staff team he built and how he has positioned Council and the community for the future.

**MOTION AND VOTE:** Councilor Semple, seconded by Councilor Yeh, moved to award Mark Gissiner a five percent merit increase which is the percentage increase provided in his contract for weighted average rating of 2.75, making the five percent increase retroactive to July 1, 2020, and to authorize the Council President to execute a contract amendment to reflect this salary increase. **PASSED 8:0**

**MOTION AND VOTE:** Councilor Semple, seconded by Councilor Yeh, moved to authorize the Council President to execute a contract amendment providing for Mark Gissiner to continue serving as the Police Auditor for three additional weeks following his February 1, 2021, retirement and for him to be compensated during those three weeks on an hourly basis, his hourly rate determined by his salary on January 31, 2021. **PASSED 8:0**

The meeting adjourned at 7:06 p.m.

Respectfully submitted,



Julie Adams  
Deputy City Recorder

Link to the webcast of this City Council meeting [here](#).