

MINUTES

**Eugene City Council
Harris Hall, 125 East 8th Avenue
Eugene, Oregon 97401**

**July 16, 2018
5:30 p.m.**

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

Mayor Vinis opened the July 16, 2018, Work Session of the Eugene City Council.

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

The City Council met in Executive Session in order to discuss the Annual Performance Review of Police Auditor Mark Gissiner.

2. WORK SESSION: Police Auditor Annual Performance Review

Interim Human Resources Director Keri Beraldo introduced the Police Auditor Annual Performance Review, which included a self-evaluation, Civilian Review Board evaluation, and City Council evaluation. She addressed amendments to Mark's contract.

Council Discussion

- The Police Auditor's Office operates with high level of professionalism and expertise.
- The Police Auditor is doing the right thing and doing it in the right way, making the office work for the City of Eugene.
- The Police Auditor embraced the challenge to increase the profile of the Police Auditor's Office, especially reaching out to the Latino community.
- The Civilian Review Board gave very high remarks, which speaks volumes about the Auditor's high degree of professionalism and integrity.
- The Independent Police Auditor's Report provides good insight into the things that are going on in the community and what is bothering people.
- Police Auditor is always accommodating, helpful, accessible and able to get useful information.
- The goals for next year are exemplary, emphasizing neuro-developmental disorders and how they can create complications with interactions with authority.
- The Police Auditor works effectively with Chief Skinner to understand out community values and protect us.
- Encourage the Auditor to attend more neighborhood meetings, to eventually get to all of them.
- Often contacted by elected leaders in other communities who wonder how Eugene is conducting a successful Police Auditor's Office. Eugene has an office that is routinely referenced as a best practice.
- Internal EPD complaints also go to the auditor and the police trust that he is impartial and will do a good job investigating the situation.
- Clarification requested about whether transitioning away from the step salary system will apply to future employees holding the position.

MOTION: Councilor Clark, seconded by Councilor Taylor, moved that Council award the Police Auditor a five percent merit salary increase, which sets the Police Auditor's annual base salary at \$133,744.00/Annually (\$64.30/Hourly), and approve amendments to the Police Auditor's employment contract to: (1) award the Police Auditor market rate adjustments (MAPs), previously known as a COLAs, at the same time each year and at the same percentage as the MAP given to the non-represented employee group; (2) state that the Police Auditor is eligible for an annual one percent to five percent Council-approved salary merit increase based on the Police Auditor's satisfactory achievement of expectations and goals as set forth by City Council each year; (3) delete reference to pay Range 88. The Council President is authorized to execute a contract consistent with this motion.

Council Discussion

- Support the top level increase, but would like Council to be informed when the marketplace adjustment is made and how much that increase is.
- Executives are already paid well enough, further raises inappropriate despite how good a job they are doing.

VOTE: PASSED 7:1, Councilor Taylor opposed.

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

Council met in Executive Session in order to discuss the Annual Performance Review of City Manager Jon Ruiz.

4. WORK SESSION: City Manager Annual Performance Review

Interim Human Resources Director Keri Beraldo introduced the Annual Performance Review for the City Manager and discussed compensation information based on final ratings.

Council Discussion

- Jon's leadership serves the City well; he's well-respected by staff and the community.
- Jon's accomplishments over the past year are significant.
- Things have gone smoothly through many executive transitions and Eugene has maintained financial stability while other cities have not.
- Jon maintains a delicate balance between being operational manager and implementing the policy decisions council makes every day.
- Appreciate the trust given to staff to do the work and answer questions for Council in order for Council to do their jobs well.
- Jon sets a good example that filters down to staff by meeting with and answering any questions council may have.
- Jon does a good job managing the many topics and issues that Council is interested in; would like to see more brief updates on topics that haven't reached a Council decision point but are in the works.
- Encouraged to see more multi-media outreach to the community.
- The City Manager should try to attend more neighborhood meetings.
- Valuable to have such open conversations with the City Manager.

MOTION AND VOTE: Councilor Clark, seconded by Councilor Taylor, moved that the Council approve an amendment to the City Manager's employment contract to award the City Manager market rate adjustments (MAPs), previously known as a COLAs, at the same time each year and at the same percentage as the MAP given to the non-

represented employee groups. The Council President is authorized to execute a contract consistent with this motion. **PASSED 8:0**

The meeting adjourned at 7:05 p.m.

Respectfully submitted,



Elena Domingo
Deputy City Recorder