# Meeting Details

place\_fips : 4123850

state\_name : Oregon

place\_name : Eugene city

meeting\_type : MUNICIPAL COUNCIL

transcript\_id : YZgckO0eIzs

transcript\_year : 2016

transcript\_month : 08

transcript\_day : 09

caption\_text\_clean : so here we go good afternoon everybody i'm mike clark council president I was watching at home the mayor is not able to attend today as she is at a rail conference and doing good deal work on high-speed rail and so I get to sit in in her place today we have a couple things on today's agenda and we'll start with committee reports and items of interest from mayor council and city manager and as the mayor often starts this out I'll begin I suppose by saying that at a meeting on the ninth with a number of residents who live around the oak way golf course about an application for a AT&amp;T cell phone tower that has been made to be installed on oak lake golf course and their concerns about that and met with a member of city's planning staff to help inform those residents and help them understand what what's contained in the application and how they can participate in the process if they have concerns met on the 10th with the president of the Santa Clara community organization to update him on some of the things that we're doing in and around and vision Eugene and to have him update me on some things that the neighborhood is working on around refinement planning and other items of interest from that community last night I had the chance to attend the one of two excuse me forge a kind of public hearing public events around the superintendence plan to cut 30 million dollars from the budget and what that looks like and the impacts on on forge a school district there were probably as you may have seen in the paper they're probably two three hundred people there and with a lot of concerns and so I'm happy that the school district is is hearing what people think of the proposal they're going to make a final decision in January they're going to look at a refined proposal here in December once they get the public input which I think lasts until the 23rd of November for those that want to have input on the superintendence plan there's I believe a website where you can go to fill out a survey want to remind people that the Police Commission meets in this room on 18th on Thursday and will be at that so with that George I'll pass George um thank you i went to a human rights commission meeting last night and this week is transgender awareness week and there was a panel of five transgendered people just talking about their lives and afterwards their question answer period and people are asking questions it became apparent i didn't know this but apparently the medical care is a big big time problems because a lot of the procedures that they need are not covered by the health plan the medical profession is not I won't say not sympathetic the nurses are apparently the nurses are very understanding and very knowledgeable most doctors are not and it's very hard to find an endocrinologist it's very hard to find a psychiatrist to it apparently have to go to psychiatrists before they can get further help so there there's problems it was very 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neighborhood meetings and other meetings South University neighbors needing their meeting was exclusively about dealing with youth and parties and the impact that has on their livability in that neighborhood it's a very big issue for those folks and continues to be with regard to noise and parties late and and I know disturbing thing what they referred to as marauding bands of use that kind of wander through in these packs and they're very intimidating especially if you're walking around if you're a single female at night that's extremely intimidating and and we're trying to figure out what to do about those kind of issues and to do about the different parties so epd was there as well as a whole bunch of other folks myself included working on this issue so more to come working on some good solutions i think last night tended the fairmont neighborhood association meeting a big part of it was well they're two things I agenda one was a history project about oral history about some of the 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facility in my work overnight success in 20 years it took her on to do that but it's really a very cool facility for people get out of prison and trying to start their lives over again and they do really excellent work also attend to the EWEB at large or the large customer meeting and heard what they had to say and tonight sustainability Commission here in this room cannot 532 830 talking about land use and transportation and also the car sharing policy which will come to counsel in December and then Laurel Hill Valley citizens thursday at seven at the korean church and i also got to attend the cow oregon game down in berkeley which is really interesting talk about a bazillion people trying to cram into one little space and get in and out of Darris just kind of amazing because it's nowhere it's it's right on campus so it's not like thoughts and words I built that but what were you rooting for I congratulate both of my alma mater so don't have to say you know what I'm going to take yeah yeah I don't feel any pressure there I was rooting for organ thanks al Chris I don't have anything right now hey thank you um I was also at that City Club maybe but I think I talked about it last time we had items but I agree that Ron chases has done wonderful work and still is until he leaves um I was at the transportation summit and there was it was interesting quite a crowd then I also talked to some of the people who were outside they had their as everyone knows that many people are still very concerned about mxo West 11th and i'm still getting telephone calls that came up at the neighbor at one of the neighborhood meetings too I've attended to neighborhood meetings last week are we going to have or something so they were both very well attended southeast neighbors Kevin is is continuing to do something like the envision Eugene meetings and so we get the second session of that and people do appreciate being in small groups and talking to each other rather than listening to speeches all the time I think and it's they our neighborhood is the southeast neighborhood is pretty they're pretty much an agreement on a lot of things and they don't know why we have to expand the UGB and they are very concerned about protecting farmland at least the ones i've heard express opinions and then crest neighbors met last night elected officers and talked about what they want to talk about the future but they I suggested they invite the police auditor for one thing and they're thinking about that i think but they have decided to reduce the number of meetings southeast only has four general meetings a year already in crest has been having one every month except july and august i think and they've decided that that's that's too many and they're going to reduce it to six and have two of those be socials instead of just meetings and it sound like a good idea but both those neighborhood meetings were had good attendance and I think that's promising thank you thank you i forgot one thing the oregon climate summit which is being put on by the oregon department transportation on POC which is the oregon MPOs is going to be here friday all day at the gene hilt and i think it runs from nine to four and the national experts talking about local but we're talking about climate change and strategies for reducing emissions from transportation and land use okay mr. city manager go up china you can sign up just one item you know monday we're having a joint meeting with the City Council and the Planning Commission to talk about envision Eugene and so just to kind of give you a heads up that's scheduled to go from 5 30 to eight and then there still is some work after that with some action to include your public hearing on your downtown public safety area so it'll be a busy evening just kind of a heads up we may have that first meeting more in our circle format that will probably include or ask a couple of the crg members to join us so they can give you a little bit of a perception what's going on from their perspective so we haven't nailed down those details but just to kind of give you a heads up we may actually remove the tables and have a conversation that way as we go one of the pieces that will I think that he's excited about that hey one other no no dots however so you're safe yeah and then one of the things that I'll be talking about in that meeting is just trying to foreshadow a little bit about a framework for the for februari on some of the things that will be asking you to consider as we go not the specifics but the framework so far so it'll be a piece of that so just as a heads up thank you sir very much this point on the agenda we have it listed that will go into executive session following that will come back into regular session and have our last item on the agenda which is the police auditors annual performance review and in going to executive session I get to read the script that says Eugene city council will now meet an executive session to review and evaluate the job performance of an employee the executive session is held pursuant to ors 19 2.66 0 dash 2 I representatives are the news media and designated staff shall be allowed to attend the executive session all other members of the audience are asked to leave the room representatives of the news media are specifically directed not to report on any of the deliberations during the executive session except to state the general subject of the session as previously announced no decision may be made an executive session at the end of the executive session we will return to open session and welcome the audience back into the room so we'll be back after this so and I think I'm okay Mike thank you very much i'm going to call us back into open session now and our agenda item is the review of the police auditor and alana would you like to do a precursory piece here yes I will good afternoon everybody my name is Alana homes human resources director for the city of Eugene today we are here in work session with the council coming out of executive session to discuss the first annual performance evaluation review of police auditor mark kistner I believe at this point the council will open up for their comments and we'll go from there Thank You Alana very much what I'm going to do first is read a statement that i have here from the mayor and then we're going to go with the queue that we have set up here which goes Andrea Chris me and then George polling at the moment not okay and now Alan what I have from the mayor that she asked be read here in open session says that marks worked hard and things seemed to be going reasonably well that's saying a lot she said we need to keep going I particularly appreciate his attention to improvements in canine oversight and high-speed apprehensions i urge continued work on training and crisis management she asked that be shared here in her absence will go with the queue Andrea thank you Mike so um mark I'd like to say in open session that I really appreciate the work you've done and brought to the community I think you've led a stabilizing of the org of the program as I envisioned it and I really do appreciate it with that said you had alluded to you had said that there was the challenge of community thinking that this was an advocacy program for community members when they have issues with the police and I just kind of what to pick your brain a minute and ask you what you think or if you think there is a role within the crb HRC or PC to talk about some level of program historically there had been a program within the human rights commission that they actually had police training to be advocates for people when they were challenged to understand the system and they were lay people and it was very clear that they were not attorneys and that they were not there to tell the people how to play or any of that but they basically spoke they went through police training and they understood you know the realm they were volunteers and so they they were trained but I'm just curious you know this with the public safety zone downtown that's one of the things that have come up is the fact that there are there's challenges for the group of people that were identified that they perhaps don't have the knowledge or the know how to navigate the system and I think that a lot about our community you know in chicken if you don't have a lot of contact with the police which we a lot of people don't when they do get involved it's challenging for them to understand the nuances so I'm just curious if you see that how you would see that if there was a program that would look like an advocacy that would lay people and that were volunteers I think it's I think it's a great idea any any advocacy program whether it's involving police or the court system would be helpful for folks because again as you stated most of them don't have the familiarity with the system whether that is currently the role of the ACLU or whether it's the current role of the Human Rights Commission I'm not sure that I'm going to position to judge specifically what that group is but certainly those kinds of things I've seen have been very successful in other cities we try to help people and they come in if they don't understand a system if they have a complaint against the police we certainly intake that we make sure it goes through the process if they don't understand the system based on our knowledge of the criminal justice system we try to help them as much as possible but certainly anything else out there in the community to help folks navigate through sometimes bureaucratic red tape what it would always be helpful for us and I just wanted to also comment while I have a minute left I really appreciate you working on the pursuit policy that is been that was an issue in my neighborhood and I there was a lot of comments around it so I'm glad to see that it's risen to the level of the policy getting revised and you know more eyes looking on the problem so I destroy you thank you for that Thank You Andrea Chris I want to echo Andrea's point that you've brought a lot of stability to the audit function I think that's very important and and I think you understand what your job is and I think that's a very important consideration and you also recognize that how you do it is just as important as what it is you do because you're often judged by the way in which you perform your job and I think you've done that very well Newton's are trying to forge relationships with all of the different people that you have to work with I recognize that at a fundamental level your job is really about the behaviors of officers or other people during during their activities during their job but then it's related to the policies that are in place that either encourage or discourage the behavior that we want or don't want within the department so well you're really not involved in deciding whether a person is guilty or not guilty of the crime they may have been accused of you really are involved in whether or not the way that went whether the behaviors that were involved in that we're done appropriately and effectively into policy and I recognize that you are dealing with the with the challenging issue of helping the police department to determine whether their policies help or hinder the the most effective behavior and that's kind of an added part of your job and I think the degree to which you work with the police on that is really critical I think you've done a good job once again back to the notion of working with the police and not against the police i think is really the key here so in all of those dimensions i think you've done a really good job you have brought the auditor's office to a place that it really needs to be and I think from here it can really start to get the traction that it needs so I really commend you on a job well done thank you thank you Chris I'll say that I echo the comments made so far I'll say that as someone who's worked very closely with you as officer on the council to work in direct supervision for your your tenure here last year and a half I find you to be terribly terribly confident now what you do very good and I I terribly compa all right let's try better words let's say it this way I've I've marked in each category of the analysis of your work that you've exceeded my expectations reason I've done it is because some of the things that were mentioned you you've brought a stability to the auditor's office that allows it to be less controversial and more effective the job and the reason we put this into play was to ensure and to build and rebuild in some cases trust between the police department in the community for us to have a good oversight model and I think you've your competence in your experience has helped raise the level of that of the performance of that office I'm exceptionally happy with with that and I also put into your evaluation that the surprising part for me is how far that you have come in this amount of time you've been able to accomplish more than I had expected in a much quicker time than I thought was possible and so for that reason when we get to the decision making around compensation I wanted to say in public session that like the city manager and the other executives I'd be in favor of a cost of living adjustment that is like that they experience that would take place beginning in january and I'd say that I would because you've exceeded expectations and reestablished this office in an effective way I would be in favor of a step increase because of that exemplary work I typically wouldn't because of the economic condition that we're in and in all all other years would probably want to keep things as they are but as your first review as someone who's come in and established himself so well and taken the office so far and exceeded expectations so so much for me I would be in favor doing it next I have George polling before we get going on that the comparison sheet that you handed out of honor yeah next time if you could maybe include our information on there so we can look at it and be there and then okay the city's populations that you used and the size of either the police department or the county sheriff or whatever it is give us an idea of the different size of the community it'll do that as I said earlier mark you know you came into this position at a really rough time in the in the growth of the office of the police auditor I have marked you mostly meets expectations because based on the information that we had about you coming into this job based on your interviews and in the discussions that we had with you I have some pretty high expectations and you've met those I you know I couldn't ask for a better person in the position you came in you straighten out the office you don't have a personal agenda other than making the office function as you should which I believe you you've got got it well on that path you've had to make some hard decisions about how you're going to run that office and I think you've done an excellent job and I have no complaints about the job you're doing I think because of the way you've performed your job you have actually instilled trust and confidence back into the office of the police auditor by the community as well as the police department and also I think the community is starting to parts of the community are starting to rebuild the trust in the police department because of the the work that you're doing with cheap Kearns and his people and the community itself so i'm very pleased with what I've seen this past year and I'm sure we'll just see nothing more but steady improvement in outstanding work from even thank you for the work you've done thanks george allen overall market then you've done an excellent job as the police auditor you exceeded my expectations my future best outcome when we hired you was to have the police auditor's office become business as usual and to have become non controversial position and get off the front page of the of the paper and all those have occurred and faster than I expected them to the office is now operating as it should and I think you mark you do it even had a job of handling complaints and their disposition you're you're not a rubber stamp for the police actions nor are you an antagonist to them the role of the police other's offices i see it is to provide a place in a process to complain about the Eugene police department and actions that they take against our citizens but at that point then become to help people navigate that i think is an intimidating and complex process and then to be an impartial investigator and adjudicator of those complaints not to be an advocate for those people but to be impartial and a helper through de navigate through the process and I think you've done that really well and brought that to be the hallmark of the of the office the office has become more professional and more respected with dpd and think within the community and numerous people come up to me and say how impressed you are with you and and I think it's also a result of the maturation of the process with respect to the police union in them getting used to the fact that the office is going to be here and not going to go away and so all those things combined i think is as made this process now work the way that i think it was intended in the way I think it should the very first so all in all I think you handled the replacement of the Assistant Police auditor very well I appreciate the changes that you've made it and instituted or started at within the police department on policies and training with respect to search and seizures vehicle pursuits use of canines and also just kind of customer service and I very much appreciate your outreach to the community goin out 2nite associations in the different groups and I and I very much appreciate your plans to increase that outreach you know I asked council tell if she was going to make a motion for increasing compensation she wasn't so I'll take the liberty and do so so I would like to move that we grant the police otter a step increase from step 3 2 step for retroactive to as higher anniversary date and a cola of two percent which is the same as the exact Anders or non-representative employees starting January 1 2011 I'll second path we have a motion in a second I haven't I keep the queue and George i'm going to add george brown add you in round one here so i'm going to go to Jennifer unless you'd like to speak to the motion I support I think ok everyone who makes emotion as the right to do it yeah I've got Betty in the queue Betty's after Jennifer I will say that I will support the motion and I just quickly wanted to say thank you Mark for all your work you were exactly what we needed right when we needed it and we're lucky to have you thank you succinctly said Betty well I would like to say first that the two previous auditors had a difficult time because it was a new position and and there were difficult times with the getting the police union to accept it and part of the change is time and part of the change is I'm not saying you're not doing a good job mostly I do have a criticism but part of it is time and part of it is the gender of the person we had to two women in that position before this and I think anybody knows that that makes some difference in their acceptance by male groups um but sorry actually I've just been reading a lot of books from the pulley some Joseph Wambaugh books about the police and and by a former policeman which have this reinforce what I'm saying actually not that they don't have a really rough job but there is there is a gender thing there I do have one big I only attended one crb meeting and that that one I was very disappointed that and that's what I wrote in my written work we've seen that already but that there was a really egregious example I think and of a police um wrong behavior and that you rigidly stuck to the time thing that the time of the complaint was a little later that it should have been and I would like to see some flexibility when there is a reason but other other ways I think you've been very flexible and very curious and and good to the council and two with the community with the bigger community as i said before an executive session I though I would like to know more about the point of view of people who have made complaints as well as I know the police are happy but but where were there to serve the people who are helpless and who need a place to make complaints and I was going to make a motion Alan but I was going to make a motion to do the same with the cola as with the executives and considering our really difficult financial situation to start the next step in January first to advance the next step effective january first also but your emotions are you on the table okay thank you betty i'm sure the women in the huge een police department will be interested to know you think they worked in a men's organization that I know and George Brown thank you I just wanted to speak to the I will support the cola that's no problem I just think you know we haven't seen a new budget yet the step increase right now nothing I think you're doing a good job I think I'll vote against that I'd like to wait on that another year or so personally so that's okay George polling well with all due respect Betty Joseph Wambaugh wrote books about police work in the 70s and 80s I cut my teeth in police work in 1972 I have seen the world of police work transition from an all-male organization to where it's it's integrated into milagro male-dominated profession you look around the nation of all the Chiefs now and all the sheriff's now that her female you know 20 30 years ago you wouldn't have seen that and I just believe that that because a person was a female that had the position before is not the reason why it didn't succeed part of it was because it was a new office here in the city and it wasn't totally accepted granted by the the police department in fact it wasn't totally accepted although it was overwhelmingly voted for wasn't totally accepted by the members of our community it's just that I think the personalities that we had in that office to start off with did their best it just wasn't working and for whatever reason they've moved on and fortunately we found somebody of marks marks qualifications and calibers but I think to say that it's a gender-based occupation is is wrong and I think it's like mike says I think you'll find a number of the female officers here and at the Eugene police department that would probably disagree 100 with you yeah and I want to insert myself here just to say I probably shouldn't make a snide remark like that but I do want to say buddy that do take exception to that because I think that that diminishes the folks who serve in our department in a way that I have a challenge with I think that the reason that there's broad acceptance has less quite a bit less if nothing to do with gender so much as it has to do with marks competency at doing his job and I appreciate that about Mark Allen well I think that if you believe that the gender of the previous two police auditors had nothing to do with the way things went and that's kind of naive but a question for Alana the executive managers delayed their increased to Jimmy 1 2011 and that's consistent like the motion is that correct that's correct so we're doing exactly what we did with the executive managers are doing so that's the same and did we do a freeze with regard to step increases anywhere else in the organization this fiscal year yeah um Mon reps took a freeze last year not this year and the colas in the contract I believe we're fi 10 based I don't I'm in step increase Nicola so just as gases yeah do we freeze anybody in the organization at all not not merit so George if we did this we would single mark out as the only personal organization that would get a step freeze which I think would be very so I'll support the motion anyone else we were motion and second on it on the table all those in favor please raise your hands one two three four five six because all those opposed to two motion carries with that we end our business for the day and thank all of you for coming

stcounty\_fips : 41039

county\_name : Lane County

state\_fips : 41

county\_fips : 039

docname : text15827

from : 847

to : 848

pre : oregon department transportation poc oregon mpos going friday day gene hilt think runs nine four national experts talking local talking

keyword : climate change

post : strategies reducing emissions transportation land use . city manager go china can sign one item know monday joint meeting city

pattern : climate

## Caption Text:

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on some of the things that we're doing in and around and vision Eugene and to have him update me on some things that the neighborhood is working on around refinement planning and other items of interest from that community last night I had the chance to attend the one of two excuse me forge a kind of public hearing public events around the superintendence plan to cut 30 million dollars from the budget and what that looks like and the impacts on on forge a school district there were probably as you may have seen in the paper they're probably two three hundred people there and with a lot of concerns and so I'm happy that the school district is is hearing what people think of the proposal they're going to make a final decision in January they're going to look at a refined proposal here in December once they get the public input which I think lasts until the 23rd of November for those that want to have input on the superintendence plan there's I believe a website where you can go to fill 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work that that was a neighborhood grant which is kind of fun and great for the history to the city of Eugene because that's one of the older neighborhoods in the city but the bulk of it was about the arena parking district and explaining it and making sure that people got all the questions answered it is kind of complicated but it's also very very necessary thing since it's going to be as much as 200 events a year which is two out of three days so I also tended the Amazon neighbors they had a really interesting panel that talked about how to meet your neighbor like sharing tools and just really just creative ideas I'm going on bike rides walking through neighborhood get a dog because you always need everybody [ \_\_ ] of a dog so that was excellent as well went to city clubbin and heard Ron chase talk about the new sponsors building in the program that doing they just opened their new building on highway 99 just north of roosevelt which is a spectacular facility in my work overnight success in 20 years it took her on to do that but it's really a very cool facility for people get out of prison and trying to start their lives over again and they do really excellent work also attend to the EWEB at large or the large customer meeting and heard what they had to say and tonight sustainability Commission here in this room cannot 532 830 talking about land use and transportation and also the car sharing policy which will come to counsel in December and then Laurel Hill Valley citizens thursday at seven at the korean church and i also got to attend the cow oregon game down in berkeley which is really interesting talk about a bazillion people trying to cram into one little space and get in and out of Darris just kind of amazing because it's nowhere it's it's right on campus so it's not like thoughts and words I built that but what were you rooting for I congratulate both of my alma mater so don't have to say you know what I'm going to take yeah yeah I don't feel any pressure there I was rooting for organ thanks al Chris I don't have anything right now hey thank you um I was also at that City Club maybe but I think I talked about it last time we had items but I agree that Ron chases has done wonderful work and still is until he leaves um I was at the transportation summit and there was it was interesting quite a crowd then I also talked to some of the people who were outside they had their as everyone knows that many people are still very concerned about mxo West 11th and i'm still getting telephone calls that came up at the neighbor at one of the neighborhood meetings too I've attended to neighborhood meetings last week are we going to have or something so they were both very well attended southeast neighbors Kevin is is continuing to do something like the envision Eugene meetings and so we get the second session of that and people do appreciate being in small groups and talking to each other rather than listening to speeches all the time I think and it's they our neighborhood is the southeast neighborhood is pretty they're pretty much an agreement on a lot of things and they don't know why we have to expand the UGB and they are very concerned about protecting farmland at least the ones i've heard express opinions and then crest neighbors met last night elected officers and talked about what they want to talk about the future but they I suggested they invite the police auditor for one thing and they're thinking about that i think but they have decided to reduce the number of meetings southeast only has four general meetings a year already in crest has been having one every month except july and august i think and they've decided that that's that's too many and they're going to reduce it to six and have two of those be socials instead of just meetings and it sound like a good idea but both those neighborhood meetings were had good attendance and I think that's promising thank you thank you i forgot one thing the oregon climate summit which is being put on by the oregon department transportation on POC which is the oregon MPOs is going to be here friday all day at the gene hilt and i think it runs from nine to four and the national experts talking about local but we're talking about climate change and strategies for reducing emissions from transportation and land use okay mr. city manager go up china you can sign up just one item you know monday we're having a joint meeting with the City Council and the Planning Commission to talk about envision Eugene and so just to kind of give you a heads up that's scheduled to go from 5 30 to eight and then there still is some work after that with some action to include your public hearing on your downtown public safety area so it'll be a busy evening just kind of a heads up we may have that first meeting more in our circle format that will probably include or ask a couple of the crg members to join us so they can give you a little bit of a perception what's going on from their perspective so we haven't nailed down those details but just to kind of give you a heads up we may actually remove the tables and have a conversation that way as we go one of the pieces that will I think that he's excited about that hey one other no no dots however so you're safe yeah and then one of the things that I'll be talking about in that meeting is just trying to foreshadow a little bit about a framework for the for februari on some of the things that will be asking you to consider as we go not the specifics but the framework so far so it'll be a piece of that so just as a heads up thank you sir very much this point on the agenda we have it listed that will go into executive session following that will come back into regular session and have our last item on the agenda which is the police auditors annual performance review and in going to executive session I get to read the script that says Eugene city council will now meet an executive session to review and evaluate the job performance of an employee the executive session is held pursuant to ors 19 2.66 0 dash 2 I representatives are the news media and designated staff shall be allowed to attend the executive session all other members of the audience are asked to leave the room representatives of the news media are specifically directed not to report on any of the deliberations during the executive session except to state the general subject of the session as previously announced no decision may be made an executive session at the end of the executive session we will return to open session and welcome the audience back into the room so we'll be back after this so and I think I'm okay Mike thank you very much i'm going to call us back into open session now and our agenda item is the review of the police auditor and alana would you like to do a precursory piece here yes I will good afternoon everybody my name is Alana homes human resources director for the city of Eugene today we are here in work session with the council coming out of executive session to discuss the first annual performance evaluation review of police auditor mark kistner I believe at this point the council will open up for their comments and we'll go from there Thank You Alana very much what I'm going to do first is read a statement that i have here from the mayor and then we're going to go with the queue that we have set up here which goes Andrea Chris me and then George polling at the moment not okay and now Alan what I have from the mayor that she asked be read here in open session says that marks worked hard and things seemed to be going reasonably well that's saying a lot she said we need to keep going I particularly appreciate his attention to improvements in canine oversight and high-speed apprehensions i urge continued work on training and crisis management she asked that be shared here in her absence will go with the queue Andrea thank you Mike so um mark I'd like to say in open session that I really appreciate the work you've done and brought to the community I think you've led a stabilizing of the org of the program as I envisioned it and I really do appreciate it with that said you had alluded to you had said that there was the challenge of community thinking that this was an advocacy program for community members when they have issues with the police and I just kind of what to pick your brain a minute and ask you what you think or if you think there is a role within the crb HRC or PC to talk about some level of program historically there had been a program within the human rights commission that they actually had police training to be advocates for people when they were challenged to understand the system and they were lay people and it was very clear that they were not attorneys and that they were not there to tell the people how to play or any of that but they basically spoke they went through police training and they understood you know the realm they were volunteers and so they they were trained but I'm just curious you know this with the public safety zone downtown that's one of the things that have come up is the fact that there are there's challenges for the group of people that were identified that they perhaps don't have the knowledge or the know how to navigate the system and I think that a lot about our community you know in chicken if you don't have a lot of contact with the police which we a lot of people don't when they do get involved it's challenging for them to understand the nuances so I'm just curious if you see that how you would see that if there was a program that would look like an advocacy that would lay people and that were volunteers I think it's I think it's a great idea any any advocacy program whether it's involving police or the court system would be helpful for folks because again as you stated most of them don't have the familiarity with the system whether that is currently the role of the ACLU or whether it's the current role of the Human Rights Commission I'm not sure that I'm going to position to judge specifically what that group is but certainly those kinds of things I've seen have been very successful in other cities we try to help people and they come in if they don't understand a system if they have a complaint against the police we certainly intake that we make sure it goes through the process if they don't understand the system based on our knowledge of the criminal justice system we try to help them as much as possible but certainly anything else out there in the community to help folks navigate through sometimes bureaucratic red tape what it would always be helpful for us and I just wanted to also comment while I have a minute left I really appreciate you working on the pursuit policy that is been that was an issue in my neighborhood and I there was a lot of comments around it so I'm glad to see that it's risen to the level of the policy getting revised and you know more eyes looking on the problem so I destroy you thank you for that Thank You Andrea Chris I want to echo Andrea's point that you've brought a lot of stability to the audit function I think that's very important and and I think you understand what your job is and I think that's a very important consideration and you also recognize that how you do it is just as important as what it is you do because you're often judged by the way in which you perform your job and I think you've done that very well Newton's are trying to forge relationships with all of the different people that you have to work with I recognize that at a fundamental level your job is really about the behaviors of officers or other people during during their activities during their job but then it's related to the policies that are in place that either encourage or discourage the behavior that we want or don't want within the department so well you're really not involved in deciding whether a person is guilty or not guilty of the crime they may have been accused of you really are involved in whether or not the way that went whether the behaviors that were involved in that we're done appropriately and effectively into policy and I recognize that you are dealing with the with the challenging issue of helping the police department to determine whether their policies help or hinder the the most effective behavior and that's kind of an added part of your job and I think the degree to which you work with the police on that is really critical I think you've done a good job once again back to the notion of working with the police and not against the police i think is really the key here so in all of those dimensions i think you've done a really good job you have brought the auditor's office to a place that it really needs to be and I think from here it can really start to get the traction that it needs so I really commend you on a job well done thank you thank you Chris I'll say that I echo the comments made so far I'll say that as someone who's worked very closely with you as officer on the council to work in direct supervision for your your tenure here last year and a half I find you to be terribly terribly confident now what you do very good and I I terribly compa all right let's try better words let's say it this way I've I've marked in each category of the analysis of your work that you've exceeded my expectations reason I've done it is because some of the things that were mentioned you you've brought a stability to the auditor's office that allows it to be less controversial and more effective the job and the reason we put this into play was to ensure and to build and rebuild in some cases trust between the police department in the community for us to have a good oversight model and I think you've your competence in your experience has helped raise the level of that of the performance of that office I'm exceptionally happy with with that and I also put into your evaluation that the surprising part for me is how far that you have come in this amount of time you've been able to accomplish more than I had expected in a much quicker time than I thought was possible and so for that reason when we get to the decision making around compensation I wanted to say in public session that like the city manager and the other executives I'd be in favor of a cost of living adjustment that is like that they experience that would take place beginning in january and I'd say that I would because you've exceeded expectations and reestablished this office in an effective way I would be in favor of a step increase because of that exemplary work I typically wouldn't because of the economic condition that we're in and in all all other years would probably want to keep things as they are but as your first review as someone who's come in and established himself so well and taken the office so far and exceeded expectations so so much for me I would be in favor doing it next I have George polling before we get going on that the comparison sheet that you handed out of honor yeah next time if you could maybe include our information on there so we can look at it and be there and then okay the city's populations that you used and the size of either the police department or the county sheriff or whatever it is give us an idea of the different size of the community it'll do that as I said earlier mark you know you came into this position at a really rough time in the in the growth of the office of the police auditor I have marked you mostly meets expectations because based on the information that we had about you coming into this job based on your interviews and in the discussions that we had with you I have some pretty high expectations and you've met those I you know I couldn't ask for a better person in the position you came in you straighten out the office you don't have a personal agenda other than making the office function as you should which I believe you you've got got it well on that path you've had to make some hard decisions about how you're going to run that office and I think you've done an excellent job and I have no complaints about the job you're doing I think because of the way you've performed your job you have actually instilled trust and confidence back into the office of the police auditor by the community as well as the police department and also I think the community is starting to parts of the community are starting to rebuild the trust in the police department because of the the work that you're doing with cheap Kearns and his people and the community itself so i'm very pleased with what I've seen this past year and I'm sure we'll just see nothing more but steady improvement in outstanding work from even thank you for the work you've done thanks george allen overall market then you've done an excellent job as the police auditor you exceeded my expectations my future best outcome when we hired you was to have the police auditor's office become business as usual and to have become non controversial position and get off the front page of the of the paper and all those have occurred and faster than I expected them to the office is now operating as it should and I think you mark you do it even had a job of handling complaints and their disposition you're you're not a rubber stamp for the police actions nor are you an antagonist to them the role of the police other's offices i see it is to provide a place in a process to complain about the Eugene police department and actions that they take against our citizens but at that point then become to help people navigate that i think is an intimidating and complex process and then to be an impartial investigator and adjudicator of those complaints not to be an advocate for those people but to be impartial and a helper through de navigate through the process and I think you've done that really well and brought that to be the hallmark of the of the office the office has become more professional and more respected with dpd and think within the community and numerous people come up to me and say how impressed you are with you and and I think it's also a result of the maturation of the process with respect to the police union in them getting used to the fact that the office is going to be here and not going to go away and so all those things combined i think is as made this process now work the way that i think it was intended in the way I think it should the very first so all in all I think you handled the replacement of the Assistant Police auditor very well I appreciate the changes that you've made it and instituted or started at within the police department on policies and training with respect to search and seizures vehicle pursuits use of canines and also just kind of customer service and I very much appreciate your outreach to the community goin out 2nite associations in the different groups and I and I very much appreciate your plans to increase that outreach you know I asked council tell if she was going to make a motion for increasing compensation she wasn't so I'll take the liberty and do so so I would like to move that we grant the police otter a step increase from step 3 2 step for retroactive to as higher anniversary date and a cola of two percent which is the same as the exact Anders or non-representative employees starting January 1 2011 I'll second path we have a motion in a second I haven't I keep the queue and George i'm going to add george brown add you in round one here so i'm going to go to Jennifer unless you'd like to speak to the motion I support I think ok everyone who makes emotion as the right to do it yeah I've got Betty in the queue Betty's after Jennifer I will say that I will support the motion and I just quickly wanted to say thank you Mark for all your work you were exactly what we needed right when we needed it and we're lucky to have you thank you succinctly said Betty well I would like to say first that the two previous auditors had a difficult time because it was a new position and and there were difficult times with the getting the police union to accept it and part of the change is time and part of the change is I'm not saying you're not doing a good job mostly I do have a criticism but part of it is time and part of it is the gender of the person we had to two women in that position before this and I think anybody knows that that makes some difference in their acceptance by male groups um but sorry actually I've just been reading a lot of books from the pulley some Joseph Wambaugh books about the police and and by a former policeman which have this reinforce what I'm saying actually not that they don't have a really rough job but there is there is a gender thing there I do have one big I only attended one crb meeting and that that one I was very disappointed that and that's what I wrote in my written work we've seen that already but that there was a really egregious example I think and of a police um wrong behavior and that you rigidly stuck to the time thing that the time of the complaint was a little later that it should have been and I would like to see some flexibility when there is a reason but other other ways I think you've been very flexible and very curious and and good to the council and two with the community with the bigger community as i said before an executive session I though I would like to know more about the point of view of people who have made complaints as well as I know the police are happy but but where were there to serve the people who are helpless and who need a place to make complaints and I was going to make a motion Alan but I was going to make a motion to do the same with the cola as with the executives and considering our really difficult financial situation to start the next step in January first to advance the next step effective january first also but your emotions are you on the table okay thank you betty i'm sure the women in the huge een police department will be interested to know you think they worked in a men's organization that I know and George Brown thank you I just wanted to speak to the I will support the cola that's no problem I just think you know we haven't seen a new budget yet the step increase right now nothing I think you're doing a good job I think I'll vote against that I'd like to wait on that another year or so personally so that's okay George polling well with all due respect Betty Joseph Wambaugh wrote books about police work in the 70s and 80s I cut my teeth in police work in 1972 I have seen the world of police work transition from an all-male organization to where it's it's integrated into milagro male-dominated profession you look around the nation of all the Chiefs now and all the sheriff's now that her female you know 20 30 years ago you wouldn't have seen that and I just believe that that because a person was a female that had the position before is not the reason why it didn't succeed part of it was because it was a new office here in the city and it wasn't totally accepted granted by the the police department in fact it wasn't totally accepted although it was overwhelmingly voted for wasn't totally accepted by the members of our community it's just that I think the personalities that we had in that office to start off with did their best it just wasn't working and for whatever reason they've moved on and fortunately we found somebody of marks marks qualifications and calibers but I think to say that it's a gender-based occupation is is wrong and I think it's like mike says I think you'll find a number of the female officers here and at the Eugene police department that would probably disagree 100 with you yeah and I want to insert myself here just to say I probably shouldn't make a snide remark like that but I do want to say buddy that do take exception to that because I think that that diminishes the folks who serve in our department in a way that I have a challenge with I think that the reason that there's broad acceptance has less quite a bit less if nothing to do with gender so much as it has to do with marks competency at doing his job and I appreciate that about Mark Allen well I think that if you believe that the gender of the previous two police auditors had nothing to do with the way things went and that's kind of naive but a question for Alana the executive managers delayed their increased to Jimmy 1 2011 and that's consistent like the motion is that correct that's correct so we're doing exactly what we did with the executive managers are doing so that's the same and did we do a freeze with regard to step increases anywhere else in the organization this fiscal year yeah um Mon reps took a freeze last year not this year and the colas in the contract I believe we're fi 10 based I don't I'm in step increase Nicola so just as gases yeah do we freeze anybody in the organization at all not not merit so George if we did this we would single mark out as the only personal organization that would get a step freeze which I think would be very so I'll support the motion anyone else we were motion and second on it on the table all those in favor please raise your hands one two three four five six because all those opposed to two motion carries with that we end our business for the day and thank all of you for coming