

CITY OF SEBASTOPOL CITY COUNCIL
 AGENDA ITEM REPORT FOR MEETING OF:

September 3, 2024

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To: Honorable Mayor and City Councilmembers
From: Deborah Muchmore, Human Resources, Muchmore Than Consulting
 Administrative Services Director Ana Kwong
 Mary Gourley, Assistant City Manager/City Clerk
Subject: Police Chief Amend Pay Range and Authorize Recruitment

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RECOMMENDATIONS:

That the Council A) Approve the revised classification specification of Police Chief, B) Approve an increase for the Police Chief Pay Range and C) Authorize the City Manager to commence with recruitment of a Police Chief immediately. If approved, staff will return with a budget amendment and salary schedule at the next City Council meeting.

EXECUTIVE SUMMARY:

Police Chief Ron Nelson has announced his retirement effective October 25, 2024. His last day as Sebastopol’s Police Chief will be October 24, 2024. Every vacancy provides an opportunity to review the classification and pay structure of the position. In advance of the need to recruit, staff reviewed the job classification specification and pay range for the position, including a review of market standing and internal parity and recommend revisions to both to bring them current.

BACKGROUND, DISCUSSION, AND ANALYSIS

Job Classification Specification

The Police Chief classification specification was last reviewed and updated in June of 1999. Since then the City has added equity, diversity and inclusion language, language allowing for alternate paths to entry in the minimum qualifications section, designate the classification as “at will”, and updated some formatting. Before opening a recruitment for the soon to be vacated position, staff requests Council approve the attached revised job classification of Police Chief to incorporate these additions.

Pay Range

Staff conducted a review of the surrounding market and comparable entities as well as a review of the internal relationships between the Police Chief and other City Managers.

Market Placement:

In the first column of the table to the right, staff initially reviewed the top step monthly salaries for Cities within Sonoma County. Sonoma and Windsor were not reviewed because they do not have a community police department, they contract with the Sheriff’s Department. In the second column staff removed the salary for Rohnert Park due to the combined role of the Public Safety Director as both the Police Chief and the Fire Chief as well as Petaluma due to its size as a larger city.

	Police Chief	Police Chief
Cloverdale	\$15,270.00	\$15,270.00
Healdsburg	\$18,884.00	\$18,884.00
Petaluma	\$21,395.85	
Rohnert Park	\$20,082.00	
St Helena	\$18,178.00	\$18,178.00
Cotati	\$16,893.07	\$16,893.07
Market Averages	\$18,450.49	\$17,306.27
Sebastopol	\$14,159.00	\$14,159.00

The market average in both scenarios is higher than the current Sebastopol salary. In fact, Sebastopol’s salary is the lowest with Cloverdale at \$15,270 and Cotati at \$16,893 which are the closest in relationship in the market. Cloverdale has a long-standing practice of recruiting and setting salaries at 10% below the market at the time of

adjustment. Cotati bands its department head salaries (sets them equally at the same salary which is currently 5% below the City Manager). Market placement is just one aspect of setting compensation and to provide a wholistic review, staff also reviewed internal parity.

Internal Parity:

Staff compared the City’s current salaries for all department Head Management personnel and found the Police Chief position to be the lowest paid in the City second only to the Administrative Services Director. City staff just recently released a Request for Proposals for a Classification and Compensation Study with the project study estimated to be completed by end of year.

Police Chief and Assistant City Manager/ City Clerk are the only two positions in City management that are double digits below the market average. While this may suggest an increase is warranted, the concept is a difficult one in an environment of fiscal uncertainty. However, this may also contribute to challenges with retention, hiring, and may also create compaction in department(s) where subordinate staff are paid very closely or higher than the Department Director(s).

Internal Parity Existing Positions	City Top Monthly	Mkt Average	Difference to Market
City Manager	\$20,417	\$20,867	-2.2%
Assistant City Manager / City Clerk	\$15,081	\$17,627	-16.9%
Administrative Services Director	\$14,665	\$15,589	-6.3%
Community Development Director	\$15,878	\$16,919	-6.6%
Public Works Director/City Engineer	\$16,872	\$16,874	0.0%
Police Chief	\$14,159	\$17,306	-22.2%

STAFF ANALYSIS:

In reviewing the internal parity and market placement of the Police Chief, staff considered aligning the salary with that of the Cotati Police Chief at \$16,893. However, considering that Sebastopol’s recently approved Public Works Director / City Engineer salary is within \$20 of that recommendation, staff recommends aligning the Police Chief salary equal to the Public Works Director / City Engineer at \$16,872.

The Current Salaries for Comparison of the City’s Department Directors at the top step of the salary range are listed below:

- | | | |
|--|-----------|---|
| 1. City Manager | \$245,000 | |
| 2. Public Works Director/City Engineer | \$202,464 | |
| 3. Police Chief | \$202,464 | (If recommendation is approved) |
| 4. City Attorney | \$194,000 | This position is filled by a Contract Position |
| 5. Community Development Director | \$190,000 | |
| 6. Assistant City Manager/City Clerk | \$181,000 | |
| 7. Administrative Services Director | \$176,000 | |
| 8. Fire Chief | \$167,000 | This position is filled by a Contract Position |
| 9. Public Works Superintendent | \$161,000 | This position has been changed to Public Works Director/City Engineer Effective January 2025 upon retirement of current Public Works Superintendent |
| 10. Building Official | \$147,000 | This position is filled by a Contract Position |

Authority to Hire

The Police Chief is an important and key position in the City. As the person responsible for public safety, the Chief of the Emergency Operations Center, a known and identifiable member of City service in the Community. The position can at any given time be organizational, administrative, operational and political in their role in the department and City and in the community.

Stable and sustained leadership is a cornerstone for the Police Department. The recruitment of a replacement can take between four and six months and may result in the need to go back out again if a suitable candidate cannot be found. In Sebastopol’s relatively recent experience, one recruiter had to reopen and conduct an entirely new four-to-six-month cycle for the City because the candidate pool did not produce a viable candidate. This is also happening in other jurisdictions. All this to say that the sooner we begin and the broader a net that we use, the sooner the City will obtain a viable pool of candidates. Therefore, staff asks Council to authorize the City Manager to begin recruiting for the position immediately and, if necessary, to use a recruiter.

PUBLIC COMMENT:

As of the writing of this staff report, the City has not received any public comment on this item. However, if staff receives public comment from interested parties following the publication and distribution of this staff report, such comments will be provided to the City Council as supplemental materials before or at the meeting. In addition, public comments may be offered during the public comment portion of this item.

COMMUNITY OUTREACH:

This item has been noticed in accordance with the Ralph M. Brown Act and was available for public viewing and review at least 72 hours prior to the scheduled meeting date.

FISCAL IMPACT:

The draft Fiscal Year 2024-25 Budget presented to Council on July 16, 2024 and scheduled for adoption by Council on August 6, 2024 includes the current salary for Police Chief which at top step is:

- Current Salary: \$170,000 plus benefits \$73,500 for a total salary of \$243,500

The recommended salary which aligns Sebastopol’s Police Chief with that of Cotati’s at top step will be:

- Recommended Salary and Benefits: 202,464 plus benefits of \$87,059 for a total salary of \$289,523
- The recommended salary and benefits is \$46,023 higher than the approved and budgeted salary and benefits for FY 2025.

The Budget Committee reviewed this item at their August 12th Budget Meeting. Excerpts of the minutes related to this item are attached for information.

RESTATED RECOMMENDATION:

1. Approve the proposed revised Police Chief classification/job description, recommended total salary and benefits of \$289,523 for an increase of \$46,023 to the FY 2025 budget and authorize recruitment immediately; Staff will return with a budget amendment and Salary schedule at the next City Council meeting.

OPTIONS:

2. Do not approve, the proposed revised Police Chief classification/job description, recommended total salary and benefits of \$289,523, for an increase of \$46,023 to the FY 2025 budget and provide salary recommendations (increase or decrease to proposed salary); and authorize recruitment immediately; or
3. Approve the proposed revised Police Chief classification/job description, at the current salary of \$170,000 with no effect to the FY 2025 budget, and authorize recruitment immediately.

ATTACHMENTS:

1. Revised Job Description
2. Resolution
3. Budget Committee Minutes

APPROVALS:

Department Head Approval: Approval Date: 8/29/24
CEQA Determination (Planning): Approval Date: 8/29/24

Administrative Services (Financial) Approval Date: 8/27/24

Costs authorized in City Approved Budget: Yes No N/A

Account Code (f applicable) _____

City Attorney Approval: Approval Date: N/A

City Manager Approval: Approval Date: 8/29/24

RESOLUTION NUMBER: XXXX-2024

CITY OF SEBASTOPOL

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SEBASTOPOL APPROVING THE REVISED JOB DESCRIPTION; INCREASE TO PAY RANGE; AND AUTHORIZE RECRUITMENT FOR POLICE CHIEF

WHEREAS, the City of Sebastopol maintains a classification plan that includes classification specifications for all positions within the City; and

WHEREAS, the City Council of the City of Sebastopol authorizes allocations for each position within the City as part of the annual budget process; and

WHEREAS, any substantive change to a classification specification or position allocation must be approved by the City Council; and

WHEREAS, the City’s Police Chief will retire on October 25, 2024, the City Manager and City Council desire revise the classification specification to include current language and duties; approve an increase to the related pay range to a top monthly step of \$16,872; and

WHEREAS, the City Council desires to designate the positions of Police Chief along with Public Works Director/City Engineer and Public Works Director as “At Will” serving at the pleasure of the City Manager, and

WHEREAS, the Council desires to authorize the City Manager to recruit for the position and make any non-substantive changes to the classification and related lists and schedules to affect the establishment of the position and rename the Department.

NOW, THEREFORE, BE IT RESOLVED, by the Council of the City of Sebastopol hereby:

- 1.) Approve the revised classification specification of Police Chief,
- 2.) Approve an increase for the Police Chief Pay Range to a top monthly step of \$16,872,
- 3.) Authorize the City Manager to commence with recruitment of a Police Chief immediately, and

The above and foregoing Resolution was duly passed, approved, and adopted at a meeting by the City Council on the 3rd day of September, 2024.

I, the undersigned, hereby certify that the foregoing Resolution was duly adopted by the City of Sebastopol City Council by the following vote:

VOTE:

Ayes:

Noes:

Absent:

Abstain:

APPROVED:

Diana Gardner Rich, Mayor

ATTEST:

Mary Gourley, Assistant City Manager/City Clerk, MMC

APPROVED AS TO FORM:

Alex Mog, City Attorney

Exhibit A: Revised Police Chief Job Description

City of Sebastopol Job Description

Job Title: Police Chief
Division: Police Administration
Department: Police
Location: Police Station
Shift: As Required
Reports To: City Manager
Approved By: City Council
Approved Date: 06/30/1999
 Revised Date: 09/XX/2024
FLSA Status: Exempt

SUMMARY

Under administrative direction, to plan, organize, direct and coordinate the City's law enforcement and crime prevention activities; to be responsible for animal control and youth services and to do related work as required. The Chief of Police reflects a demonstrative cultural competency working with all community members regardless of cultural differences or circumstances, including race, ethnicity, religion, language, gender identity, age, marital and familial status, sexual orientation, diverse physical and learning abilities, socioeconomic status, and other identities. This position provides highly responsible and complex professional and administrative consultation to the City Manager and may serve as the City Manager or Assistant City Manager in both the manager's absence or as assigned. Performs related duties as assigned.

DISTINGUISHING CHARACTERISTICS

This is an at will department head classification responsible to oversee all aspects of public safety and law enforcement for the City of Sebastopol.

EXAMPLES OF ESSENTIAL FUNCTIONS (Illustrative Only)

Management reserves the right to add, modify, change, or rescind the work assignments of different positions and to make reasonable accommodations so that qualified employees can perform the essential functions of the job.

- Plans, organizes, directs and coordinates the activities of the Police Department; selects, trains and has general responsibility for the discipline of personnel
- Coordinates the development and maintenance of training programs
- Coordinates and services as the Director of the Emergency Operations Center in times of emergency
- Oversees the requisition of materials, supplies and equipment
- Formulates rules, policies and procedures for the operation of the Department
- Prepares budget requests and controls expenditures; coordinates the activities of the Police Department with other City Departments and public law enforcement agencies
- Attends City Council meetings, providing advice and consultation on the development of law enforcement policies and dealing with law enforcement problems; directs the preparation and prepares a variety of reports describing Department operations and activities
- Meets with community groups and organizations concerned with law enforcement problems; has responsibility for handling and distribution of police records
- Maintains current information on crime prevention methods
- Directs Department investigative functions

- Maintains good police community relations; responds to sensitive citizen complaints regarding Department operations; conducts formal investigations of employee misconduct
- Plans and directs the City's animal control and Youth Services programs
- Attends conferences on law enforcement problems and administration.

SUPERVISORY RESPONSIBILITIES

Is responsible for the overall direction, coordination, and evaluation of this unit. Carries out supervisory responsibilities in accordance with the organization's policies and applicable laws. Responsibilities include interviewing, hiring, and training employees; planning, assigning, and directing work; appraising performance; rewarding and disciplining employees; addressing complaints and resolving problems.

QUALIFICATIONS

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

EDUCATION and/or EXPERIENCE

Education and/or Experience: Any combination of education and experience that has provided the knowledge, skills, and abilities for a Chief of Police. A typical way of obtaining the required qualifications is to possess the equivalent of six years of broad and extensive experience in all major phases of municipal police work, including at least three years in a responsible management capacity, and a bachelor's degree in criminology, public administration, or a related field.

License/Certificate: Possession of, or ability to obtain, a valid Class C California driver's license; possession of a Management Certificate from P.O.S.T.

or an equivalent combination of education and experience sufficient to successfully perform the essential duties of the job as listed above. Additional qualifying experience may be substituted for education on a year for year basis.

LANGUAGE SKILLS

Ability to read, analyze, and interpret a variety of reports, legal and funding documents, interpret apply and enforce laws, regulations, codes, and polices. Develop, administer, and explain, and enforce policies and procedures. Ability to respond to complex and unique inquiries or complaints from citizens, residents, businesses, governmental, judicial, and law enforcement agencies. . Ability to develop and deliver informative, accurate, and compelling presentations and reports to governing bodies, City staff, or public groups or advisory bodies. .

MATHEMATICAL SKILLS

Ability to calculate figures and amounts, track crime and level of service statistics, manage schedules, assess financial and personnel costs, revenues, and projections. Ability to apply concepts of basic algebra and geometry.

REASONING ABILITY

Ability to define problems, collect data, establish facts, and draw valid conclusions. Ability to convey ideas clearly, persuasively, and in understandable terms, diffuse a variety of challenging situations, and work and communicate effectively with a diverse populous.

CERTIFICATES, LICENSES, REGISTRATIONS

Possession of an appropriate California Driver's license issued by the State Department of Motor Vehicles. Possession of requisite certificates from the California Commission on Peace Officer Standards and Training.

Possession of a POST Management Certificate,

PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

As a sworn classification, the Police Chief may be exposed to the same physical and environmental demands as that of a Police Officer. Must possess mobility to work in a standard office setting and use standard office equipment, including a computer; maintain POST physical standards, including mobility and physical strength and stamina to respond to emergency situations and apprehend suspects; vision to maintain firearms qualification and to read printed materials and a computer screen; and hearing and speech to communicate in person, before groups, and over the telephone or radio. The job involves fieldwork requiring frequent walking on uneven terrain, climbing and descending structures to access crime scene and to identify problems or hazards. Finger dexterity is needed to access, enter, and retrieve data using a computer keyboard or calculator and to operate police services equipment. Employees must possess the ability to lift, drag, carry, push, and pull materials and objects, up to 165 lbs., as necessary to perform job functions.

WORK ENVIRONMENT

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The Police Chief may work outdoors in all weather conditions, including wet, hot, and cold. The position entails working in hazardous situations, and may involve abusive persons, potential physical violence, and the potential risk of exposure to blood borne pathogens in the performance of law enforcement duties. The nature of the work also requires the incumbent to drive motorized vehicles, operate a variety of law enforcement equipment, work in heavy vehicle traffic conditions, and often work with constant interruptions; work flexible hours, including evenings, and weekends.

CITY OF SEBASTOPOL
BUDGET COMMITTEE
MEETING OF AUGUST 12, 2024
1:15 PM

MEMORANDUM FOR RECORD
A Full Zoom Transcript is attached for reference.

Discussed revenues for review/explorations/recommendations if changed

Councilmember Maurer discussed: City did not put as much into maintenance as recommended (300K as was recommended \$900K)

City staff discussed staffing proposals (Salary increase for Professional Temporary Hires)
Vice Mayor supported increase for professional services position only.
Councilmember Maurer was undecided.

Police Chief proposed salary recommended salary from Human Resources
Vice Mayor Zollman: Discussed filling the position on interim or provisionally
Salary impacts other staff here
Not fair and equitable
Not fair to those who have worked here for long periods of time
Requested this by run by the lawyer

Councilmember Maurer: Requested to see what cities were used as a comparison; was Cotati used as comparison

City Manager Schwartz: Discussed Cotati's recent hire
Hired national recruiter
Most expensive and extensive recruitment
Found one candidate happy with
May have been a retiree from another pension system which could be reason for lower salary
Was not an encouraging recruitment

Councilmember Member: Discussed hiring from within

City Manager Schwartz: Could be a qualified candidate
Discussed competitive pool

Vice Mayor Zollman: Need more data on how got to this end
Crime rate
Nature of crime
Look at crime logs
Misdemeanors
More of why think there would be a scarcity
Heard from others past track record that eliminate them from being in consideration
No national data base
Need to hear more specificity
Why feel scarcity of applicants

- Councilmember Maurer: Complaints from Survey
Sympathize
- Vice Mayor Zollman: Discussed staff who work here and dedicated life here
Every time someone leaves and comes in what does that say to their salaries not increased
Greater need for skill set
Experience not rewarded
Not fair and equitable
- City Manager Schwartz: What we can do is grow our own
Succession planning
Professional leadership that was removed from the budget
- Councilmember Maurer: That was not specified in the budget
- City Manager Schwartz: Training would be for upcoming department heads
No guarantee stay with that agency
Not beneficial to city
Mentoring
Challenging job assignments / Not overwhelming
Be best place to work
Want to be equitable
Class and comp study best path
Knowing gap and market
If not offer competitive market range here limited pool
Looked what happened to Cotati
- Vice Mayor Zollman: See other options
Council blessed the police with full staffing with current configuration and climate and culture
More open to exploring other models of policing
Not best practice
Cautious/main person is now leaving
How new person will interact with community
Large chunk of community may not want to have fully staffed department
- Councilmember Maurer: What is model of policing being recommended.
- Vice Mayor Zollman: SAFE
InResponse
Council subscribed to fully staffed with police
Discussed not fully staffing department and reserve money for safer response
Discussed community policing; not rely on law enforcement; explore other models
Full staffing does not guarantee that we will not incur overtime
- Councilmember Maurer: Not supporting dollar figure
Would like to see something in between
Not support police department not having a chief
- Discussed Revenue Options:
City Manager Schwartz: Grant Reimbursement due to Planning Department staff time/Consideration of consolidation of board/committee/commission

Community Development Department/Shifting planning time for work that generates revenue

Councilmember Maurer: Discussed library lease revenues/funded by County

City Manager Schwartz: County wide operated under JPA
Independent joint powers authority
One seat on board

Councilmember Maurer: Who is City representative (Fred Engbarth) (Term expires: 6-30-2206)

Councilmember Maurer: Discussed funding from Library in the lease

City Manager Schwartz: Allocation of taxes/Prop 13
Based on when established
Not uniform across all jurisdictions

Councilmember Maurer: Do other cities lease their library buildings as money making thing

City Manager Schwartz: Leases for a dollar
Santa Rosa does not have current lease
Negotiating now
Most have lease with Library
Most typically – cities do not receive revenue but most or all of major maintenance items

Vice Mayor Zollman: See as revenue option
Library Ad Hoc Important
Entity has money (library administration)
Sonoma Clean Power has funding
Work with other partners
Need to work with others in how to help us while in time of crisis

Councilmember Maurer: Renegotiation lease with JPA
Have in lease covering all maintenance on building

Vice Mayor Zollman: Discussion on Wednesday/See how goes

Councilmember Maurer: County pay/concerned of naming price/leave it open

City Manager Schwartz: Public Works Superintendent Del Prete put together numbers

Public Works Superintendent Dante Del Prete: \$108,000 needed to be set aside for library in current lease every year

City Manager Schwartz: Roof
Lighting
Landscaping
HVAC
Library not doing that for any other jurisdiction

Barlow Negotiations: Provided update on Barlow Negotiations/Development Agreements

Councilmember Maurer: Discussed grants.

Assistant City Manager/City Clerk Gourley: Discussed issues with grants and staff capacity

City Manager Schwartz: Development Impact Fees/Review in mid year budget

Committee requested information as to what are impact fees.

Economic Development:

Lead responsibility under CDD

Levels of effort – board and expensive or narrow and do within house staff

Priority setting matrix

Concern with what is on their plate

Example: Bringing retail in town/marketing strategies/landlords/fill vacant spaces
Bring more visitors to town/different approach/SCT/strong website/work with hotels/marketing plan
Supporting local businesses – what does that look like-what does that mean
Featuring local businesses on Facebook

Councilmember Maurer: First reaction/maybe not – but educate why businesses doing something/teaching people
Way of educating people in hyper local way

Vice Mayor Zollman: Use same terminology moving forward
Discussed Formula business ordinance
Increase vitality of downtown
Dead
No one comes downtown
Review permitting requirements
Work with Chamber
Work with SDA
Create Lively events
Have events go beyond 6 pm
In favor of formula business (but not downtown)

Councilmember Maurer: No formula business ordinance review for downtown
Like idea of events
Block off downtown
Divert traffic
I Love Rohnert be similar for Sebastopol
Like events

City Manager Schwartz: Do this with priorities/reality of expectations
Rohnert Park has department that does not exist in Sebastopol

Vice Mayor Zollman: Not put drain on city staff
Have business help out
Not out this all on staff

Previous Topics:

Committee asked staff to provide information on previous topics:

Councilmember Maurer: Review of business tax – Staff stated it would take a ballot measure

Councilmember Maurer: Update on Separation of property for ADUs

Discussed Budget Amendments needed:

Council approval of SPOA and SEIU Agreements

Vice Mayor Zollman: Updated cover page/expenses
Staff feels that monthly meetings important/Are important
Bring back general overview of where we are
Revenue/expenses/adjustments impact those

City Manager Schwartz: Do when have better and more information
Staff support climate action committee/revenue/ Meeting tomorrow / See how that proceeds
How realistic is \$92K
Bring reports quarterly
Develop regular reporting
Not bring individual item
Not need budget item at this point

Vice Mayor Zollman: Defer to City Manager

Topics for mid year:

Revisit:

Staffing Study
Development Impact Fee
MOUs
Compensation Study
RFP for Audit Service

Councilmember Maurer: Discussed article in press related to budget
Has no rift with staff
Apologize if hurt anyone's feelings with comments/not intended

Next Meeting:

Sep 23rd

1 pm

Councilmember Maurer: Requested if budget related that the committee gets a peek at it first

City Manager Schwartz: Discussed Sep 17th Council policy on use of sales tax funding from measure if successful

13:17:24 Nobody out there.

13:17:33 Well, good afternoon, everyone. Thanks for dialing in.

13:17:38 So yeah, we're gonna kick this off.

13:17:41 And we do not have anyone out in the waiting room, and does not seem like there's anyone here to.

13:17:49 Are online to compile. So I'll close that period out.

13:17:53 And yeah, one of the main purposes that I see for today's

13:17:58 Budget hearing is to make sure that we connect the dots.

13:18:02 Especially around revenue options. We do have a pending.

13:18:06 Sales tax for November, and I may be one, but I've heard thoughts on the community that maybe we haven't explored all the revenue options. And maybe we just jump to this.

13:18:20 And I'm hoping that that's not.

13:18:22 Be the case, and I hope that we can be able to demonstrate the fact that we did consider the revenue options. I did give some staff back.

13:18:31 A while ago now, and the fact that we could kind of refresh people's memories about what we did back then, and what's.

13:18:40 Available what the recommendations are now so.

13:18:43 Those are my thoughts. And then also just a reminder. The fact that you know.

13:18:47 At the end of the year. The deficit is in Las Vegas, you know, initially thought. But nevertheless, that's that.

13:18:53 All circuses refresher the fact that even if we have a sales tax, that's that's not good story, and we cannot continue to rely on what type funds.

13:19:02 Bush's budget is largely based on which is the billing fees. So like, even if the pay sales passes, it's not going to be advantage. So Sandy.

13:19:12 For just one, and that is, we didn't put as much into maintenance as was recommended. We put 300.

13:19:20 Am I correct? And what was recommended was more like 900,000.

13:19:24 To build up an 100,000 per year. Yeah, for for certain. And we didn't do that. Correct. Yeah.

13:19:32 That's the other thing, too. So.

13:19:34 Done, which is our typical part of the budget. We turn it over to you to scare us through, and we also turn it over for you. I know that this can just go on.

13:19:45 For a long time this afternoon, but based upon the items that you have put on the proposed agenda. What time do you think we should.

13:19:54 Today.

13:19:56 I hope we can.

13:20:00 Within an hour.

13:20:02 Alright. Then there you have other folks. Well, then, let's go. So you kick it off. I heard you say one of the Service revenue. Well, no, no! But you also put this outer schedule, which I think was something that we talked about at the last.

13:20:18 Council meeting, because there was some discussion, and I think we kind of want to talk about the different positions, and how that all might affect different positions and currently positions.

13:20:31 The fairness and equity in comparative, the people that we have had, and that's the reason why I talk to slam here right.

13:20:41 There's and there's changes. But get your let, you know and get your thoughts. So maybe we'll start there.

13:21:02 I'd be more than happy to lean on this one so.

13:21:07 In our. So there's 2 issues. One is the there's a salary range in our current salary schedule for what's called a interim professional staff.

13:21:19 And currently, it's budgeted 30 to \$60 an hour.

13:21:23 We would like to raise that to 90, and the reason being is that.

13:21:28 If we're able to bring someone that is professional temporary one, we don't have to pay benefits.

13:21:35 To. It's a lot cheaper than hiring a consultant to bring on.

13:21:39 And there's like, so there's no benefits to it. So we don't have to put in all the additional salaries. And so with the fact that, you know, currently we have a couple of positions that we might be able to use this, for it would be cheaper than hiring a consultant so like planning.

13:21:56 Right now we're paying I don't have the hour, because, like 180 an hour for consultant.

13:22:03 If we can find a plan. If at some point down the road, if we, if they didn't want to renew their contract, if we raise this rate to 90, we would be able to bring in a professional staff person at \$90 an hour, or up to 90 doesn't have to be 90, but up to 90.

13:22:18 Same thing if we can't find somebody for the cup of engineering that we just really created.

13:22:23 We could bring on a temporary person at that range.

13:22:27 And police chief as well. If we don't find a recruitment, and we don't have, you know, 960. We can bring somebody on. It's that way. So we wanted to see if the committee had any questions, or we do support us and bring this to the Council.

13:22:42 So that's item number one, item number 2 is, I provided one at a time. Sure, yeah. So I'm sorry. I guess I wanna understand more about the interim staff? And where is the.

13:23:02 Or is the document that says what they get paid.

13:23:05 I don't. I don't know her. Anything about banner temporary stuff. Yeah, you said, yeah, it's in our salary schedule that you got that you get every time that we change a position. It is, I believe, on you. I made a copy of it for your last.

13:23:28 One, the one that you just put it aside.

13:23:30 Oh, you'll be that one.

13:23:32 Oh, yeah. So that's this is the last page within our resolution. I didn't bring all of them which has, you know, every single department every single point. So we have halfway down. We already have an interprofessional temporary staff, and right now it's 30 to 60, 30 to 90 that allows us to get more flexibility for one, but also someone that has more.

13:23:57 Pay degree, education, experience, and we could bring them on at that level where currently it's costing us a lot more to bring consultants on.

13:24:05 But if we can break 78, \$90 an hour, it would save us money and save us the benefits.

13:24:11 So how does that get negotiated like, for example, say someone was happy to make 60.

13:24:17 But.

13:24:18 I mean, I don't know how it works. We would work with it, so we would do like a short term recruitment, and we would put like the ranges, and we would look at their expertise or education. And we it would be our recommendation at that point to say.

13:24:33 We don't think he qualifies, but we do need someone. With your experience we'd be willing to pay you.

13:24:38 60 versus 90, where I have someone else that maybe over.

13:24:44 Qualify, and all that, that they'd be willing to work for \$90 an hour where they could theoretically be a consultant.

13:24:51 \$90 an hour.

13:24:53 So if we

13:24:54 If we hired this person as permanent person, what would be their rate at that point if they were permanent.

13:25:02 If they've crown it, they would probably fall under one of those positions that we would be having and fall under. So, for example, ABC. B. Under the police chief.

13:25:15 How much does that work out to by the hour? I guess 2.

13:25:19 82. But there's then there's also yeah, 82 without the benefits. By the time you add in all the benefits, more than \$90 an hour right? And does that also? Include.

13:25:31 That number probably doesn't include. But the city has to match in terms of certain legal.

13:25:38 We just pay a flat.

13:25:40 Salary.

13:25:41 I mean not. We would pay the flat hourly rate. That's what we would pay a temporary. We don't pay benefits.

13:25:47 I mean, there's no temporary one, but for the permanent one.

13:25:51 Doesn't the city have to pay certain amount of matching taxes, or anything, or the cost to run it through whatever.

13:25:59 Extra cost. Above and beyond the Salary Range.

13:26:05 So, depending on what their benefits are. I'm not sure what, and we take our taxes out.

13:26:11 Well, no, I'm not talking about that. So we have a business, and we have an employee, and it cost us to have the employee beyond the salary, because we have to do.

13:26:22 Certain matching things. It's not health or anything. It has something to do with

13:26:27 Can't remember what it is. I'm sorry, but I'm not aware of anything that we do or no.

13:26:34 I'm sorry, real quick. We had other temporary employees, and I'm not aware of any other legal matches that we are all talking about. The pro that one.

13:26:42 I was just trying to figure out what a salary a per minute went for like. Say, if you take the police, she currently with the current salary is a permanent employee, would be the \$80 an hour.

13:26:53 Okay, that is just.

13:26:55 That doesn't include any any of their benefits, any of theirs, any of their medical retirement. Nothing like that. So that's.

13:27:04 But the interim doesn't get it. They don't get a retirement. They don't get medical benefits, they don't benefits nothing. It is just the hour.

13:27:11 That they would get and we could. And we could. I'm just a really quick, we can always. And we could make how many hours@firstst

13:27:20 It doesn't have to be 40 h. We can just say we need you temporarily 20 h, and that may work for some departments.

13:27:38 What do you think?

13:27:39 I'm.

13:27:40 So it, yeah, it's.

13:27:41 I'm sure it's reasonable. I just don't really know.

13:27:45 Enough about it.

13:27:46 Okay, so and then I wouldn't share. Yeah, I guess I'm still undecided. I just.

13:27:55 Yeah, okay, it just sounds like, it's.

13:28:01 Okay? And then the second one is

13:28:05 As we know the place, you can retire in October, and so we have done as what we have done. Similarly, we're bringing back the revised job description.

13:28:16 And we've heard from the Council that the Budget Committee would like to see it 1st before we bring it to the City Council.

13:28:22 So I did hand out a sheet. That shows what the.

13:28:28 Current market rate is. It's highlighted in yellow.

13:28:32 That is what our hr consultant. She did.

13:28:36 With other departments, and that is what they she would be recommending is the 18,100 monthly.

13:28:48 And that's what that's a benefit. So yeah, the benefits. Currently, it's 170, I believe.

13:28:56 Would benefit. Oh, I'm sorry with benefits. 2, 43. And then, if we raise it would be the 3 or 4. So it's about 60,000 more than what we're paying correct in between salary and benefits. Yeah. And so Hr. Consulted. But also part of what I heard about last council meeting is the fairness, equity.

13:29:15 So people, leave.

13:29:17 And then, all of a sudden, we pay \$60,000 more for their replacement.

13:29:21 But we never have a discussion of how that fits in.

13:29:25 To the people who are currently working here.

13:29:28 Where their salaries do not even.

13:29:31 Commensurately, go up.

13:29:33 Even though.

13:29:35 Their jobs are oftentimes having more demands on them and more scope of work than the people.

13:29:45 That are below them.

13:29:46 So the fairness and equity stuff like, where does that ever get.

13:29:50 Filter in by our HP person.

13:29:53 So this did it.

13:29:55 There's 2 things going on.

13:29:57 One is to be able to recruit. This is what she's saying. We need to police sheet.

13:30:02 2 is when we do the compensation study, and we.

13:30:05 3rd ring.

13:30:07 In a perfect world we would have waited for the Comp.

13:30:10 Because we would have to achieve that.

13:30:13 When it's retiring at that point.

13:30:16 But because these positions are now coming up prior to the compensation study, she's doing each position.

13:30:22 That is coming available.

13:30:25 The conversations. What she's.

13:30:26 She's done a compensation with the other local cities.

13:30:29 Because we have a need for right away I get that. Then the conversation, the con studies for the other.

13:30:36 The other positions that would come through that compensation. Whatever we have to do to fill these positions in here is interim.

13:30:48 So if the Hr person is saying, this is what it's gonna take to build that position, and if they accept that, it's traditional.

13:30:57 That amount and the benefits associated is provisional.

13:31:00 Until we get our account study.

13:31:03 Because I want to see what's going on regionally.

13:31:07 I don't want this to just be locked in.

13:31:10 Forever, because it impacts the people that are currently here that people may feel like it is not fair and equitable to just have people just.

13:31:23 Calm. Stay here, you know.

13:31:26 And then we have to hire them in this particular case for \$60,000 more, that it does not fit in with the people who have worked here and have jobs that require much more intensive skill and experience is not fair.

13:31:42 So if she doesn't know how to figure that out, then my recommendation is, we go through whatever process, run it by the lawyer, and I want that.

13:31:52 To come back, and that's my recommendation, because I am not voting.

13:31:59 So what I would like to know is, what cities did she use.

13:32:05 As comparisons to come up with this number because she's she's looking at cities in the Bay Area. That's not a good comparison. We need to be looking at.

13:32:16 Sonoma.

13:32:18 Heels, works the small cities in Sonoma County should be what's being compared to so.

13:32:24 I'd like to know? You know, what is the police chief in.

13:32:29 Gross.

13:32:29 So I would say, Katie's about 200,000, their top range. Okay, they just load or not. Well, okay. So yeah. So Katie's of 200. Yeah, I I don't know about. I only asked about the time, because I know we had a similar size workforce. They had the pretty much the same exact apartment that we have. But I believe you have some further information on that from the city manager.

13:32:54 They hired a national recruiter, focus on West Coast of California while they're in associates.

13:33:01 Which usually positions really hard to fill, and then maximize your exposure and all that.

13:33:08 So it's sort of the.

13:33:11 Most extensive recruitment.

13:33:13 We have got expensive recruitment that you can do in the home counter.

13:33:19 More qualified candidates when push came to shove.

13:33:22 They have one candidate, that they were happy with.

13:33:27 And they were fortunate to land.

13:33:32 He accepted their salary. I believe he's.

13:33:37 Retired from another system.

13:33:39 Which my wife was willing to accept and salary that it's questioned about the day.

13:33:45 Slide it.

13:33:50 Never happened.

13:33:51 That's not very in my mind. That's not a successful recruitment. It always takes one. But it's not very encouraging.

13:33:59 What about hiring from him the organization? Is there there anyone within that could be.

13:34:08 Educated.

13:34:09 To become the chief.

13:34:11 There's a qualified, I believe, candidate within the organization that.

13:34:22 About more than one person to choose from.

13:34:26 And I don't know if you would take the position that this.

13:34:37 And I am also not convinced. And so part of my recommendation, too, is, I need more cap on how she factored this in similar specifics. I also need to know more of the specific crime rate and specific nature of the crime that these other cities are doing compared to ours.

13:34:57 Because I consistently look at the crime like logs, and they're all misdemeanors like minimal serious risk. So I need to see more of the breakdown of what it is that she considered because constantly going back to this like, they're all scars.

13:35:17 I need to know more of why they're scares, because.

13:35:24 They're older, and they have a past track record of things that eliminate them from being. As I said before, there is no national database.

13:35:34 That captures, past.

13:35:37 Things that would make them unqualified.

13:35:40 So they have one wrongdoing and one jurisdiction, and they come, and there's no way to check that stuff out. So I do not subscribe to the fact that there is a scar state. I want to hear more specifically that if she does feel that there's scarcity, why, she feels that there's scarcity and have that type in.

13:36:04 Yeah, this, this need to continually salaries. It's pretty painful.

13:36:09 Go from

13:36:12 2 40 to. Was it.

13:36:15 To go from.

13:36:17 Anyway. \$60,000. Yeah, 2 boarders. Every time you do that everybody's going to want more.

13:36:22 Right. You keep moving goes up up, and then everybody wants more, and when we're having, we're struggling with our budget as it is.

13:36:31 And and not only that, but there's a lot of complaints from the public about how much people are being paid.

13:36:39 Big big complaints in that survey in the open, the survey. There were a lot of complaints so.

13:36:45 I understand. I sympathize with the idea that it might be hard to get someone. If you don't give them enough money.

13:36:52 But it creates other problems as well. So.

13:36:56 Is there? What can we do? Sort of maybe.

13:36:59 Strike a balance here and follow that up. It's not so much what they want for me. It's what.

13:37:06 People that have worked here and dedicated their life actually deserve.

13:37:11 More, because again, I need to stress the people who are watching this tape.

13:37:16 The fact that every time someone leaves and comes in to warrant 60,000, what does that say to the people who have been here, if their salaries are not increased.

13:37:29 When especially the fact that.

13:37:31 They have.

13:37:32 A greater need, right?

13:37:34 Greater, deeper skill set.

13:37:37 And their experience is not really. It's not fair and equitable.

13:37:41 So that's the reason why I am opposed to this. And I put in Mary's typing what my recommendation, what I expect to see in writing. When this comes back before city council.

13:37:56 So what we can do.

13:38:00 Wrote our own, so to see in terms of developing an internal sale.

13:38:25 Yeah, although there is no guarantee that somebody going through that program.

13:38:35 Not change jurisdictions, that they have.

13:38:36 So it's not necessarily beneficial to the city.

13:38:40 I think there is. There are other things, people challenging job assignments.

13:38:48 For example, it's probably the same investor position.

13:38:54 Be a great place to work is bottle best.

13:38:57 Retention. So we try and do that with the culture and practices.

13:39:04 And one thing just back to the questionnaire's comments.

13:39:09 I certainly get what you're saying about. We do. Equitable in a classic call process is a path to that equity for positions.

13:39:18 That are not where they they should be.

13:39:21 And bringing them up to.

13:39:24 It's not anywhere.

13:39:28 But if we do not offer.

13:39:32 A competitive market range salary. Here.

13:39:35 We will have a severely limited pool, and I don't know.

13:39:41 I don't know.

13:39:43 Become the existing employment.

13:39:46 So.

13:39:52 And that is what I like to talk. I think that is not a title.

13:39:57 Hysterical, and and I appreciate all of that. But from my perspective there are other options.

13:40:06 Right now. The City Council has blast full staff for this.

13:40:11 I'm not entirely sure.

13:40:13 Well, let me just be clear about that.

13:40:16 A last full staffing, with the current configuration and the current climate.

13:40:21 And culture that's been created.

13:40:24 So now that, like the chief person of that culture, employment has now left.

13:40:30 So we hire out. We have them no idea.

13:40:33 How that's gonna change the current culture.

13:40:37 So that's alarming.

13:40:39 Also the fact that because that culture may change, they may be more open to exploring.

13:40:46 Other models of policing and using.

13:40:52 Appropriate tools to do most of their job. That normal law enforcement does not do.

13:40:57 So I think that just consistently just replacing people and doing the same thing over and over and over again, is not the best practice. So I'm encouraged. Being part of my recommendation is.

13:41:10 Is that one would be cautious.

13:41:12 Because the main person that we, fully supported by fully staffing, is now leaving that cost or concern about how, if we hire out that new person is gonna interact with the community.

13:41:27 Gonna interact the same way as the fire filter. And the prior leader. Second of all, there's a large chunk of the community that may not.

13:41:37 Based on that. We want to have everything fully staffed and might want to consider other ones.

13:41:43 Okay? So good question. I see. I see that question.

13:41:51 Do you have a model.

13:41:53 From police. Do you have a model that you're recommending.

13:42:01 Which is the Save, which is the in response. That's that's a little bit how the full police department safe is just part of that.

13:42:10 But.

13:42:11 Sounds like you're recommending a model.

13:42:15 A totally different way of doing policing right. And if you continuously subscribe to the fact, it's a site that you need to be fully staffed with.

13:42:25 Consistently.

13:42:26 And that that needs to happen 1st before you entertain response. I guess that is a method for me. I think the fact that you could actually not fully staff.

13:42:38 And reserve the rest of the money for a safer and response that actually has, as we learned, that the Mayor's Council member, the appropriate way to train.

13:42:48 With proper experience to deal with the growing population.

13:42:52 Plus one thing that we consistently don't do. We rely on law enforcement to do what community policing.

13:43:02 Guys, we've consistently never explored that model. And I'm just saying the fact. It's consistently providing all money.

13:43:11 4 parties is just one way of thinking.

13:43:14 Plus my overall concern is if we do that for public safety. We've heard from our police chief in the middle of the budget discussion that even if you do that, there's no guarantee that they're not gonna overtime.

13:43:26 Or various things like action, which I just saw for the weekend was merely monitoring traffic.

13:43:32 So we fully budget, and then we end up with a bunch over time.

13:43:37 There's got to be a better way to think about public safety and.

13:43:41 Also be conscious of the budget impacts.

13:43:45 So my recommendation? Because we're on off topic with the discussion about police staffing. If I can focus on their what we would do is what we'll do is provide a staff report with.

13:43:56 The information is requested, but we'll put options in there as well. And so one of the options could be to counsel recruiting as it's, you know, with the current salary, not.

13:44:06 And we'll provide information in there. We'll try to get information in there from the Chief about statistics and things like that. And as well as what other.

13:44:16 Comparable agencies that Hr. Isn't, and we'll put that report. And as right now we would make the recommendation that the vice chair does not support as is, and you are decided at this point. I'm not supporting this dollar figure here, but I would support something in between.

13:44:34 Possibly.

13:44:35 And I'm not okay with not having a cheap.

13:44:37 I think if we want to rework the way our.

13:44:42 Is working and the way they're staffed, etc. That needs to be a real think.

13:44:49 etc, but I'm just not willing to drop the chief.

13:44:53 Or something that's.

13:44:56 Not a sure thing.

13:44:59 I think we need about. I think we need a police chief, and I'd like to hire, you know, and maybe arrange up to 200 like I don't know what could. I don't know what Qatari.

13:45:12 Did they have a range 1 80 to 200 or something like that? Yeah, I think it was like 1 70 to 200 like that. There was a range like that. But I also like to see what Cloverdale and I understand those are probably more one of these cities, but.

13:45:28 I think we need to be cognizant that we are in a fiscal.

13:45:32 Our shares.

13:45:37 Oh, no, sure or not, they don't have their own voice department. Oh, okay.

13:45:43 Pays the low market in this area.

13:45:51 Okay. So I just wanna make sure I'm clear. So on the 1st one regarding the professional.

13:45:57 Vice, our support.

13:45:58 You're not sure. Up to the 90.

13:46:01 And then not sure. We'll just go and decide. And then for the police.

13:46:06 But does not support anyone looking at something closer to photography.

13:46:11 Yeah, okay, the more information. Yeah, we'll we'll make sure we have that in there. So this is more just to give you all to thank you for indulging me on those 2 items. Just wanted to give you guys the.

13:46:28 Compensation for each comparison. We just went after their proposals. I believe the deadline is.

13:46:35 Just one second.

13:46:37 August.

13:46:38 Oh, it's quick! No.

13:46:52 Set aside for me.

13:46:55 Hey, Jason? I don't know. Revenues.

13:47:08 So you have the revenue options list.

13:47:11 There's 1 thing that's also more than one, that there is one that.

13:47:17 It's not up here.

13:47:19 And that's the shift of the planning.

13:47:23 Music.

13:47:24 I'm sorry. What'd you say? It's the shift of the.

13:47:29 That we did satisfactory, conclude that.

13:47:39 Where would you put that picture? Option?

13:47:43 I suppose it's it hasn't happened.

13:47:45 So future consideration now. And we passed the budget for that specific amount. I think you could put it under the current order budgeted, and city council is planning on.

13:48:10 While we're anchor. That is a deficit, and you also have the consolidating the boards design.

13:48:19 Yeah, that's that is still up to really the same thing.

13:48:29 The staff time to allow them to work on revenue, generating activities.

13:48:35 And then the big one, in terms of staff time, are going to them a lot.

13:48:41 Tomorrow.

13:48:45 So that that belongs on the list. Yeah.

13:48:50 Sorry. I forgot to.

13:48:52 I'm sorry. Can you wait? Shift of.

13:48:57 Community Development staff time generated.

13:49:01 And the current, I think, is what preferences.

13:49:07 Because it's not on this list anymore. But I'm going to suggest including.

13:49:12 And that partners, with the consolidation of the different boards.

13:49:16 Attack the pack.

13:49:18 Decide to pay for, but then.

13:49:22 The harvest.

13:49:24 And so we when we say.

13:49:26 Because this is gonna be important with the language.

13:49:30 For a.

13:49:32 Reply. The sales tax

13:49:35 And we say planning.

13:49:40 Or economic.

13:49:42 Developer.

13:49:43 What grace did you do your development? There's.

13:49:49 It's been a planning director for Recruiting Development director. So I think I would use the term community development part of it.

13:49:57 Very neat about so shifting. Some of the staff time in that department.

13:50:02 To.

13:50:04 Work that generates revenue.

13:50:06 Oh, man!

13:50:14 What I want to know more about the library lease, because the library is funded by the county.

13:50:21 Yeah, I just would like to learn that confused.

13:50:29 And I'll do that.

13:50:30 The situation.

13:50:40 So it's an independent hours authority.

13:50:43 Of which.

13:50:44 Each of the cities have one seat on the board, and the county also has one seat in Santa Rosa.

13:50:51 Another sympath is accounting wide operation. It's not a county drive operation, and who is our representative.

13:50:59 Strategle, part.

13:51:04 He is our.

13:51:05 Commissioner, if you will.

13:51:09 And yeah, what is his term.

13:51:14 I don't know when the 4 year terms. I don't know.

13:51:17 Once we started, or what this term is, up.

13:51:20 Okay? And there is a tax that we're paying currently for the county library. Is that correct? On top of the you get share property tax.

13:51:29 And we have a lot of sending that up for renewal in November. It expires in December.

13:51:42 It's not a separate levy for property taxes, but they get a portion of property taxes. How does that happen?

13:51:49 So property taxes are allocated. Prop. 13. As to how the allocation was established. And so it's based on whatever their allocation was.

13:52:01 Established.

13:52:02 The prop. 13 is, it's not a uniform allocation across all.

13:52:06 It's called tax rate for all jurisdictions, but they get.

13:52:10 A portion of property taxes throughout the county, and then the measure y, which is a 8 sales tax, supplements the property tax that they.

13:52:18 Okay, so that that all goes to the Jpa text and the sales tax goes. Jp.

13:52:25 Now do other

13:52:28 To other cities.

13:52:31 Their library bill, their buildings and.

13:52:34 As the money making thing is, I think we're probably leasing it for.

13:52:40 So Santa Rosa, which has 3 library buildings, does not have a lease.

13:52:44 Library, there negotiating.

13:52:47 This is now, or had recently, after November. Most, if not all, other jurisdictions, have a lease with library forest builds the only branch that Iowa with library actually based rent. I don't know what it is, but I think it's very little.

13:53:06 The rest of them typically.

13:53:10 Not, only do not receive revenue.

13:53:13 They pay for.

13:53:15 Much of the much, most all of the Major.

13:53:19 Maintenance style. So the library is for.

13:53:22 Relatively modest interior pains.

13:53:25 Shelby.

13:53:27 Those sorts of things, and the cities pay for.

13:53:30 The more extensive the roof, the extra even ventilation systems.

13:53:36 Parking lot they've been in their maintenance.

13:53:38 That's.

13:53:40 Where it's probably overly simplified to say the city state and the library is for the inexpensive stuff. Could you give an example when I was on the Library Commission.

13:53:54 Santa Rosa, their Hvac.

13:53:58 And.

13:54:00 At that time.

13:54:01 The library, administration.

13:54:04 Hey!

13:54:05 Or that capital event.

13:54:07 But that's similar. That's similar has not been extended.

13:54:11 To all the different branches.

13:54:13 To our moving hawks.

13:54:14 So when we say renegotiate, we're going to have a meeting with the library director this Wednesday.

13:54:22 To have a discussion.

13:54:24 How much they could contribute.

13:54:26 To capital improvements that we anticipate happening.

13:54:30 Like preparing a solar and preparing our heat.

13:54:34 And that savings. I won't start a budget.

13:54:37 So that's the reason why I keep seeing it here as a potential revenue.

13:54:41 Option. We saw a number of months went up or started.

13:54:45 On a slide that says, that's a potential revenue generating option. So that's the reason why the library ad hoc is important.

13:54:53 To figure out a way and then adding, entity has a lot of library administration. If you look at their appliances as a ton by.

13:55:02 And so to know.

13:55:04 And so there's a couple of other partners in terms of financial crisis. We need to be looking at partners and seeing how they can help us.

13:55:13 While we're in this kind of crisis.

13:55:17 So we would renegotiate police with the Jpa.

13:55:21 And.

13:55:23 Have in that lease that you know, maybe for the next 5 years, that they're covering all the building.

13:55:30 Something along that line that we can route. It can't be that greeting, but we can actually, Dom's idea we'll discuss on Wednesday is a set aside about.

13:55:38 So that when we budget, we can have, like, okay for our budgeting purpose, can you contribute \$45,000 here for anticipated Major.

13:55:50 Like.

13:55:51 Repairs our Hbacc. And it breaks. Does that mean Hbacc is breakout time? Our solar break.

13:55:59 Because then that way we just don't have to approach them. Every time something breaks.

13:56:03 We both have set aside about.

13:56:04 And we'll see how the discussions.

13:56:08 45 doesn't really sound like. And I think that we're in a situation where.

13:56:20 It's the building needs maintenance. I think we could write it in that the.

13:56:25 Johnny will cover the maintenance of the library. Lots of good vibes, yeah, or our meeting on Wednesday. But but I guess I would be concerned about naming.

13:56:35 There you go!

13:56:39 We have got to put together. We have a I don't remember what the number was, but.

13:56:51 Likes.

13:56:46 There's some. I think it was a 6 figure number that if we were putting money aside to replace our upgrade, it's what 100,000 per year, or something. I don't remember what it is.

13:56:55 Do you remember?

13:56:59 It's a hundred 8,000.

13:57:01 Set aside.

13:57:03 Just for the library.

13:57:07 Those are the items that the city's responsible to replacing the current lease, configuration.

13:57:13 It should be a hundred 8,000 assigned to replace the roof side of the main. The landscape in the.

13:57:19 My kid is ready to replace him, and we're not doing that for any other jurisdiction. By the way.

13:57:29 But this is this is going to be an uphill conversation.

13:57:32 So we have a hundred 8 set aside. So we have a hundred 8 needed nothing. That's the reason why, for everybody who's like, Oh, this is not. We have potential risks.

13:57:47 And that's the reason why I can library. Our market is important to continue to have that relationship with the library to demonstrate our needs. So yeah, it's an educational piece apparently done a really bad job.

13:58:04 Well, thank goodness, we have God, who did the whole Jpa negotiation. So we ever need any information. He's the one to go to.

13:58:14 Nice.

13:58:16 So right now the library is.

13:58:20 Nothing on these big exterior. They have paid some dollars. I think they have paid some that they have not been required to pay for the leasing that the State has.

13:58:34 Provided Grant funds take on a large grant. So that's all. But we also we pay. Dante tells me.

13:58:43 My credentials. Think about it. But Solar on the library.

13:58:48 Which helps reduce their costs.

13:58:50 Which all benefit.

13:58:57 And so this is on this list. And so what actions are you gonna take.

13:59:04 You're having a meeting on Wednesday, having a meeting, and you're fired up and discussions. I think we're right. Okay? And you're ready for that.

13:59:17 So I'll work.

13:59:18 So the other items on the list. If.

13:59:22 Sales tax measure I think you know about, I think familiar.

13:59:29 We're actually just a quick update. We got 2 proposals expecting to by the end of the day.

13:59:36 These are confirms that negotiate of cities for these kinds of developments. They do lots of other things, too, as well is. I actually one of them is

13:59:47 Cosmogon.

13:59:48 And there's about local firm as well. So we're we'll evaluate those proposals and probably help us.

13:59:55 Negotiate that? Who pays for that cost.

14:00:00 And they've already agreed to this, and not exactly. But I think there's.

14:00:04 If they went their hotel process quickly through the.

14:00:09 Then.

14:00:10 Passing their interest to do that. They are, they typically do. Typically the developer based costs for projects like this. And so we're anticipating that they will nothing else out of their own self interest.

14:00:25 Update the building keys. We've done that to the and I am coming soon. On updating the building valuations which Tyson.

14:00:34 Properties.

14:00:35 And then

14:00:37 Well, we don't have a Grant writer to do.

14:00:40 Pursuing France for being opportunity. It's.

14:00:44 Some of the power on our radar screen.

14:00:46 I will say we lost our grant.

14:00:51 Even \$60,000, so we had nothing from it not to bash them. But aren't there some grants still pending.

14:00:59 Not sort of them, I mean. We see the Grants, and now they're up to administer.

14:01:06 But we did receive some grants from their efforts.

14:01:09 Not really not really.

14:01:11 I mean, we did most of the efforts based on the ticket that we've received some, but.

14:01:17 The cost for them to do it versus the amount of staff that we did. It.

14:01:21 We did those out to myself. So how can we be better at writing grants? What do we need in order to we need? Do we need a person? Was that just

14:01:31 Not a great contract or.

14:01:34 Because it seems to me that we've got some big projects that I'd really love to see happen like.

14:01:40 Master, plan a particular grant for that, or grant for.

14:01:44 Roads, pipes.

14:01:46 Things like that. So.

14:01:47 What do we? What's our best path forward?

14:01:50 Regarding obtaining the grants.

14:01:53 One writing isn't specialized.

14:01:56 Type of thing it is so. I don't believe anyone on staff honestly has the capacity or.

14:02:06 The wherewithal to write one of these grants with all the expertise, and then, as well as the administration of them, if we do get them afterwards. The amount of reporting that's involved.

14:02:14 So you have to weigh how much we receive versus how much.

14:02:18 How we are doing that.

14:02:20 The other thing that we ran into just on this last year. This is the 1st time I've worked with a consulting company. Is that a lot of these brands are for underprivileged communities. We do not meet that.

14:02:32 We have been.

14:02:35 Excluded from a lot of grants that we wanted to apply for. Basically because we don't meet the criteria for this community.

14:02:42 So I mean, I think we need to work really closely with our local grants.

14:02:47 Like, Cta Rcpa between power avag. I mean, I think we need to really start focusing on.

14:02:56 Committing ourselves to those types of grants.

14:02:59 But yeah, it it is. Really we don't have any video staff. I mean, you would. You would need to hire a qualified, specifically.

14:03:09 And then we lost home.

14:03:11 Or we're losing. We are losing. And she has done a lot of the granting. Is that right? She's been.

14:03:18 She's yes, she's worked with the consultant on some of them.

14:03:21 But she has done like the roads, grants.

14:03:24 But the other thing, too, is, we also have to have.

14:03:27 Project ready!

14:03:29 Seth, before we can go out for grants.

14:03:32 So that was one of the things we need to look at, too, is having some shovel ready. I guess the word.

14:03:37 Getting some of our products to be able to to apply for the experience. So I know she has some in the pipeline for that.

14:03:45 From the catalog projects. List.

14:03:47 Some some things a couple on there that were, you know, designed doing this design, and she said that a couple times.

14:03:55 So if she's not here, then who will do the grant, who will go out to the grant.

14:04:00 What do we need to do.

14:04:02 To help support that.

14:04:04 We'll have to work with the department if we did a public work. City engineer. Hopefully, one of the staff, like.

14:04:12 With the engineering tech, we might be able to utilize some of that experience.

14:04:17 But I don't have an answer from that other than if the city wants to go back up to see how much another Grant writer would be to see what recommendations we're gonna get and then bring that back to say.

14:04:28 Do you want to stay in whatever.

14:04:30 That amount is.

14:04:33 I think I think it was a good spin. Don't get me wrong. I think the 60,000 ride was a good spin, but it really opened our eyes as to what we can and can't apply for. So you know, we did go after quite a few 1 million dollars worth. We didn't get it, but we did go. After quite a few dollars of the consultants.

14:04:54 Yeah.

14:04:56 Wants to learn how to work with our different nonprofits. We are sort of seen as being a Boucher area. So you really have to drill deep.

14:05:05 To show in the fact that we're now. I think we're like.

14:05:10 14% in poverty in a lot of that bias in the county, and a lot of renters and a lot of our kids get free food.

14:05:24 Is that 2%? I think it was exactly.

14:05:27 But maybe that's just so. We have to like find ways to like break things down with our nonprofits, to support them, to get the data to demonstrate the gaps.

14:05:39 So there's that the thing I miss, though. Did you do the update building ordinance? I mentioned it, the Cabinet Council said, Oh, I thought that.

14:05:51 Upstate building fees.

14:05:52 I thought that one was coming to cancel that one. You've already.

14:05:57 Yeah, that was the whole thing from the canopy thing before. But we we change the the budget. Oh, but it's also.

14:06:07 Increasing the fee bubble for all. Okay, all buildings. And this is building support.

14:06:13 It's tied into how we value the buildings which ties into cool.

14:06:19 So I have one more question on the Grants. Does the city get a sense of upcoming grants? Do you? Does it come to you.

14:06:29 Do you have to know? We actually go out and chase.

14:06:32 So I mean, there are some clean power. That's the reason why we're all on board to these regional groups. That's why we go. We have to take notes.

14:06:41 To like. Listen to anything, or Cpa is another one. That's how Lisa got word for the thing right. And so I and I go through, consult. There's a lot of different websites you can go to for brands and things like that. You have to really be on top of it. So you really have to have some dedicated.

14:07:06 Saying.

14:07:07 These grants are available. There are consulting company did that for us, because they have access to all all of these websites and have multiple staff members. I can go out and do that. And then they create one document for us and say, here's all the websites that we think you might be able to apply for.

14:07:23 Problem is all these that are available again, lot of them are putting in there. It's either a matching grid. So let's say it's a \$200,000. Grant, we have.

14:07:31 50% of it at times or 20%. There's a matching part of it. Or again, we ran into the not meeting their classification of.

14:07:40 Better published.

14:07:42 Okay. But yeah, we we do reach out. We do go online and look at all the way.

14:07:48 Would it be helpful to you to hire another Grant writer.

14:07:53 I'm the Grants weren't really for me. So I would like to ask that question to the staff, because, you know, police.

14:08:00 Police went out and wanted to brand the fire department, went out, wanted some grants.

14:08:05 Couple of words did some or I think a lot charging.

14:08:10 And Tony is doing. You know the roads and all that, but planning was a big part of it as well, and also we, we would probably want to reach out to the partners to see if they thought it was beneficial or not. Okay.

14:08:22 I will tell you as well our ability to support some grants we've received.

14:08:38 That's that.

14:08:40 Pretty time right now, especially within our.

14:08:44 3rd director of this year.

14:08:45 Can you tell us more about that, Grant?

14:08:49 I believe it's in the 400,000. It's around.

14:08:53 The goal is to be able to prepare for increasing density.

14:08:59 In the roughly.

14:09:02 Recollection.

14:09:05 We have started some work on that, but I don't.

14:09:11 Sure I have that right, but we just have not had any projects like.

14:09:19 Sustainable transportation projects. The Barlow Hotel.

14:09:26 They're just finished the documentation for heather. Grant that they didn't complete that work possibly \$5,000, because.

14:09:34 An associated documentation project. The Home Key Project list just goes on this.

14:09:42 Yeah, so there's.

14:09:45 Very much a balance issue. There.

14:09:48 Data concern.

14:09:50 His grants are.

14:09:52 And then I'll remember.

14:09:52 There's there's work no work associated with.

14:09:56 Administering them, provided work so.

14:10:01 That one in particular.

14:10:04 Question, mark.

14:10:07 Cool any other questions. They're all good. So no more questions on the current. Recent ones. Are we moving over to the next column for all those who pay attention.

14:10:18 To the future options. Is that what we are? Okay? So.

14:10:23 So I'm not entirely sure of the difference between the 1st 2. And this was the new city. Fees and funds to maximize cost, recovery, and.

14:10:34 User fees. So maybe you can explain this.

14:10:37 This I hope.

14:10:40 They were on your board, so I'll just hopping it down. So I think what used to be is that it's land on there for a reminder that we need to update a user fee for full cost recovery. And we do have those annually. And we do those annually.

14:10:55 The user feed update is that from like the baseball field, is that what we're talking about from the public? I forgot what we mean by user fees. User fees are yes, what we charge for, especially mid fees. What we charge for billing fees, what we charge the planning fees. So it is a multiple like 30 page document that each department has.

14:11:14 As to what a service cost in that department. So these are standard fees. We can't charge more than what it takes for staff time. So this is always under the staff time as what we can charge the community.

14:11:28 So I think that's what those 2 items in there for future.

14:11:36 So.

14:11:38 Alright. And then we're moving on to development fees.

14:11:42 That sounds familiar. But now, Tyler, sure enough to explain it and explain it to public and professional memory.

14:11:50 Wasn't that part of the building piece? No development impact fees? Or how much does it cost when you bring a development forward? What are the fees that we charge for water fee. What do we charge for school fees, traffic impact fees? Those like that? Those types of fees.

14:12:06 It's my understanding, based upon what the building official has, that we are well below what other cities charge.

14:12:13 And so they would like to review the development impact. I think it's been about 5 5 years since we've done the development impact study. So it might be time to review the development impact phase to see how far below we are.

14:12:38 Aim is is that we're enough.

14:12:40 To help with an episode or not.

14:12:43 Thanks.

14:12:44 I don't know without doing the report, so I would have to defer to your billing, but I believe it was worth it.

14:12:52 I can't remember the cost of the consultant last time we did it. How much it was 30! It's more than I think. It's more than \$30,000, but we did not budget, for in here, so like my recommendation would be, my understanding with my recommendation would be is to have our building and public works work together to see if they think that there would be an advantage to have this updated this year.

14:13:17 Or to fit into the next year's budget as a proposed cost for the next year 2,026 budget. So we'll work on that. We can do that to see if we think that that's possibility or yes.

14:13:38 About what we're doing and not just hanging our hands in a sales tax hopefully to bring in more revenue somewhere. So the water sewer connection piece.

14:13:49 That sounds like the develop.

14:13:52 It's it's on the developer. This is not on the members of the community. These are when you bring in development. So they have to pay certain school fees, you know, and it's based upon I I could be wrong on this one. I don't remember if it's based upon the evaluation. The project as a

whole. But these are specific fees that a developer, when they bring something in, has to pay to the city, and it's all just us.

14:14:15 But they have to pay us full impact because their development impacts the schools in the area. They have to pay a traffic fee.

14:14:22 Their development puts an impact on the traffic.

14:14:25 Depending on what size water meters. They may be a 6 inch line versus a residential that may have 30 smaller ones. So it. Just these are just the fees that developers know when they come in, how much they're gonna have to pay to bring in a bill.

14:14:50 Because right now it seems like it's its own classification. Oh, sorry what you described it like. It's super hookup. I'm like, wait a second that sounds like what I heard.

14:15:10 Especially because we're bringing this map on September 3, rd as an agenda item. So I paying attention. This will all get while we'll have minutes from this meeting, and so that people can follow this before they see the agenda item for September 3.rd So.

14:15:25 There you go. So economic Development Community Development Department that you mentioned earlier is that right down? That's that would be the ideas.

14:15:40 This is one of those topics that.

14:15:43 Or levels of effort that can be very broad, and very expensive, or can be very narrow and and.

14:15:51 The ranges.

14:15:52 Tremendous because of the possibility, sir, but.

14:15:56 Very wide variance, so.

14:15:58 I can go into that in more detail if you want, but there's a.

14:16:01 Area of something that we're hoping we can start spending more time on.

14:16:06 That would be the idea. This, again, is going to be one of those. I think about this in the priority setting, because that's part of it.

14:16:13 I'm not sure I'm concerned about what's already on their plate, and that's something significant probably means.

14:16:21 Either way you can tell something on their plate is completed, or something off, or stay in the back.

14:16:27 Depending on how long the scope is to get to see an example.

14:16:33 How you want at one element of economic development.

14:16:38 Try and correct business, more retail businesses into spaces.

14:16:43 And that pass particular data that you want to support that which is the marketing strategy working with landlords.

14:16:51 Working with real estate. It's got kind of this whole.

14:16:55 Help set up work around that if you want to try to build just general, hard to do. But that's what that looks like.

14:17:02 Another economic development is is a lot of visitors to tell, because reserve dollars and dollars makes sense.

14:17:10 Completely different approach. You work with completely different set of people.

14:17:13 Your strategy is almost completely different through some academic tours. And it's not a strong website that attracts visitors.

14:17:23 Maybe the restaurants or other visitor businesses.

14:17:28 Some kind of marketing plan.

14:17:29 It's a very different.

14:17:32 Effort them trying to attract.

14:17:35 Supporting local businesses.

14:17:38 I don't know. Hear a lot about what does it actually mean?

14:17:44 What city it means going around doing videos.

14:17:46 Once a month of local businesses, and we're featuring.

14:17:53 All Cornell Restaurant this month. Great Manual. And here's the history of our thoughts and examples.

14:18:00 I thought I asked local business what they would consider.

14:18:02 Support.

14:18:05 You know, I want to comment on that. Okay, my 1st reaction to that having a video and putting out things going. And you know. But when you say like, say you do an interview with the owner you interview and you get a little bit of education history. You start educating people about why they're doing it. Why, they're passionate about what they're doing, how long they've been there. So you're teaching people. Then it becomes a lot more interesting.

14:18:29 Interesting to me, because it's a it's a way of.

14:18:33 Educating people in a hyper local way, and I think that's be great.

14:18:45 Related arguably the visitor attraction. Maybe drawings to those videos.

14:18:51 But.

14:18:52 This is what I mean by the scope of this.

14:18:55 Costs for their dollars.

14:18:58 It's going to be very narrow, I think once we get the hotels, and that that will automatically bring visitors to town. So.

14:19:08 It seems to me that trying to bring visitors to town without having hotels yet is not.

14:19:13 A very good plan.

14:19:15 But I have one room to say, but that is in our part. They recently they, while they're planning to change out that huge theater.

14:19:25 Into multiple contexts of the pickable ports.

14:19:30 And so what about turning our Cvs into pickable.

14:19:34 And I don't know. Then we'd probably have to buy the building. That's probably not work.

14:19:42 We've heard there's interest in turning more of our buildings large. Yes.

14:19:48 They had a big parking lot and.

14:19:52 Yeah, I think our role something like that is to make it as easy as possible. Here's economic development.

14:20:01 Disguise.

14:20:03 It's not necessarily there. But here's what. Here's an example of this.

14:20:08 Right now the desire to be more time, structure.

14:20:11 You can give your all of your titleists, and this has happened from the city council, which means you're good to go.

14:20:17 And then you go to the desired, and they say we want you to move this tree or this, that, and the other thing that's really backwards. That's an inefficient process. If you want to make it easy for somebody to do something like locate a business. So you don't do that.

14:20:30 Yeah.

14:20:32 Do the design review process before you finish your time. So that's economic development kind of disguise. This as being more efficient.

14:20:42 Cool. I just wanna give a heads up. The fact that I have a hard stop at 2 55 so got my recommendation is when you have economic development that you put like small examples of what you need.

14:20:55 Because otherwise, when the notes come out on this, no one will know what you mean.

14:20:59 And make sure. My suggestion is that you use the same language. So we're using community development.

14:21:07 Type that in there don't use economic development. The language has to track.

14:21:11 So, whatever the job announcement is, whatever accounts in the past. If the words have changed.

14:21:18 Then, if there needs to be an explanation for it, because in the sales tax rebuttal.

14:21:23 That it needs to be the same.

14:21:24 So what? What our role is? The function.

14:21:29 That's why people know it. Be clear on that. So just, however, you raise it. Let's use the same terminology moving forward.

14:21:40 This reassess form of the whole business ordinance. I've heard in the past, in a brief summary.

14:21:46 What is it? Explain to the public? Explain it to us, and whether you recommend that we.

14:21:51 Move forward!

14:21:54 So I'm gonna.

14:21:55 I know a little bit, probably less than anybody else, and at least.

14:22:05 What that is. I can take a crack at it, basically what it is. We wanted to.

14:22:11 Ria says.

14:22:13 Formal businesses, which basically means there are limited numbers of.

14:22:20 I don't think any thoughts, and that's not with, but there's it's a name store. So like a we have a trader, Joe's, or something like that. There's limited numbers that you can put in certain areas within the city. We want to reassess. It's if we can re.

14:22:35 Remove some of the restrictions so that we're not limited into how many can go downtown? So we want to reassess that, I think, is, I think we need to reassess it, in my opinion. And so we've asked the planning department. I don't know if they've had that chance to do that yet. But I think that we should reassess that premium business ordinance to see if we could bring more retail into the areas which restricted right now, and I think downtown is one of the restrictions.

14:22:59 My recommendation as well. Also the fact that I don't know where it goes, but.

14:23:04 For a larger type of events. And one I specifically mean is the fact that I'm gonna not name the business. But it's a young business owner who spoke with other young business owners. We need to do something to increase the vitality of downtown.

14:23:16 Right now. I'm just gonna cut it to the clip because we're running out of time. It is dead.

14:23:22 No one comes downtown.

14:23:23 Is like an old community that rolls up its windows at 6 Pm.

14:23:28 And then that's it. There is no twinkle lights. There's no music, there's no restaurants, there's nothing going on. So whatever department we need to do to redo this zoning to make it large.

I think, Sandy, you had mentioned big festivals 4, 20. I don't know what needs to happen. Does that fit under zoning, or something else.

14:23:53 They could fall under 2 places, it could fall into the visiting organs, which is basically the number depending on what use permit is for the business, so I don't. Each business has their own conditions. Approval. How they can stay open noise, ordinances, how many events they can have.

14:24:08 And then it also falls under our municode under again permits. What type of permits is being planned like my suggestion is reviewing both of those which is

14:24:21 It's not on here. One of my overalls is to have me cause. I know we have a city attorney on boards and see that I've been doing mass.

14:24:29 Mass review code. But the other thing, too, is to work with the chamber in the downtown businesses to come together to do some of these large events so like having, you know, a movie in the park, having, you know, some type of rates other than apple, so like doing something that the holiday season, or, you know Halloween or so working with the Chamber somehow to be able to to revitalize the downtown.

14:24:54 To having minutes to stay with that to me. It's how we're gonna bring those events into it. So the zoning yes, community, yes, but I think it's also working with the Chamber to say, Hey, these are what we want to have. How can we make this work.

14:25:19 8 s.

14:25:20 I've all got pretty old stores, but they also have a vibrant community. So my recommendation is that we use the staff time to do a staff report for everything that you just said, as far as reviewing, and permit the zoning and municipal code, and work with the Chamber and order to create lively events.

14:25:43 That go beyond 6 Pm.

14:25:45 Like a 4, 20.

14:25:47 I don't know what's so tiny, like a 4 20 festival.

14:25:52 In box.

14:25:54 Something like that I don't know, but something like.

14:25:59 On 4 20, April 20 and April at 4 20 in the afternoon the festival would be well. No, on 4 20. It's like April 20 min. But anyway, copy and paste what he's book is doing, or God, you recorded an article we can maintain the pre-building.

14:26:22 Okay, fun things that people can look forward to after 6 pm. Right now.

14:26:27 I mean Andre himself, she was recently quoted. It's like no one comes down.

14:26:33 No one comes out. Oh, yeah, they're at the bar. A lot of people, I know, but they'll go into the Barlow is now helping the downtown businesses who we keep hearing about in reference to our

sales tax and the rebuttal that was filed against it. So it's something, but it has to be a live and viable. So that's my recommendation.

14:26:58 But even if you don't, that's gonna be my standalone. So I think the topic was the formula, and I really respect and want to maintain our downtown as a no formula. That's just something I feel strongly about. So.

14:27:19 And I told me I love the idea of events.

14:27:22 And I propose some or.

14:27:25 This upcoming meeting. So we're not bound on that.

14:27:33 Yes, I support him.

14:27:35 I even thought maybe we could.

14:27:38 Block off the downtown like that one block right downtown traffic going around. And then you have a big party.

14:28:07 Alright we have. I'm talking about now in the course.

14:28:10 I'm not sure I think it's geared mainly towards downtown. So my recommendation is just to do a short one page informational item. Where is the formal business criteria situated? And then just bring that back and and.

14:28:39 Have a discussion, have a discussion. Yes, we wanted to re-look at that or no, so we will take that off the list.

14:28:45 And also Roger Park has a data. It's called Idle Water Park, and I think the best about.

14:28:56 Seriously think about this stuff in that context.

14:29:00 Right? Right? But we're making this report by way of minutes. So we're putting this forward by way of recommendations. If it ends up part of the priority discussions. But this is the recommendations from us now and then. Kind of may fall into your September 3rd presentation.

14:29:20 Are you concerned with that.

14:29:22 Now.

14:29:23 Concerned about the realistic real reality.

14:29:29 7, full 5 full time.

14:29:33 Employee with multiple dozens of part-time employees.

14:29:39 My it. I work at a department with a lot of.

14:29:45 But they have people driving.

14:29:48 To have people full time employees, not all-time employees working on us. They have a department that doesn't exist.

14:29:58 With lots of volunteers to include city councils.

14:30:11 So it's now the big on city staff. They heavily rely. Well.

14:30:18 Structure well, message chamber, which I think all kept behind.

14:30:24 So I don't want to put it all at once. Yeah, I wouldn't expect it all.

14:30:33 Would help support it, and we're all invested. So we'll all our slaves are not. I served on the board, so former executive director will always pony up and serve on planning.

14:30:43 We will make it happen.

14:30:46 Yeah.

14:30:50 There you go. So in 20 min.

14:30:51 So I just wanna go through. And I appreciate going back. Thank you. Going back through the tapes when the full council.

14:31:00 Weigh in on all of the options. In the last column.

14:31:04 That's identified as previous topics, lacking some consensus.

14:31:08 So my recollection is the fact that we had a full like list, and everybody gave them thumbs down, and these didn't make.

14:31:17 3 thumbs up.

14:31:18 And I think it's been verified.

14:31:21 Right. I think he wraps the tape. So anybody wants to say different than I could talk to. Actually thank you for spending the weekend part of your weekend going over that table.

14:31:31 Doing all this? I think the Vacancy Commercial Building, one, though.

14:31:38 Once I went back and did it with

14:31:40 There was support on that planning re-look at that. Oh, that's important!

14:31:46 Yeah, there there was. It was supported in the November meeting. Is that the one that Carrie ended up at the meeting? And then somehow I thought it was 100,000, but then I think.

14:32:00 So the 7 Council supported, and then, subsequent to the November, she went to the Budget Committee meeting on December 6.

14:32:10 And that's where make a comment that we would not get more than 100. So I just want to say the Council support. But it came back to the Budget Committee that she did not. Whiteboard. Moving forward.

14:32:26 Thank you for the refresher. Yes and no. Well, it depends. We don't have a clear.

14:32:36 Connection between how much time it would take to bring in that 100,000. So that was, you know, gross.

14:32:43 Got it.

14:32:44 Right because we don't. We don't have that information. I don't have the information that says it's gonna cost us 30,000 to bring 100. And then also does that take into consideration the enforcement because you're having an ordinance, but without enforcement. So this does not include enforcement. So for everybody following this tape, because we have heard that we did not consider.

14:33:07 The vacancy.

14:33:08 Tax, so.

14:33:10 And just really quick, too. It's my understanding.

14:33:14 Item, we need to go to the ballot. So those costs are not built into that as well.

14:33:20 Oh!

14:33:22 Okay.

14:33:23 So just wanted to make sure all I mean, all the information's out there. She brought it back and stated she was unsupported then, because it would require.

14:33:31 And election itself. So is there a way that.

14:33:36 We can.

14:33:37 You know, approach the owners of that Cvs building or the owners of the Redwood marketplace. They have probably at least 4 vacancies in that area. So.

14:33:48 How does the city handle that? Does council members get involved?

14:33:58 And we're short staffed.

14:34:05 Adding a position with the role of economic development.

14:34:07 Come back to that priorities list teleport is, I mean, why don't you phone calls? But if you're serious about a regional traction.

14:34:16 Comfort.

14:34:17 It is no small opportunity.

14:34:21 Serious or potentially serious.

14:34:24 Potentially some investment dollars, because.

14:34:28 Right.

14:34:28 You have to figure out where your.

14:34:32 Shy.

14:34:33 Particular types of retailers. Do we have a virtual, or do we have the right number? So we have the right number. Sporting goods, peril entertain all this stuff, and there's companies that can figure that out for you.

14:34:47 Price.

14:34:49 You're identifying where your gaps are, how big they are.

14:34:52 That's 1 piece of equipment, and then you try and figure out.

14:34:55 What companies.

14:34:58 Are potentially expanding.

14:35:00 We're supporting. These companies are expanding and looking for new locations. For example.

14:35:03 And there's people that will do that for you.

14:35:06 Have those connections. But yes.

14:35:09 And so it's actually economic development is often the vacancies market need.

14:35:16 But it's not a matter of just going over the trigger as the process. There's a real sophistication. Retailers very difficult.

14:35:28 There's a lot of work to put that data together.

14:35:33 Alright. Well, thank you for that explanation. So is there anything that we've missed as far as routing options, either current future, or ones that we've rolled out.

14:35:46 By way of council.

14:35:49 I guess I think our list here is.

14:35:52 I mean, is this a roleed out, or is it lacking for consensus? Because my recollections and I have different is the fact that we went through a list, every thumbs up, thumbs down, and these did not really get 3 characterizes.

14:36:09 Full council consensus. All 5 council members agreed. But you would not see sufficient council support then they were this, then? Yeah.

14:36:19 I can. Revising the business license tax could be something that would.

14:36:25 Possibly be a good thing to do.

14:36:28 Revising the City Business License Test.

14:36:32 Yeah, I think that would also need to be on the ballot as well. What about just city business licenses?

14:36:42 Has that been reviewed in the last 5 years or so? I think that was part of our discussion. What kind are you talking like in.

14:36:50 A business license business license itself. As stated, it would be a tab. So now you need to go to the.

14:36:57 Check.

14:36:58 And then there's also Sb. 9.

14:37:02 Which is, I believe it, says Sdi. And maybe that's the Sb. 1033. It's where your property owner can split them home and put an adu on it, and actually sell that.

14:37:14 Structure. And so it's quite complicated. At least, my initial looking into it tells me so complicated.

14:37:22 And it could upset neighborhoods. Really. So.

14:37:27 But it would

14:37:29 You would get more property taxes from doing that. And I went to that business thing that Mr. Lock.

14:37:35 Like gave us tickets to. And I went, and I sent you an email. And then you said it would be complicated. You were waiting for other jurisdictions. I think it was. Yeah.

14:37:51 But you're right. It does sound like it would be a huge, heavy lifter, I mean, as far as like researching and all that stuff. But.

14:37:59 And I think that it might be good for people who are retired looking to sell off a piece of the property. But then, when they go to sell at the end, then they're gonna lose the value that they did have, because half their property is then gone. So.

14:38:14 So yeah, they make money, but not.

14:38:18 It doesn't help them in the future.

14:38:21 That's true. So something I guess we can.

14:38:24 Yeah, to make sure that we're educating the public because we are hearing the fact that.

14:38:41 I think we heard the last.

14:38:44 Council meeting the fact that they didn't feel like we had adequately informed them about other things to explore the sales tax. So that's the reason why it's gonna be that September 3rd But before September 3rd all the minutes all this.

14:38:55 It's gonna be eventually attached to today's.

14:38:59 Date on the website. So we're gonna help. So I think we're done with the revenue stuff. Yeah, I think, are there other ideas that could make money between now and September 3rd

14:39:23 Weigh in, because when we had this discussion.

14:39:26 Oh, we made it clear. Cut them out. We sent emails into Mary. We would love to add the public input.

14:39:33 Everybody was watching ideas.

14:39:37 Cause that being said, count cities, revenue, taxation.

14:39:42 Before I hold policy committee for an entire year. I did not hear other cities, so alright, if we're there in the last 19 min.

14:39:54 Then I guess we're going to agenda. Item number 3, and.

14:39:59 So done. It's not gonna talk to us here. So the budget adjustments.

14:40:10 The only ones we have are.

14:40:13 Based on actions that have been taken thus far. We have the approval of the.

14:40:16 Agreement.

14:40:21 For Sdr. Or anything.

14:40:24 Yeah.

14:40:26 I'm not aware of any other adjustments that we need to make.

14:40:30 Now, if there's any changes to salaries.

14:40:32 We haven't done that yet.

14:40:35 We did the public works, and I'm sorry. Engineer. That was already improved, and we're not adding to it because we're saving money from it.

14:40:47 City engineer's budget, so there's no cost difference on that. The only other thing that I can think of is that.

14:40:53 Depending on how Delete goes. I would need to come back for major adjustment.

14:40:56 Or Happy New Year for the Council. So we just want to keep this committee up to date. It's like, Okay, this reminder that many was not built into the budget, so it will need to be incorporated. So we don't.

14:41:16 You know

14:41:16 And then do you want? I'm assuming we're doing that midyear, or did you want to do it?

14:41:21 Like as an agenda item to, you know, change.

14:41:26 The one sheet of the budget. To make it more accurate.

14:41:28 I don't know I'm gonna do that. I'm not gonna work. So it doesn't kick in until after December. Is that correct?

14:41:37 Any changes don't happen until after December. Noa.

14:41:42 They're rooting to effect immediately. And having heard from one person the fact that they consistently want to see and updated.

14:41:51 Cover page that has everything condensed like where we are with.

14:41:58 Revenue.

14:41:59 Expenses.

14:42:00 My preference is, and especially as far as when we're talking about meeting times, I understand that does not feel like having.

14:42:08 Monthly Meetings is important.

14:42:11 But their transparency purposes, especially because prices, and especially because I.

14:42:17 Getting a sense that not everybody was completely happy with what we spent money on.

14:42:23 I don't know. My my plug is that we still have monthly meetings, quarterly meetings. So, but they answer your question, Mary. Yes, I think we do need to bring back.

14:42:35 What the general.

14:42:37 Overview of where we are with their revenue expenses, and how these adjustments impact those.

14:42:46 I think we can bring this back earlier. So I'm gonna suggest, we do what we have better and more information. For example, we will know hopefully, relatively soon.

14:42:57 What? What? The kind of get the Council direction up there for supporting the staff support for the Community Action Climate Action Committee and for the Revenue.

14:43:08 Tomorrow I anticipate creating an item that's better, and then.

14:43:11 We'll figure out how that.

14:43:14 Proceeds. If that happened, the \$92,000 recovery.

14:43:19 That is.

14:43:21 I would rather use, maybe quarterly, as we have better information, and as we eventually develop.

14:43:28 Our regular 20.

14:43:31 Capacity.

14:43:32 I just.

14:43:33 It also just wouldn't.

14:43:35 An individual item.

14:43:37 With an update on something that, falling out to someone.

14:43:43 Regular, semi-.

14:43:45 Where where we are.

14:43:49 My personal opinion. I don't think the budget adjustment or.

14:43:54 At this point.

14:43:56 I'd rather be spending the time on figuring out how to do the Quarterly and putting together.

14:44:03 Justin, alright, cool.

14:44:08 Okay.

14:44:13 So are we. Down with 3 kv. Then.

14:44:17 Or the midier budget topics.

14:44:21 So we identified in the Budget Book.

14:44:23 Topics to bring back here.

14:44:26 There's items that you said instead of them.

14:44:30 What else is on that suit the keeper, that that might feel whether we should do one or not. And then the full connection is a subset development impact fees.

14:44:42 The mou that manages popped up.

14:44:45 And then the Comp. Study. We did discuss the Comp study that we'll get

14:44:51 That's.

14:44:53 People that were big on the projects.

14:44:56 Very soon, and we'll know more about that. And then I also need to go out when Rfp. For the audit service, because we have the current auditor for over 5 years now.

14:45:06 Best practice that

14:45:08 Get a.

14:45:10 Ours.

14:45:12 That would rotate out.

14:45:14 So that's gonna be in the works as well.

14:45:19 And the second step is also part of the mid year topics.

14:45:24 Okay.

14:45:26 I wanted to mention one thing that's related to the budget, and the President reported today.

14:45:33 So.

14:45:34 For me. There's no rift here. I don't.

14:45:36 I don't. I don't feel so. That's just me on this end, and I apologize if I

14:45:44 If I heard anybody's feelings, or you know.

14:45:48 With my comments. But it was not.

14:45:51 Intended at all. So did you see today. The headline was that there's a widening rift or sides. It's some kind of revenue staff, and the city leadership that was today or yesterday. Oh, yes.

14:46:16 Reduce their deficit. And it just lists everything that was in today's paper.

14:46:24 Michelle poverty. Yeah, it's probably a tomorrow. It was it was online today that just basically said 2.7 million deficit. And then it just lists it. Every single thing that basically we're doing.

14:46:38 That sounds like a good thing to do.

14:46:40 Bye.

14:46:42 Okay. So before we wrap up so 3.

14:46:48 Topics.

14:46:49 So we talked about the budget adjustments. So follow up on that is that we're not having budget. So when we limit.

14:47:01 Stand alone.

14:47:02 Okay.

14:47:03 And then the midyear topics. You listed them. So that's what's gonna get typed up.

14:47:10 At the public.

14:47:11 That's our council members, in case they want to add something else.

14:47:15 So.

14:47:16 If we're gonna do quarterly.

14:47:19 Then are we gonna have from you, Tom? With monthly reports? Are you gonna hit the hot topics.

14:47:27 That you're gonna have been working on or addressing by way of budget during your general.

14:47:35 So do you mean must be reported out in terms of the monthly reports to go to the Council.

14:47:40 Yeah, I think anything that would be part of those.

14:47:46 Alright great, so that we can tell the public that if there's anything related to the budget itself significantly so, then our next meeting time will be.

14:47:58 September.

14:47:59 Is it? I don't know, like a quarterly beyond that, obviously.

14:48:12 Can I.

14:48:14 I guess I'd like to ask what the purpose is and what we're trying to accomplish. And maybe that's a question that's more about.

14:48:22 What?

14:48:26 I would appreciate if there's something coming on the agenda that's about budget or budget, related.

14:48:31 That.

14:48:33 We just we get a peek@itfirstst I think it would be helpful, and it would reduce confusion on the Council.

14:48:41 It's unrelated.

14:48:43 But on September 17th I'll be bringing on those potential uses.

14:48:50 On the sales.

14:48:52 That's the policy. Yeah, I think that one that's probably different than Budget related.

14:49:04 I'm thinking about.

14:49:06 But those are policy decisions regarding which is to me different than revenue.

14:49:15 I'm taking a thousand decision.

14:49:19 By the policy.

14:49:21 Enforceable necessarily, but.

14:49:24 So that thought I was coming. On the 17.th

14:49:26 Of.

14:49:27 I said.

14:49:29 That's October.

14:49:29 I guess I don't know how it would work because we're being recorded. So any council member can watch this. And so we're discussing policy decisions and.

14:49:41 You know things that we feel strongly about.

14:49:44 Then everybody else can see that.

14:49:47 And then does that become a phone act issue.

14:49:50 We're not providing input or anything to it. They're just.

14:49:53 Renew. And we're they're watching a meeting. I mean, it would be like.

14:49:58 Yeah, it's only a Brian. I think you start having the conversations. Or if they start recommending to the Budget Committee what they want to see those.

14:50:05 Item store you could review. You're only making recommendations. You're not determining how it's going to be. This council. The whole budget.

14:50:14 Everyone else. Remember the budget what your recommendations were. So you could say as a committee member, I wanna set aside.

14:50:22 I would recommend 40%.

14:50:25 You're at a budget committee member may not recommend that. And so there's no consensus as to what the set would be. So okay, well, I would appreciate that.

14:50:34 17.

14:50:36 I don't know.

14:50:38 Cool.

14:50:39 We shall have feasible. But let's talk about apps if we can.

14:50:59 So, and I recall.

14:51:01 So I do have one trip on the 19.th

14:51:11 Revamp the 24.th

14:51:14 But.

14:51:15 I've gone through.

14:51:18 30.th Okay.

14:51:25 Second, June 4.th

14:51:29 I think maybe you have an agenda.

14:51:31 I can do before June.

14:51:41 I could also do the.

14:51:45 Elements of staff reports. They need to.

14:51:47 A week.

14:51:50 So when when you need to have it,

14:51:52 And if we could delete it.

14:51:57 Okay we've got. I'm just.

14:52:00 Person I prefer to.

14:52:07 Quite a bit of time now is that.

14:52:09 When you're born.

14:52:13 Do after.

14:52:15 Certainly 10 o'clock.

14:52:17 And I'm probably not going to be here anyway, so we can't do the fire ad hoc. You will see her in person, and.

14:52:28 Trying not to be, but if that, if it's that, I mean I could probably do it.

14:52:34 Afternoon if you wanted to try like.

14:52:36 One, otherwise I'll do the afternoon on the 4th that I have to.

14:52:41 What I have to change.

14:52:50 Microsoft, Gotcha.

14:53:08 How long.

14:53:14 Is it just to review the policy.

14:53:18 Unless there have anything else compelling to speak to.

14:53:21 That comes up between now and then. But at this point.

14:53:25 That's what we would.

14:53:26 Focus on the news.

14:53:29 I would probably say, if we can have to change the one profit

14:53:37 1, 2, 3.

14:53:42 I'm sorry. September 4, th Wednesday.

14:53:46 Okay. One more time. Again.

14:53:49 Either one.

14:53:50 4, 3.

14:53:56 Okay, yeah. One or 3. Yeah, that's fine. Wonderfully.

14:54:01 One or 3.

14:54:05 So.

14:54:06 Term.

14:54:08 So it's better perfect.

14:54:10 So 3 o'clock.

14:54:14 Okay.

14:54:22 What?

14:54:25 We took them.

14:54:26 Oh, thank you. Yeah. Well, thank you. Everyone. This.