

MINUTES
Eugene City Council
Work Session
Eugene, Oregon 97401

July 24, 2023
5:30 p.m.

Councilors Present: Emily Semple, Alan Zelenka, Mike Clark, Greg Evans, Lyndsie Leech, and Randy Groves

Councilors Absent: Matt Keating and Jennifer Yeh

Mayor Vinis opened the July 24, 2023, work session of the Eugene City Council in a hybrid format at 101 W 10th Avenue, Eugene OR 97401.

1. EXECUTIVE SESSION: Pursuant to ORS 192.660(2)(i)

2. WORK SESSION: City Manager Performance Evaluation

City Manager Medary presented information regarding her annual evaluation.

Councilor Discussion:

- Councilor Semple – noted her appreciation for City Manager Medary’s kindness and gratitude; noted she is innovative, hard-working, and persistent.
- Councilor Clark – stated his appreciation for City Manager Medary’s work; noted her humility in her self-evaluation; noted she has assembled a strong executive team; noted she has handled complex problems like the pandemic and city hall purchase.
- Councilor Zelenka – stated his appreciation for City Manager Medary’s work; noted she is responsive and an excellent leader; noted she has assembled a competent and effective team; stated his confidence in her leadership abilities.
- Councilor Groves – noted his appreciation for her humility, humor, and love for the community; stated she has withstood several crises with confidence; asked how the City Manager position differs from other positions within the City in terms of compensation and benefits; asked if the cost-of-living adjustment and merit increase are combined.
- Councilor Evans – stated his appreciation for City Manager Medary’s work.

MOTION: Councilor Groves, seconded by Councilor Clark, moved to authorize the Council President to execute an amendment to City Manager Sarah Medary’s employment contract that: 1) awards Medary a 8.7% pay increase; and, 2) clarifies the amount of time she is eligible to purchase City insurance at the time of separation, whether voluntary or through termination.

MOTION TO SEPARATE: Councilor Semple moved to divide the motion to vote separately on the compensation and the insurance. Motion not seconded.

Councilor Discussion:

- Councilor Zelenka – asked how many employees the City has on a regular and seasonal basis; asked for the annual budget; stated if City Manager Medary had a similar job in the private sector, her compensation would be higher.
- Councilor Semple – stated that due to budget shortfalls, she feels it is inappropriate to increase City Manager Medary’s compensation.
- Councilor Clark – noted replacing City Manager Medary would be a higher cost than the salary increase and would result in inferior service.

VOTE: PASSED 5:1 (opposed by Councilor Semple)

Councilor Discussion:

- Mayor Vinis – stated her appreciation for City Manager Medary’s leadership through the pandemic and budget process; noted she is grateful to Council for approving the compensation package.

The meeting was adjourned at 6:10 p.m.

Respectfully submitted,



Katie LaSala
City Recorder

(Recorded by Cherish Bradshaw)

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