

MINUTES
Eugene City Council
Work Session
Eugene, Oregon 97401

July 9, 2025
12:00p.m.

Councilors Present: Eliza Kashinsky, Matt Keating, Alan Zelenka, Jennifer Yeh, Mike Clark, Greg Evans, and Randy Groves

Councilors Absent: Lyndsie Leech

Mayor Knudson opened the July 9, 2025, Eugene City Council Work Session in a virtual format.

1. WORK SESSION: City Manager Recruitment Process, Recruiter Selection

Assistant City Manager, Kristie Hammitt, introduced W. Brown Creative Partners (WBCP) representatives, who presented information on their firm.

Councilor Discussion:

- Councilor Zelenka - asked how many City Manager recruitments WBCP has conducted in the past two years; asked where those recruitments took place.
- Councilor Kashinsky - asked the presenters to provide information about the stakeholder engagement component of the process.
- Councilor Groves - asked about the current market conditions for City Manager recruitment; asked about their experience recruiting City Managers for cities with universities.
- Councilor Clark - asked what criteria Councilors should consider during the City Manager recruitment process.
- Councilor Zelenka - asked what the largest city was for which WBCP conducted a City Manager recruitment in the past two years.

Assistant City Manager, Kristie Hammitt, introduced CPS HR Consulting representatives, who presented information on their firm.

Councilor Discussion:

- Councilor Clark - asked what criteria Councilors should consider during the City Manager recruitment process.
- Councilor Evans - asked for clarification on what a "white glove" process is.
- Councilor Groves - asked about their experience recruiting City Managers for cities with universities; asked about current market conditions for high-quality City Manager candidates.

Assistant City Manager, Kristie Hammitt, introduced Bob Murray and Associates representatives, who presented information on their firm.

Councilor Discussion:

- Councilor Groves - asked about their experience recruiting City Managers for communities with universities; asked about current market conditions for interested City Manager candidates; noted this is one of the most important hirings that Council will do.
- Councilor Clark - asked what criteria Councilors should consider during the City Manager recruitment process.
- Councilor Evans - asked for more information about the outreach processes; asked for the difference between internal and external outreach.

Mayor Knudson opened the floor for Council for further deliberation of the firms that presented in this work session.

Councilor Discussion:

- Councilor Zelenka - stated that all three firms are qualified and generally equal in cost and capability; ranked the firms as follows: 1) Bob Murray and Associates, 2) WBCP, and 3) CPS HR, based on their experience in City Manager recruitment and overall comfort in working with them; noted that Bob Murray and Associates recently performed well in recruiting a Public Works Director for the City of Eugene.
- Councilor Clark - stated his order of preference aligns with Councilor Zelenka: 1) Bob Murray and Associates, 2) WBCP, and 3) CPS HR; expressed hesitation in voting without Councilor Leech present; inquired who the four Councilors were on the initial selection committee.
- Councilor Yeh - expressed confidence that Councilor Leech would support any decision made during this work session; ranked the firms in the following order: 1) Bob Murray and Associates, 2) WBCP, and 3) CPS HR.
- Councilor Kashinsky - identified Bob Murray and Associates as her top choice; acknowledged that CPS HR has conducted more recruitments for larger cities.
- Councilor Grove - ranked the firms as follows: 1) Bob Murray and Associates, 2) CPS HR, and 3) WBCP; stated that any of the three firms are capable of performing the work; noted Bob Murray and Associates' extensive experience with medium to large communities, including those with universities; shared he previously interacted with the firm during his tenure as a City of Eugene staff member.
- Councilor Keating - ranked the firms as 1) Bob Murray and Associates, 2) WBCP, and 3) CPS HR.
- Councilor Evans - identified Bob Murray and Associates and WBCP as his top two choices; noted WBCP's significant experience in Oregon; expressed support for selecting Bob Murray and Associates.

MOTION: Councilor Evans, seconded by Councilor Zelenka, moved to select Bob Murray and Associates to conduct the Eugene City Manager recruitment process in accordance with the terms of a contract negotiated and executed by Central Services Director, Mia Cariaga.

VOTE: 7:0 PASSED

IN FAVOR: Kashinsky, Keating, Zelenka, Yeh, Clark, Evans and Groves

OPPOSED: None

Mayor Knudson adjourned the meeting at 1:30 p.m.

Respectfully submitted,



Katie LaSala
City Recorder

(Recorded by Sara McKinney)

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