

MINUTES

Eugene City Council Work Session Eugene, Oregon 97401

October 21, 2024
5:30 p.m.

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

Mayor Vinis opened the October 21, 2024, Eugene City Council Work Session in a hybrid format.

1. **WORK SESSION: Police Auditor Recruitment**

City Manager, Sarah Medary, introduced the Central Services Executive Director, Mia Cariaga, and Employee Resource Center Business Alignment Analyst, Kathryn Butler, who provided an overview of the recruitment firms available to assist with outreach efforts for permanently filling the Police Auditor position.

Councilor Discussion:

- Councilor Groves – noted interest in filling the police auditor position quickly, given the limited time with the interim police auditor; noted familiarity with Bob Murray and Associates; noted Bob Murray and Associates is professional and has experience with large West Coast recruitments; noted he does not know about Bob Murray and Associates’ specific experience in civilian police oversight but acknowledged its national connections.
- Councilor Zelenka – noted the proposals from Insight Global and Motus Recruiting and Staffing did not note law enforcement or police oversight experience; noted Bob Murray and Associates included its experience in law enforcement recruitment; asked if the City has used Bob Murray and Associates before and if it was successful; noted support for selecting Bob Murray and Associates as the Recruiter will be the president of the company, Valerie Phillips.
- Councilor Leech – noted Insight Global's proposal was overly broad; noted concern with Bob Murray and Associates’ mention of print materials for a national recruitment but acknowledged the firm’s relevant experience; noted interest in working with a local company; noted the City has worked with Motus Recruiting and Staffing before; noted support for selecting Bob Murray and Associates or Motus Recruiting and Staffing.
- Councilor Semple – noted Insight Global’s proposal was focused on the firm instead of the client; noted Bob Murray and Associates appeared casual but was the only firm to list its price and the City has successfully worked with it before.
- Councilor Keating – noted Bob Murray and Associates is located in California and Motus Recruiting and Staffing is located in Tigard, Oregon; asked for the location of

Insight Global; asked if Council could give preference to an Oregon-born organization; noted preference and desire for further consideration of Motus Recruiting and Staffing as it is Oregon-born.

- Councilor Zelenka - noted Bob Murray and Associates specifically addressed the police auditor role and relevant experience, while Motus Recruiting and Staffing did not; noted Bob Murray and Associates gave clear pricing and recently worked with the City.

MOTION: Councilor Zelenka, seconded by Councilor Evans, moved to hire Bob Murray and Associates for the Police Auditor Recruiter.

- Councilor Leech – noted Insight Global and Motus outlined payment structures based on a percentage of the salary with them asking for 25 percent and 12 percent on the one-year salary of the position respectively; noted Bob Murray and Associates' flat fee of \$17,000 is lower than the other two firms.
- Councilor Groves – noted Bob Murray and Associates previously operated out of Washington State and was the recruiter for the 2015 Seattle Fire Chief; noted support for Bob Murray and Associates due to its professionalism, candidate handling, and reasonable pricing.

VOTE: 7:0 PASSED

2. **WORK SESSION: Sustainability Commission FY24 Annual Report and FY25 Work Plan**
City Manager, Sarah Medary, introduced Climate Policy Analyst, Danielle Klinkebiel, who introduced Sustainability Commission Chair, Devon Mann, and Vice Chair, Mitra Gruwell, who presented the Sustainability Commission Fiscal Year 2024 Annual Report and its proposed Fiscal Year 2025 Work Plan.

Councilor Discussion:

- Councilor Semple – noted the Sustainability Commission successfully identified and met its goals; noted interest in the commission's planned work for the upcoming year; noted appreciation for how the commission has supported the City's work with the Climate Recovery Ordinance (CRO); noted support for Council to approve the commission's work plan.
- Councilor Zelenka – noted his previous suggestion for the commission and staff to focus on securing federal funds allocated by the Biden Administration for climate change efforts and energy efficiency; asked how the commission is addressing the opportunity for federal funding; asked for a memo outlining the commission's funding successes and plans; asked for an update on his previous suggestion for the commission to obtain local carbon offsets; noted local carbon offsets could be City of Eugene projects that reduce greenhouse gases; asked for the status of the home energy scores initiative project; asked for the status of transportation greenhouse reduction projects; noted transportation accounts for one-third of Eugene's greenhouse gas emissions; noted concern that the selected projects do not target

reducing emissions; asked for the selection process of the ten topics and three committees listed in the work plan.

- Councilor Groves – noted concern with the use of carbon offsets and preference for funds directly addressing community needs and sustainability goals, rather than investing in offset programs that help other areas; noted concern with data centers taking an increasing percentage of renewable energy as they receive priority over communities like Eugene; asked how the City can ensure it has a stable supply of electricity; asked if the topic should be added to the commission’s work plan.
- Councilor Keating – asked about the possibility of adding a Eugene Water and Electric Board (EWEB) seat to the Clean and Reliable Backup Energy Systems Committee; asked if the commission has an advisory role to the EWEB Commissioners or if there is an opportunity for collaboration; noted support for the three proposed committees and asked for their associated costs; asked if the committees are revenue neutral.
- Councilor Leech – noted support for approving the work plan and appreciation for the work plan’s alignment with Council; noted appreciation for the commission’s community engagement and the compost survey it sent out; noted interest in how the composting program, particularly in relation to the Lane Waste Clean program, may evolve.
- Councilor Yeh – noted appreciation for the increased focus of the commission’s work plan on Council priorities and community concerns; noted interest in the proposed committees; asked if the commission’s outreach and education expands beyond the ten topics outlined in the work plan.
- Mayor Vinis – noted appreciation for the commission’s work in identifying and addressing relevant issues; noted the value of the commission’s role in community education.
- Councilor Keating – noted appreciation for the Ward 2 commission members for regularly meeting with and informing him of the commission’s work; asked if the commission’s charter or bylaws charge the members to engage with their respective councilors quarterly or monthly; noted the value of meeting with the commission members and encouraged Council members to connect with them to stay informed about ongoing efforts; asked for the commission’s outreach plans to local high schools, the University of Oregon, and Lane Community College (LCC) regarding sustainability education; noted he took a valuable environmental class at LCC twenty years ago.
- Mayor Vinis – noted the opportunity for the commission’s collaboration with the Mayor’s Youth Advisory Council.

MOTION: Councilor Keating, seconded by Councilor Groves moved to approve the FY25 Sustainability Commission Work Plan.

VOTE: 6:1 PASSED (Opposed by Councilor Zelenka)

MOTION: Councilor Keating, seconded by Councilor Groves moved to approve establishment of the following committees: Education and Outreach Committee, Clean and Reliable Backup Energy Systems Committee, and Climate Friendly Landscaping Committee.

VOTE: 6:1 PASSED (Opposed by Councilor Zelenka)

Councilor Discussion:

- Councilor Zelenka – noted he voted against the motion as he does not think the work plan is focused on important issues for the City.

Mayor Vinis adjourned the meeting at 6:46 p.m.

Respectfully submitted,



Katie LaSala
City Recorder

(Recorded by Natalie Venhuda)

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