

MINUTES

Eugene City Council Work Session Eugene, Oregon 97401

July 22, 2024
5:30 p.m.

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

Mayor Vinis opened the July 22, 2024, work session of the Eugene City Council in hybrid in-person and virtual format at 500 E. 4th Avenue, Eugene, OR 97401, North Building.

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 Zelenka – stated City Manager Medary is doing an excellent job; noted her skillful management of the City’s finances; stated she has assembled a great team and built strong relationships, increasing trust and confidence in city services; noted she has handled complex problems like the pandemic and a city hall purchase; stated he enjoys working with her.
- Councilor Clark – noted City Manager Medary has calmly faced many difficult situations including the pandemic, budget issues, and finding a permanent city hall location; stated she is good at balancing emergent and important issues.
- Councilor Groves – stated City Manager Medary is doing an excellent job; noted she doesn’t shy away from difficult decisions; stated one of her strengths is building and maintaining relationships; noted the importance of clear and consistent communication with the public; noted the importance of being able to disagree and find common ground; expressed gratitude for her hard work.
- Councilor Yeh – stated City Manager Medary’s skill in collaboration and relationships is due to her authenticity; noted there has been improvement with communication with the community and with Councilors and staff; stated City Manager Medary is good at receiving feedback.
- Councilor Leech – stated it has been a pleasure working with City Manager Medary; noted she maintains her composure during tough situations like the University District hospital closure; noted the trust she has in City Manager Medary; stated she is looking forward to continuing to work with her.
- Councilor Keating – noted his gratitude and appreciation for City Manager Medary; noted she is smart, accessible, real, action-oriented, and honest.
- Councilor Semple – stated City Manager Medary is doing a great job
- Councilor Evans – noted his approval of City Manager Medary with a thumbs up.

- Mayor Vinis – spoke about the difference between public and staff perceptions of City Manager Medary’s performance; stated she handled the revenue advisory committee and move to city hall with courage; noted she excels at building relationships and assembling the teams necessary to solve problems behind the scenes; noted it is an honor and a pleasure to work with her.

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 3.5% of pay one-time lump-sum contribution towards her retirement to be made no later than January 31, 2025; and 2) amends Paragraph 5 as set forth in this AIS.

Councilor Discussion:

- Councilor Groves – noted he supports the motion; stated concerns about the long-term effects of delaying regular pay increases.

VOTE: PASSED 8:0

The meeting was adjourned at 6:18 p.m.

Respectfully submitted,



Katie LaSala
City Recorder

(Recorded by Cherish Bradshaw)

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