



Eugene City Council

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EUGENE CITY COUNCIL AGENDA

October 19, 2020

5:30 p.m. CITY COUNCIL WORK SESSION

Due to Governor Brown’s Stay Home, Save Lives Executive Order to combat the spread of Covid-19, this meeting will be held remotely using virtual meeting technology. Information about online or other options for access and participation will be available at <https://www.eugene-or.gov/3360/Webcasts-and-Meeting-Materials>

**Meeting of October 19, 2020;
Her Honor Mayor Lucy Vinis Presiding**

Councilors

Emily Semple, President
Mike Clark
Chris Pryor
Betty Taylor

Jennifer Yeh, Vice President
Greg Evans
Claire Syrett
Alan Zelenka

5:30 p.m. CITY COUNCIL WORK SESSION

- 1. WORK SESSION: Community Safety Initiative Workshops for Communities of Color**
- 2. WORK SESSION: City Manager Evaluation Process**

For the hearing impaired, an interpreter can be provided with 48 hours' notice prior to the meeting. Spanish-language interpretation will also be provided with 48 hours' notice. To arrange for these services, contact the receptionist at 541-682-5010. City Council meetings are telecast live on Metro Television, Comcast channel 21, and rebroadcast later in the week.

El consejo de la Ciudad de Eugene agradece su interés en estos asuntos de la agenda. El lugar de la reunión tiene acceso para sillas de ruedas. Se puede proveer a un intérprete para las personas con discapacidad auditiva si avisa con 48 horas de anticipación. También se puede proveer interpretación para español si avisa con 48 horas de anticipación. Para reservar estos servicios llame al 541-682-5010. Las reuniones del consejo de la ciudad se transmiten en vivo por Metro Television, Canal 21 de Comcast y son retransmitidas durante la semana.

For more information, contact the Council Coordinator at 541-682-5010
or visit us online at www.eugene-or.gov.

EUGENE CITY COUNCIL AGENDA ITEM SUMMARY



Work Session: CSI Workshops for Communities of Color

Meeting Date: October 19, 2020
Department: Central Services
www.eugene-or.gov

Agenda Item Number: 1
Staff Contact: Michael Kinnison
Contact Telephone Number: 541-682-5500

ISSUE STATEMENT

At its work session on July 20, 2020, City Council directed the City Manager to convene workshops with organizations representing Communities of Color to specify changes or additions to the Community Safety Initiative that would best respond to the needs of their communities.

At its work session on September 16, 2020 City Council provided feedback on a proposed list of invitees, process and timeline. At this work session staff will provide a revised process based on that feedback and Council will have the opportunity to modify or approve the proposed plan.

BACKGROUND

Community Safety Initiative Background

In 2016, City Council initiated a process to collect information regarding community safety and to begin to undertake budget and policy changes to address concerns about the overall sense of safety and livability throughout the city, including issues related to homelessness, prevention services, municipal court, emergency medical services, and police. This work was based on a set of objectives endorsed by the City Council in June 2016, which included the following:

- *Implement community-based problem solving and restorative justice*
- *Reduce crime and recidivism and minimize repeat customers*
- *Provide individualized treatment for community members*
- *Ensure high system cooperation and compatibility*
- *Strive for quick and swift resolution of cases*
- *Involve, listen to and build trust in the community, including victims*
- *Work for adaptability of the system and ability to re-evaluate and adjust as needed*

In 2018, City Council had four work sessions to understand and address growing deficiencies across the community safety system. Data presented indicated that while staffing levels remained relatively flat, calls for police service increased 21 percent from 2014 to 2017, one out of three non-life-threatening police calls for service received no response, and general response times increased by 20 minutes. Two surveys of city residents were completed in 2018 that provided additional information regarding perceptions of safety and possible allocations of public safety resources.

In June 2019, City Council passed a payroll tax ordinance to provide long-term funding of the

October 19, 2020, Work Session – Item 1

Community Safety Initiative. The Community Safety Payroll Tax was expected to generate \$23.6 million annually. In November 2019, voters approved a charter amendment that caps the payroll tax rates and limits the use of the funds to community safety services (i.e. police, fire/emergency medical, municipal court, prevention and homeless) and tax administration.

While these future payroll tax revenues are required to be applied towards community safety, there is flexibility within the City code to meet changing needs by reallocating resources within the Community Safety Initiative.

Engaging Communities of Color

The Community Safety Initiative (CSI) was designed to be a systems-wide approach that serves the Eugene community in an equitable and inclusive manner. In addition to the broader outreach efforts of the CSI, opportunities for communities of color to engage with the process included speaker presentations to the LatinX Alliance, Integration Network for Immigrants of Lane County and Grupo Latino Accion Directa, a Spanish language survey, and an event booth at Fiesta Cultural.

The death of George Floyd, a 46-year old African American, who was killed by police on May 25, 2020, in Minneapolis, Minnesota and the national and local response to police violence against African-Americans has refocused calls for police reform including calling for defunding the police, reallocating dollars towards other types of community safety responses, and providing more social service response to certain calls for service. The June 22, 2020, public hearing on the FY21 Proposed Budget included testimony from many community members who expressed these interests. On June 22, 2020, Council committed to holding a work session on July 20 to discuss public safety funding.

At the work session on July 20, 2020, City Council directed the City Manager to convene workshops with organizations representing Communities of Color to specify changes or additions to the Community Safety Initiative that would best respond to the needs of their communities. Council directed the City Manager to return to Council in September 2020 with a report on which organizations have or will be included in these workshops, the process, and the timeline.

The intention for this phase of engagement is to invite a broad cross section of organizations and leaders within communities of color to learn about the development of the CSI and listen to their perspective on how the intended outcomes align with the public safety priorities within their communities. Many of the organizations on the recommended participants list were not specifically engaged previously and the City of Eugene hopes to hear new voices and perspectives as part of this effort. Re-engaging communities of color on this issue is important at this critical moment in the community conversation around policing and public safety, and this effort will help to ensure the needs and priorities of underserved members of our community are reflected in the CSI.

On September 16, 2020 staff presented a proposed plan and received feedback from council that included the following themes:

- Incorporate smaller, focus group-style meetings;
- Do not rush the process and take the time necessary to build trust with community;
- Consider a mix of ways to engage, including use of a survey;

- Stay focused on BIPOC communities but provide some opportunity for general public to give feedback.

A revised proposed list of organizations, process, and timeline is attached (Attachment A).

PREVIOUS COUNCIL DIRECTION

[July 20, 2020 City Council Work Session](#)

MOTION: I move to Direct the City Manager to convene workshops with organizations representing Communities of Color to specify changes or additions to the Community Safety Initiative that would best respond to the needs of their communities; and to return to Council in September with a report on which organizations have or will be included, process, and timeline. (motion passed)

COUNCIL OPTIONS

Council could adopt the process (including organizations and timelines) as presented in Attachment A, make changes to the process, or request additional information before taking action.

POSSIBLE MOTION

I move to direct the City Manager to convene workshops with organizations representing Communities of Color to specify changes or additions to the Community Safety Initiative with the proposed process as presented in Attachment A.

I move to direct the City Manager to convene workshops with organizations representing Communities of Color to specify changes or additions to the Community Safety Initiative with the following modifications to the process in attachment A _____.

ATTACHMENTS

- A. Proposed CSI Engagement Plan

FOR MORE INFORMATION

Contact: Michael Kinnison
Telephone: 541-682-5500
Staff E-Mail: MKinnison@eugene-or.gov

ATTACHMENT A: Proposed CSI Engagement Plan

Purpose
To provide an opportunity for organizations representing Communities of Color to specify changes or additions to the Community Safety Initiative that would best respond to the needs of their communities
Workshop Invitation List
Human Rights and Neighborhood Involvement will invite and engage with the following organizations: Asian and Pacific Islander Community Action Team Bethel Temple Black Unity Blacks in Government Centro Latino Americano Chinese American Benevolent Association (CABA) Community Indigenous People's Group DisOrient Eugene Arte Latino Eugene Human Rights Commission Eugene Islamic Center Huerto de la Familia Jewish Community Relations Council Jewish Federation of Lane County La E-Kiss LCC Longhouse LULAC NAACP Native Community Philippine American Association of Lane County (PAALC) Powerhouse Worship Center Temple Beth Israel The Father's House Transponder Whole Eugene Community United
Invitees may also include representatives from 4J and Bethel School Districts, UO and LCC (including student-led organizations) and key informal leaders engaged in work with communities of color that may not be affiliated with a particular organization.

Process Components

Community Safety Initiative (CSI) **informational webinar** – Posted online and available for viewing remotely. Provides a baseline of understanding about the CSI;
CSI Q&A document – Developed based on questions submitted by BIPOC participants after viewing webinar;
BIPOC Focus Groups – 2-hour, small group (up to 10 people) sessions providing opportunity to actively listen to BIPOC participants’ perspective on public safety and the CSI;
Survey – Developed to collect standardized responses to series of questions from both BIPOC participants and general public. Provides another opportunity for engagement, particularly for those unable to attend a focus group or workshop;
Workshops for general public* – Provide 2-3 workshops open to the general public to gauge current perspective on CSI strategy and approach;
Compile information collected through focus group meetings, workshops and via survey, identifying themes and recommended changes and present **report** to council

*Sessions will be recorded and available for viewing after their scheduled times to increase access to information.

Timeline

September/October:

- Council provides direction on proposed plan
- Staff invite BIPOC participants, schedule and prepare webinar

November/December:

- Disseminate webinar to BIPOC participants
- BIPOC participants submit questions and policy clarifications in advance of focus group sessions
- BIPOC Participants receive CSI Q&A document
- Host focus groups and disseminate survey to BIPOC participants
- Council update (prior to winter break)

January

- Promote webinar and survey to general public
- Host workshops for general public

February

- Staff compile and present report to council

EUGENE CITY COUNCIL AGENDA ITEM SUMMARY



Work Session: City Manager Evaluation Process

Meeting Date: October 19, 2020
Department: Central Services
www.eugene-or.gov

Agenda Item Number: 2
Staff Contact: Sarah Medary
Contact Telephone Number: 541-682-5336

ISSUE STATEMENT

As part of the City Manager appointment process, the City Council and City Manager agreed to discuss and agree to an annual evaluation process beginning September 2021. This work session is an opportunity for the City Council to give feedback on a proposed process and discuss initial high-level goals for the next year.

BACKGROUND

As part of the City Manager appointment process, City Council expressed a desire to refresh and renew the evaluation process for the City Manager. Council leadership agreed to work with the City Manager to bring back a proposed process for discussion as well as a timeline and approach for 2021.

PREVIOUS COUNCIL DIRECTION

Previous City Council direction was provided in the City Manager's employment agreement. In that, Council directed that, "Starting in September 2021 and continuing every September thereafter, the City Council shall review and evaluate Medary's performance. The eight City Councilors shall consider increasing Medary's compensation at the time of Medary's annual performance evaluation. In September 2020 the City Council and Medary shall establish a mutually agreed upon annual performance evaluation process. The City Council may conduct additional reviews of Medary's performance at any other time it deems appropriate."

COUNCIL OPTIONS

This work session is an opportunity for City Council to discuss and approve an annual performance evaluation process.

CITY MANAGER'S RECOMMENDATION

The City Manager will not make a recommendation, but instead work with Council to establish mutual agreement.

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FOR MORE INFORMATION

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