

This non-partisan report was prepared by volunteer members of the League of Women Voters of Lane County.

**Measure 20-377**  
**Eugene Charter Amendments to Residency Requirements**

**Official Title:** Amends Charter, removes city residency requirement for department heads.

**Question:** Shall Charter be amended to eliminate the requirement that city department heads reside within the city limits of Eugene?

**Referral:** This measure was referred to voters by the Eugene City Council.

**Financial Impact:** This measure has no direct financial impact.

**Probable Result Of “Yes” Vote**

A requirement of residency within the Eugene city limits for department heads (with the exception of City Manager) would be removed from the Eugene City Charter.

**Probable Result Of “No” Vote**

The residency requirement for department heads would not be removed from the Eugene City Charter.

**Background**

Currently, there is a challenge to hiring department heads from within Eugene’s employee pool due to the Charter’s requirement that they live within the Eugene City limits. Eliminating this residency restriction will allow more candidates to be considered, especially given Eugene’s housing shortage and affordability. No other comparison cities in Oregon have residency requirements.

**Proposal**

This Charter amendment will increase the number of qualified candidates for department head positions in Eugene city government, except for City Manager. Removing the residency requirement allows qualified internal candidates who already work for the city but do not live within city limits to apply for promotion to department head without having to move.

**Supporters Say**

This change would make it easier for the city to attract qualified candidates for department head positions. Current employees seeking internal promotion would not have to move into Eugene if they lived within a reasonable commuting distance. According to Research from the International City/County Management Organization, “amendments like this also make it easier for candidates found through wider searches to find affordable housing and a neighborhood that meets their needs”.

**Opponents Say**

There is no organized opposition to this measure.

<https://eugeneweekly.com/2026/03/19/pronouns-and-houses/#:~:text=Eugene%20voters%20will%20see%20two,to%20reside%20within%20city%20limits.>