

MINUTES
Eugene City Council
Special Meeting
Eugene, Oregon 97401

December 5, 2025
8:30 a.m.

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

Mayor Knudson opened the December 5, 2025, Eugene City Council Special Meeting in a virtual format.

1. SPECIAL MEETING: City Manager In-Person Interview Process

Central Services Executive Director, Mia Cariaga, introduced the proposed process for the City Manager in-person interviews scheduled for the week of January 11, 2026.

Councilor Discussion:

- Councilor Clark – asked whether there would be informal or social opportunities for the public to interact with candidates; stated soft skills are important and expressed support for community members engaging with candidates in a casual setting.
- Councilor Groves – stated support for the proposed process and emphasized the importance of limiting informal interactions with candidates to Council only; stated allowing additional participants could reduce Council’s access to candidates.
- Councilor Zelenka – in support of comments regarding informal sessions; asked whether Dan Bryant had been considered for the community stakeholder panel and proposed adding him if available; asked about the timing for receiving panelist feedback; emphasized the importance of receiving input Tuesday evening to allow adequate time for review before Wednesday’s deliberations.
- Councilor Kashinsky – asked when reference and background checks would occur; expressed concern about announcing a finalist before those checks were completed; asked when Council would receive the results of reference checks.
- Councilor Yeh – in support of providing a public overview of panel feedback at the beginning of Wednesday’s meeting; in support of adding Dan Bryant to the stakeholder panel if it did not require removing another participant.
- Councilor Keating – in support of adding Dan Bryant to the stakeholder panel and expressed readiness to move forward with the proposed process.
- Councilor Zelenka – asked for clarification on the scope of background checks, specifically whether they would include input from staff and community members in candidates’ current communities; indicated such input should be considered

before final interviews and requested background information be available prior to public interviews.

MOTION: Councilor Evans, seconded by Councilor Leech, move to approve the process for in-person interviews as presented by staff.

VOTE: 8:0 PASSED

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

OPPOSED: None.

2. EXECUTIVE SESSION: Pursuant to ORS 192.660(2)(f), ORS 192.355(1) and ORS 192.355(2) and ORS 192.660(2)(a)

The meeting was adjourned at 2:53 p.m.

Respectfully submitted,



Katie LaSala
City Recorder

(Recorded by Rosa Roach)

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