

MINUTES

Eugene City Council Work Session Eugene, Oregon 97401

June 14, 2023
12:00 p.m.

Councilors Present: Emily Semple, Matt Keating, Alan Zelenka, Jennifer Yeh, Mike Clark, Lyndsie Leech and Randy Groves
Councilors Absent: Greg Evans

Mayor Vinis opened the June 14, 2023, work session of the Eugene City Council in a hybrid format at 101 W 10th Avenue, Eugene OR 97401.

1. **WORK SESSION: Civilian Oversight Protocols**

Police Auditor Leia Pitcher presented on the City's Civilian Oversight Protocols.

Councilor Discussion:

- Councilor Keating – asked staff to elaborate on how inefficiency and a lack of timeliness have resulted in decreased use of the mediation process; asked staff for their recommendations on improvements to the mediation process; asked why the mediation process should be used more frequently; asked how often mediation is used annually; noted that it was reasonable to limit public comments on cases that were under review.
- Councilor Groves – asked how cases are being handled, with no mediation program currently in effect; is concerned about expansion of the mediation process; would like to see formal criteria created around when mediation can be used; believes criteria will help to set the proper expectations for the mediation process.
- Councilor Zelenka – noted that Eugene's civilian oversight process is seen as a model for other communities to emulate; does not believe the Civilian Oversight Protocols need a lot of changes, but agrees that improvements can be made; noted that that any changes must be reached through a mutual agreement between the Police Auditor, the City Manager, the Chief of Police, and the Eugene Police Employee Association; indicated support for the suggested changes to the mediation process and for updates that reflect changed code, practice, and policy, as long as there is mutual agreement between all parties; stated that updates to the definition of "good cause" would need careful consideration; believes that timelines should only be adjusted as needed; understands community concerns about commenting on cases that were under review; asked why the Civilian Review Board would need access to police video.
- Councilor Clark – asked what value increased mediation brings to the community; indicated that he understands the value of mediation to the individuals, but that the program exists to build trust with the community as a whole; asked about the best scenarios for the use of mediation.

- Councilor Zelenka – is concerned about how disagreements in the adjudication process will be handled; asked if the Police Auditor believes the Police Chief has the final say in police discipline, and if the Police Auditor believes that needs to change; asked if there are unofficial agreements or current practices the proposed changes would incorporate into the Civilian Oversight Protocols; asked how processes that all parties agree to can be streamlined and added to the Civilian Oversight Protocols.
- Councilor Keating – noted that shortening the timeline and increasing opportunities to go to mediation would increase demands on the mediation process.
- Councilor Clark – would support modified motion language that emphasizes the mutual agreement of all parties on the changes to the Civilian Oversight Protocols; is concerned that the proposed changes would increase the amount of time officers were involved in mediation and decrease their time performing other duties.
- Councilor Groves – explained that creating clear criteria for the utilization of the mediation process was intended to help staff by preventing overutilization of the process.

MOTION: Councilor Groves, seconded by Councilor Keating, moved to direct the Police Auditor to work with the City Manager, Police Chief, and Eugene Police Employee Association to develop mutually acceptable resolutions on the seven issues discussed in the AIS, and amend the Civilian Oversight Protocols as appropriate.

- Councilor Yeh – asked if the Police Chief's agreement is necessary for the Civilian Oversight Protocols to be changed; asked if the Civilian Oversight Protocols' revision process would be collaborative, and if any single party has veto power; asked if the proposed process is similar to the Civilian Oversight Protocols' 2007 creation process.
- Councilor Clark – asked staff to confirm that revisions to the Civilian Oversight Protocols require every party to agree to the changes; asked if Council has final approval over the proposed changes to the Civilian Oversight Protocols.
- Councilor Groves – stated that one party, the Eugene Police Employee Association, does have veto power over the Civilian Oversight Protocols and that their bargaining rights must be recognized during the revision process.

VOTE: 7:0 PASSED

Mayor Vinis adjourned the meeting at 12:47p.m.

Respectfully submitted,

A handwritten signature in blue ink, appearing to read "Katie LaSala". The signature is fluid and cursive, with the first name "Katie" written in a larger, more prominent script than the last name "LaSala".

Katie LaSala
City Recorder

(Recorded by Ellie Harwell)

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