

City Council
Mayor Stephen Zollman
Vice Mayor Jill McLewis
Councilmember Phill Carter
Councilmember Neysa Hinton
Councilmember Sandra Maurer



City of Sebastopol

Agenda Item Number: 2

City Manager

Don Schwartz

dschwartz@Cityofsebastopol.gov

Assistant City Manager/City Clerk, MMC

Mary Gourley

mgourley@Cityofsebastopol.gov

CITY COUNCIL MEETING MINUTES MINUTES FOR REGULAR MEETING OF FEBRUARY 18, 2025

As Approved by the City Council at their regular meeting of March 4, 2025

Please note that minutes of meetings are not meant to be verbatim minutes and are meant to be the City's record of a summary of actions that took place at the meeting. The vote/action is the required information of the meeting actions that took place. Approved minutes are available on the City Council Meetings page.

Meeting held in Person and Virtual /Remote Participation
In Person: 425 Morris Street, Sebastopol, CA 95472

CALL TO ORDER: Mayor Zollman called the meeting to order at 6:10 pm

ROLL CALL:

Present: Mayor Stephen Zollman
Vice Mayor Jill McLewis
Councilmember Phill Carter
Councilmember Neysa Hinton
Councilmember Sandra Maurer

Absent: None

Staff: City Manager Don Schwartz
Assistant City Manager/City Clerk Mary Gourley
City Attorney Alex Mog
Administrative Services Director Kwong
City Engineer/Public Works Director Mark Rincon
Community Development Director Emi Theriault
Police Chief Ron Nelson

SALUTE TO THE FLAG : Mayor Zollman led the salute to the flag.

REMOTE PARTICIPATION UNDER AB 2449 (IF NEEDED): To consider and take action on any request from a Council Member to participate in a meeting remotely due to Just Cause or Emergency Circumstances pursuant to AB 2449 (Government Code Section 549539(f)). Assembly Bill 2302 (2024) ("AB 2302") revises rules for when members of local legislative bodies may participate in meetings remotely. Specifically, it amends the number of meetings that may be attended remotely for just cause and under emergency circumstances and clarifies the definition of the term "meeting," for purposes of remote attendance. AB 2302 caps the number of remote meetings a member can attend each year based on the frequency of a legislative body's meetings: Five meetings per year for those meeting twice a month.

All Councilmembers were present in person.

PROCLAMATIONS/PRESENTATIONS/INTRODUCTIONS: None

STATEMENTS OF CONFLICTS OF INTEREST: Conflicts of interest may arise in situations where a public official deliberating towards a decision, has an actual or potential financial interest in the matter before the Council. In accordance with state law, an actual conflict of

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interest is one that would be to the private financial benefit of a public official, a relative or a business with which the Councilmember is associated. A potential conflict of interest is one that could be to the private financial benefit of a Councilmember, a relative or a business with which the Councilmember is associated. A Councilmember must publicly announce potential and actual conflicts of interest, and, in the case of actual conflict of interest, must refrain from participating in debate on the issue or from voting on the issue and must remove themselves from the dais.

There were no stated conflicts of interest.

PUBLIC COMMENT FOR ITEMS NOT ON THE AGENDA (FIRST COMMENT PERIOD): *Up to Twenty (20) Minute Time Limit (Two Minutes for up to ten speakers). Additional public comment will be held at the end of the discussion and action items for up to an additional twenty (20) minutes. Mayor has discretion to allow for additional time beyond the 20 minutes allocated for public comment dependent upon the subject matter or number of speakers.*
Process for calling on Speakers: Mayor or designee shall ask for public comment as follows: Speakers to be called on in an alternate manner (One speaker in person to be called on first; then one speaker remote to be called on second with additional speakers to be called on in the same manner) based upon the time limit.

The following member(s) of the public spoke during public comment.

Oliver
Kyle

CONSENT CALENDAR: The consent agenda consists of items that are routine in nature and do not require additional discussion by the City Council or have been reviewed by the City Council previously. These items may be approved by one motion without discussion unless a member of the City Council requests that the item be taken off the consent calendar. The Mayor will read aloud the title of each consent item (either full agenda title or a simplified version of the agenda title), and ask if a Councilmember wishes to remove one or more items from the consent calendar; and then open public comment to the members of the public in attendance. At this time, a member of the public may speak for up to two (2) minutes on the entire consent calendar and request at that time that an item or items removed for discussion. If an item or items are removed from the consent calendar, the item shall be placed at the end of the regular agenda items unless otherwise determined by the Mayor. Council Members may comment on Consent Calendar items or ask for minor clarifications without the need for pulling the item for separate consideration. Items requiring deliberation should be pulled for separate consideration and shall be placed at the end of the regular agenda items unless otherwise determined by the Mayor.

Mayor Zollman asked if any Councilmember wanted to remove a consent calendar item.

Councilmember Maurer and Councilmember Carter pulled item number 4.

Mayor Zollman opened for Public Comment(s). The following member(s) of the public spoke during public comment:

Christine
Kyle

Mayor Zollman called for a motion.

MOTION:

Councilmember Carter moved and Mayor Zollman seconded the motion to approve consent calendar items 1, 2, 3, 5 and 6.

Mayor Zollman called for a roll call vote. City staff conducted a roll call vote.

VOTE:

Ayes: Councilmembers Carter, Hinton, Maurer, Vice Mayor McLewis and Mayor Zollman
Noes: None

Absent: None
Abstain: None

1. Approval of City Council Special Meeting – Closed Session Meeting of February 3, 2025 (Responsible Department: Assistant City Manager/City Clerk)

City Council Action: Approved City Council Special Meeting – Closed Session Meeting of February 3, 2025

Minute Order Number: 2025-059

2. Approval of City Council Meeting Minutes of February 4, 2025 (Responsible Department: (Assistant City Manager/City Clerk)

City Council Action: Approved City Council Meeting Minutes of February 4, 2025

Minute Order Number: 2025-060

3. Approval of changes in the personnel rules of vacation use begins at 3 months instead of 6 months. There is no fiscal impact associated with approval of this item. (Responsible Department: Human Resources/Administrative Services)

City Council Action: Approved Resolution for changes in the personnel rules of vacation use begins at 3 months instead of 6 months.

Minute Order Number: 2025-061

Resolution Number: 6650-2025

- ~~4. Proposed FY25-26 Budget Calendar. The City of Sebastopol operates on a fiscal year that runs from July 1 to June 30. The preliminary budget is usually presented in May and approved by the City Council in June. The item tonight is for approval of the City Meetings schedule for the upcoming City FY 25-26 Budget. There is no fiscal impact associated with approval of adoption of the budget schedule. (Responsible Department: Administrative Services) (Responsible Department: Administrative Services)~~

5. Approval of Parcel Map for Habitat for Humanity Building at 333 North Main Street. There is no fiscal impact to the budget with approval of the parcel map. (Responsible Department: Public Works/Engineering)

City Council Action: Approved Parcel Map for Habitat for Humanity Building at 333 North Main Street

Minute Order Number: 2025-062

Resolution Number: 6651-2025

6. Approval of SR 116 Pedestrian Crossing Enhancement Maintenance Agreement. There is no fiscal impact associated with approval of this item. (Responsible Department: Public Works/City Engineer)

City Council Action: Approved SR 116 Pedestrian Crossing Enhancement Maintenance Agreement

Minute Order Number: 2025-063

INFORMATIONAL ITEMS/PRESENTATIONS: Informational Items or Presentations are items that are informational only and do not require action by the City Council. Presentations shall be scheduled as necessary for the promotion of an event or service or general information items to the Council and should be limited to ten (10) minutes total in length of item (total length includes questions of Council to presenter and public comment).

7. Citywide Classification & Compensation Study. This item is to provide an informational presentation to the City Council on the results of the Citywide Classification and Compensation Study. There is no action to be taken on this item as this item is informational only. There is no fiscal impact with receipt of the informational report. (Responsible Department: Administrative Services/Consultant)

Administrative Services Director Kwong presented the agenda item and introduced Shellie Anderson, Consultant.

Shellie Anderson, Bryce Consulting, provided a presentation to the City Council.

Mayor Zollman opened for questions of staff or consultant. The Council asked questions of staff and the consultant.

Mayor Zollman opened for public comment.

Kyle
Aaron
Robert

City Council Discussion/Deliberation/Direction:

The Council asked for further information such as:

- Addendum to report requesting removal of Rohnert Park
- Return with items that contain no budgetary impacts for Council consideration

There was no action to be taken as this is an informational item only.

City Council Action: Directed staff to:

- Addendum to report requesting removal of Rohnert Park
- Return with items that contain no budgetary impacts for Council consideration

Minute Order Number: 2026-064

8. Staffing Assessment Amendment Report. This item is to provide an informational presentation to the City Council on the results of the Revised/Updated Staffing Assessment conducted citywide. There is no action to be taken on this item as this report is informational only. There is no fiscal impact with receipt of the informational report. (Responsible Department: Assistant City Manager/City Clerk/Human Resources Consultant)

Assistant City Manager/City Clerk Gourley presented the agenda item and introduced Deborah Muchmore, Consultant.

Deborah Muchmore, Muchmore Than Consulting, provided a presentation to the City Council.

Mayor Zollman opened for questions of staff or consultant. There were none.

Mayor Zollman opened for public comment.

Aaron
Kyle
Robert

City Council Discussion/Deliberation/Direction:

There was no action to be taken as this is an informational item only.

City Council Action: None Taken; Informational Only.

Reference Order Number: 2025-065

PUBLIC HEARING(s): NONE

REGULAR CALENDAR AGENDA ITEMS (DISCUSSION AND/OR ACTION):

9. EIFD Financing District – Kosmont Consultant Contract Funding. Budget Adjustment of \$15,000, Approve Amendment Number One to the Kosmont & Associates Contract for consulting services supportive of the Enhanced Infrastructure Financing District (EIFD), and Authorize City Manager to Execute Contract Amendment (Responsible Department: Community Development Director)

City Manager Schwartz presented the agenda item.

Mayor Zollman opened for questions of staff. The Council asked questions of staff.

Mayor Zollman opened for public comment. None

City Council Discussion/Deliberation/Direction:

The council discussed the item.

Mayor Zollman called for a motion.

MOTION:

Councilmember Hinton moved and Councilmember Maurer seconded the motion to approve Budget Adjustment of \$15,000, Approve Amendment Number One to the Kosmont & Associates Contract for consulting services supportive of the Enhanced Infrastructure Financing District (EIFD), and Authorize City Manager to Execute Contract

Mayor Zollman called for a roll call vote. City staff conducted a roll call vote.

VOTE:

Ayes: Councilmembers Carter, Hinton, Maurer, Vice Mayor McLewis and Mayor Zollman

Noes: None

Absent: None

Abstain: None

City Council Action: Approved

Councilmember Hinton moved and Councilmember Maurer seconded the motion to approve Budget Adjustment of \$15,000, Approve Amendment Number One to the Kosmont & Associates Contract for consulting services supportive of the Enhanced Infrastructure Financing District (EIFD), and Authorize City Manager to Execute Contract

Minute Order Number: 2025-066

Resolution Number: 6652-2025

4. Proposed FY25-26 Budget Calendar. The City of Sebastopol operates on a fiscal year that runs from July 1 to June 30. The preliminary budget is usually presented in May and approved by the City Council in June. The item tonight is for approval of the City Meetings schedule for the upcoming City FY 25-26 Budget. There is no fiscal impact associated with approval of adoption of the budget schedule. (Responsible Department: Administrative Services) (Responsible Department: Administrative Services)

Administrative Services Director Kwong presented the agenda item.

Mayor Zollman opened for questions of staff. The Council asked questions of staff.

Mayor Zollman opened for public comment. The following member(s) of the public spoke:

Kyle
Robert

City Council Discussion/Deliberation/Direction:

The Council discussed further budget meetings and goal setting.

Mayor Zollman called for a motion.

MOTION:

Mayor Zollman moved and Councilmember Carter moved seconded the motion to approve budget calendar item as amended:

- Removal of April 1st line item in calendar
- Defer to the budget committee to include additional budget meetings as recommended by the budget committee such as enterprise funds and return to the council with a report out / updated schedule

Mayor Zollman called for a roll call vote. City staff conducted a roll call vote.

VOTE:

Ayes: Councilmembers Carter, Hinton, Maurer, Vice Mayor McLewis and Mayor Zollman

Noes: None

Absent: None

Abstain: None

City Council Action: Approved budget calendar item as amended:

- Removal of April 1st line item in calendar
- Defer to the budget committee to include additional budget meetings as recommended by the budget committee such as enterprise funds and return to the council with a report out / updated schedule

Minute Order Number: 2025-067

ADDITIONAL PUBLIC COMMENT FOR ITEMS NOT ON THE AGENDA: Two minutes per speaker for up to twenty (20) minutes total for public comments but can be reduced at Mayor’s discretion depending upon the number of speakers or Mayor has discretion to allow for additional time beyond the 20 minutes allocated for public comment dependent upon the subject matter or number of speakers.

The following member of the public spoke:

Robert

CITY COUNCIL/CITY STAFF REPORTS/COMMUNICATIONS/ANNOUNCEMENTS/FUTURE MEETINGS:

10. City Manager and/or City Clerk Reports: (This will be either verbal reports at the meeting, or written reports provided at or prior to the meeting)

- a. Departmental Report Outs

Reference Order Number: 2025-068

11. City Council Reports/Committee/Sub-Committee Meeting Reports: (Reports by Mayor/City Councilmembers Regarding Various Agency Meetings/Committee Meetings/Sub-Committee Meeting /Conferences Attended and Possible Direction to its Representatives (If Needed) on Pending issues before such Boards. ((This will be either verbal reports at the meeting, or written reports provided at or prior to the meeting)

The Council provided committee reports.

12. Council Communications Received (Information/Meetings/Correspondence Received from the General Public to Councilmembers). There was none,.

CLOSED SESSION: NONE

ADJOURNMENT OF CITY COUNCIL MEETING

Mayor Zollman adjourned the February 18, 2025, City Council Regular Meeting at 8:15 pm to the Regular City Council Meeting of Tuesday, March 4, 2025 at 6:00 pm, Sebastopol Youth Annex, 425 Morris Street, Sebastopol, CA.

Respectfully submitted,

Mary C. Gourley
Assistant City Manager/City Clerk

City Council Meeting - February 18, 2025

PLEASE STAND BY FOR REALTIME CAPTIONS.

OKAY, TECH IS SAYING THAT THEY ARE GOOD. MARY, YEAH. WE ALSO WANT TO LET THE PUBLIC KNOW WHY WE WILL BE STARTING A LITTLE BIT LATE, OR LATER.

THIS IS NOT WORKING.

MINE WORKS HERE.

SORRY, FOR THE MEMBERS OF THE PUBLIC, WE WILL BE STARTING A FEW MINUTES LATE. WE HAD AN EARLIER MEETING AND COUNCILMEMBER CARTER WILL BE STARTING HERE -- GETTING HERE IN A FEW MINUTES. THAT IS WHY WE ARE NOT PROCEEDING.

ZACH, THIS IS CODY AT THE COMMUNITY CENTER. I ACCIDENTALLY TURNED MY CAMERA OFF ON THE ZOOM. CAN YOU TURN ME BACK ON?

YOU SHOULD BE GOOD TO TURN BACK ON NOW.

THANK YOU.

WE ARE GOING TO GO AHEAD AND GET STARTED. COUNCILMEMBER CARTER IS ON HIS WAY. WE WILL GO AHEAD AND CALL THE MEETING TO ORDER AT 6:06. MARY, CAN YOU DO THE ROLL CALL?

THANK YOU, MAYOR. COUNCILMEMBER CARTER IS ON HIS WAY.

COUNCILMEMBER CARTER IS JUST NOW COMING IN HERE.

THANK YOU.

COUNCILMEMBER HINTON? SUSPECT HERE.

COUNCILMEMBER MAURER?

HERE.

VICE MAYOR McLEWIS?

HERE.

MAYOR ZOLLMAN?

PRESENT.

PLEASE NOTE, ALL COUNCILMEMBERS ARE IN ATTENDANCE.

IF YOU WOULD JOIN ME IN SALUTE TO THE FLAG.

I PLEDGE ALLEGIANCE TO THE FLAG OF THE UNITED STATES OF AMERICA AND TO THE REPUBLIC FOR WHICH IT STANDS ONE NATION UNDER GOD INDIVISIBLE WITH LIBERTY AND JUSTICE FOR ALL.

I FORGOT TO SAY MY NORMAL WELCOME SO THANK YOU FOR EVERYONE WHO IS HERE, THANK YOU FOR EVERYONE WHO IS ONLINE. WE WILL NOW MOVE INTO PROCLAMATIONS. WE HAVE NONE. STATEMENTS OF CONFLICT OF INTEREST? DO I SEE ANY? TO MY RIGHT? NO. TO MY LEFT? NO. OKAY. GREAT. MOVING ON TO PUBLIC COMMENT FOR ITEMS NOT ON THE AGENDA. AGAIN, THIS IS FOR UP TO 20 MINUTES. BECAUSE OF THE LATENESS OF SOME OF OUR PAST MEETINGS, YOU ARE ALWAYS ENCOURAGED TO WRITE IN AT ANY TIME TO OUR CLERK. MARY, WILL YOU CONDUCT PUBLIC COMMENT? EXPECTING TO, MAYOR. THIS IS FOR PUBLIC COMMENT FOR ITEMS NOT ON TONIGHT'S AGENDA. IF YOU WOULD LIKE TO MAKE A PUBLIC COMMENT, IT IS A TWO MINUTE TIME LIMIT. WE HAVE 20 MINUTES FOR THE FIRST PUBLIC COMMENT. IF YOU DON'T SPEAK DURING THE PUBLIC COMMENT, THERE IS A PUBLIC COMMENT AT THE END OF THE MEETING. WE GO TO IN CHAMBERS FIRST AND THEN BACK TO ZOOM AND BACK TO CHAMBERS AND BACK TO ZOOM. AGAIN, THESE ARE FOR ITEMS THAT ARE NOT ON TONIGHT'S AGENDA. IF YOU WOULD LIKE TO MAKE A PUBLIC COMMENT, I WILL TURN TO THE CHAMBERS

FIRST. SEEING NONE, I WILL GO OUT TO ZOOM. OLIVER, CAN YOU ADMIT YOURSELF, PLEASE?

I AM UNMUTED. CAN YOU HEAR ME?

YES. CAN YOU HEAR ME?

YES.

AND YOU SEE THE TIMER?

YES. I WOULD LOVE TO KNOW WHAT TWO ECONOMIC DEVELOPMENT ARE AND ARE YOU PLANNING, DIRECTOR? A REALLY GOOD REPORT. WE HAVE SO MANY EMPTY STOREFRONTS AND A VERY SHABBY DOWNTOWN. I AM WONDERING IF THE BUSINESS DEVELOP WORK CAN WORK WITH PUBLIC WORKS TO GET EVERYTHING UP TO THE TOURISM SEASON. I AM SURE PEOPLE ARE CONCENTRATING BUILDING HOTELS AND WILL BE VERY MINDFUL OF THE WAY OUR DOWNTOWN LOOKS AT THE MOMENT WITH ALL OF THE EMPTY STOREFRONTS AND SO ON AND I AM ALSO WONDERING IF SHE IS WORKING WITH THE SONOMA COUNTY TOURISM RESORTS. I KNOW THEY HAVE MORE MONEY THAN THE CITY. SEPARATELY, JUST ONE OTHER COMMENT. LOCAL CITIZENS HAD A VERY BAD MAIN WATER LEAK. I HAVE THE DIGITAL WATER METERS SYSTEM BUT IT FAILED TO ALERT THEM MORE APPARENTLY THE CITY THAT THERE WAS A LEAK WHICH IS OBVIOUSLY COSTING LEMANSKI ABSOLUTE FORTUNE AND CONTINUES TO BE VERY EXPENSIVE FOR THEM. I AM JUST WONDERING WHY -- THIS IS OBVIOUSLY NOT THIS COUNCIL BUT WE COULD NOT MOVE FORWARD WITH THE LOGIC OF THIS NEW TECHNOLOGY PROVIDING THE EARLY WARNING SYSTEM AROUND LEAKS. I AM WONDERING WHY THIS IS NOT WORKING AT THE CITY LEVEL AND WHEN IT WILL BE BECAUSE WE CAN'T BE CONSTANTLY CHECKING THE WATER APPS TO SEE IF WE HAVE A LEAK OR NOT. I GUESS MY QUESTION TO PUBLIC WORKS IS, SURELY, THE CITY HAS I'VE NEVER ABNORMALLY USAGE POUNDS. AND IF NOT, WHY NOT. THANK YOU. THAT IS MY PUBLIC COMMENT.

THANK YOU, OLIVER FOR YOUR PUBLIC COMMENT. NEXT, I WILL COME BACK INTO CHAMBERS. SEEING NONE, I WILL GO BACK TO ZOOM. KYLE, CAN YOU UNMUTE YOURSELF?

YES I CAN.

CAN YOU SEE THE TIMER?

YES I CAN.

IT, PLEASE.

COUNCILMEMBERS, FELLOW CITIZENS, MANY OF YOU HAVE AFFILIATIONS CURRENTLY IN THE PAST WITH THE DOMESTIC UNIVERSITY. I AM HERE TO BRING YOUR ATTENTION TO THE MATTER OF A PRETTY SIGNIFICANT CONCERN. WE GOT MAJOR BUDGET CUTS THAT ARE FACING SONOMA STATE UNIVERSITY. THESE CUTS THREATEN NOT ONLY THE ACADEMIC INTEGRITY OF THE UNIVERSITY BUT ALSO THE VITALITY OF OUR COMMUNITY. SONOMA STATE IS MORE THAN JUST AN EDUCATIONAL INSTITUTION. IT IS A CORNERSTONE OF OUR COMMUNITY. IT FOSTERS INNOVATION, SUPPORTS LOCAL BUSINESSES AND ENRICHES OUR CULTURAL LIFE. THE LOSS OF PROGRAMS AND FACULTY WILL DIMINISH THESE CONTRIBUTIONS. I AM URGING EVERYONE HERE TONIGHT, INCLUDING OUR CITY OFFICIALS AND REPRESENTATIVES, TO ATTEND THE LEGISLATIVE TOWN HALL THAT IS HAPPENING AT SONOMA STATE ON FRIDAY, FEBRUARY 21 FROM 2:00 P.M. UNTIL 5:00 P.M.. LET'S UNITE AND ADVOCATE FOR THE PRESERVATION OF THIS VITAL INSTITUTION AND INSURED CONTINUES TO THRIVE FOR THE BENEFIT OF ALL. WE ARE TALKING ABOUT STATE LEGISLATORS THAT ARE HOLDING THIS TOWN HALL SO EVEN IF YOU JUST WANT TO COME AND DO YOUR LITTLE ELBOW

RUBBING, HERE IS AN OPPORTUNITY FOR YOU TO DO THAT BUT PLEASE, IF YOU CHOOSE TO DO SO, PLEASE DO SO IN SUPPORT OF SONOMA STATE. YOUR EXPERIENCES, YOUR UNDERSTANDING OF HOW SONOMA STATE SUPPORTS OUR COMMUNITY WILL BE GREATLY, GREATLY APPRECIATED, ESPECIALLY CONSIDERING HOW MUCH THE CITY HAS BENEFITED AND HAD CITY STAFF OVER THE YEARS AFFILIATED WITH SONOMA STATE UNIVERSITY. I AM CALLING OUT DON. WHO CALLED -- TAUGHT THERE FOR THREE YEARS. I'M CALLING AT DANTE, GRADUATE OF SONOMA STATE. THE MEANINGFUL INSTITUTION IS DEEPLY CONNECTED TO OUR COMMUNITY AND NEEDS OUR SUPPORT. NOW IS YOUR OPPORTUNITY TO COMMENT SHOW THAT SUPPORT. THANK YOU.

THANK YOU, KYLE FOR YOUR PUBLIC COMMENT. NEXT, I WILL COME BACK INTO CHAMBERS. IF ANYONE WOULD LIKE TO MAKE A PUBLIC COMMENT ON ITEMS NOT ON TONIGHT'S AGENDA, SEEING NONE, I WILL GO OUT TO ZOOM . IS THERE ANYONE WHO WOULD LIKE TO MAKE A PUBLIC COMMENT NOT ON TONIGHT'S AGENDA, PLEASE RAISE YOUR HAND VIRTUALLY. SEEING NONE, PUBLIC COMMENT IS CLOSED.

NOW MOVING TO CONSENT CALENDAR. I WILL READ THE FOLLOWING AND THEN I DO HAVE A BRIEF STATEMENT BEFORE WE MOVE BEYOND THAT. THE ITEMS ON THE CONSENT CALENDAR ARE NUMBER ONE, APPROVAL OF THE CITY COUNCIL SPECIAL MEETING CLOSED SENTIENT MEETINGS OF FEBRUARY 3, 25, APPROVAL OF CITY COUNCIL MEETING MINUTES OF FEBRUARY 4, 2025, APPROVAL OF CHANGES IN PERSONNEL RULES OF VACATION USE BEGINS AT THREE MONTHS INSTEAD OF SIX MONTHS. AGAIN, THE IMPORTANT THING HERE IS THAT THERE IS NO FISCAL IMPACT ASSOCIATED WITH APPROVAL OF THIS ITEM. NUMBER FOUR, PROPOSED FISCAL YEAR 25-26 BUDGET CALENDAR. THE CITY OF SEBASTOPOL OPERATES ON A FISCAL YEAR THAT RUNS FROM JULY 1 TO JUNE 30. THE PRELIMINARY BUDGET IS USUALLY PRESENTED IN MAY AND APPROVED BY THE CITY COUNCIL IN JUNE. THE ITEM TONIGHT IS FOR APPROVAL OF THE CITY MEETINGS SCHEDULE FOR THE UPCOMING CITY YEAR 25-26 BUDGET. AGAIN, THERE IS NO FISCAL IMPACT ASSOCIATED WITH THE APPROVAL OF THE ADOPTION OF THIS BUDGET SCHEDULE. NUMBER FIVE, APPROVAL OF THE PARCEL MAP FOR HABITAT FOR HUMANITY BUILDING AT 333 NORTH MAIN STREET. AGAIN, THERE IS NO FISCAL IMPACT TO THE BUDGET WITH APPROVAL OF THIS PARCEL MAP. AND, NUMBER SIX, APPROVAL OF 116 PEDESTRIAN CROSSING ENHANCEMENT MANAGEMENT -- MAINTENANCE AGREEMENT. AGAIN, THERE IS NO FISCAL IMPACT ASSOCIATED WITH THE APPROVAL OF THIS ITEM. IN REFERENCE TO AGENDA ITEM NUMBER FIVE, I HAVE DISCUSSED THIS WITH OUR ATTORNEY AND HE HAS SUGGESTED THAT I STATE THE FOLLOWING DISCLOSURE TO THE PUBLIC AND TO MY FELLOW COUNCILMEMBERS. I WANT TO DISCLOSE THAT AFTER THE ENTITLEMENT FOR THE PROJECT WERE APPROVED, I HAD CONVERSATIONS WITH THE DEVELOPER REGARDING DELAYS THE PROJECT WAS FACING AND HOW TO GET THE PROJECT TO PROCEED SO THAT THESE IMPORTANT HOUSING UNITS COULD BE BUILT. WHILE THERE DOESN'T CREATE A DISQUALIFYING CONFLICT OF INTEREST, AGAIN, IN FULL TRANSPARENCY, I WANTED TO MAKE THIS KNOWN FOR MYSELF, FOR THE PUBLIC, AND FOR MY FELLOW COUNCILMEMBERS. WITH THAT COMMENT IS ANY COUNCILMEMBER WISH TO REMOVE ANY OF THE ITEMS ON THE CONSENT CALENDAR? I WILL START TO MY FAR LEFT.

I WOULD LIKE TO PULL NUMBER FOUR ON THE BUDGET SCHEDULE.

OKAY. COUNCILMEMBER CARTER SEEMS TO BE THE SAME. TO MY RIGHT? PULLING ANY ITEM? IF WE CAN GO AHEAD AND GO OUT TO PUBLIC COMMENT, THEN, MARY, ON ALL ITEMS EXCEPT FOR NUMBER FOUR.

THANK YOU, MAYOR. AGAIN, CONSENT CALENDAR ITEMS ONE, TWO, THREE, FIVE OR SIX. IF YOU'D LIKE TO MAKE A PUBLIC COMMENT ON ITEMS JUST READ, I WILL GO TO CHAMBERS FIRST. PLEASE? WE DO HAVE A TWO-MINUTE TIME LIMIT. IF YOU CAN SEE IT, I WILL JUMP IN AND LET YOU KNOW YOU HAVE 30 SECONDS LEFT.

THANK YOU. I AM THE CEO PRETTY HABITAT FOR HUMANITY OF SONOMA COUNTY AND WE ARE REALLY EXCITED. I WANT TO THANK IS THE COUNCIL AND ALL OF THE COMMUNITY FOR WELCOMING US IN TO BUILD THIS WONDERFUL TOWNHOME COMMUNITY. WE ARE REALLY EXCITED. WE ARE IN THE FINAL STAGES OF SELECTING HOMEOWNERS. WE WILL BE ABLE TO ANNOUNCE THAT VERY SOON TO THE COMMUNITY AND WE WELCOME YOU ALL OUT. IT WILL BE ANNOUNCED AT A GROUND BREAKING CEREMONY IN A FEW WEEKS AND WE WOULD LOVE TO SEE THE WHOLE COMMUNITY COME OUT AND WELCOME THIS MUCH-NEEDED PROJECT AND THANK YOU VERY MUCH FOR ALL THAT YOU HAVE DONE. THANK YOU.

THANK YOU FOR YOUR PUBLIC COMMENT. NEXT, I WILL GO OUT TO ZOOM., CAN YOU UNMUTE YOURSELF, PLEASE?

YES I CAN.

CAN YOU STILL SEE THE TIMER?

YES I CAN.

HAD.

I AM HOPING THAT OUR COMMUNITY CAN RECOGNIZE THE IMPORTANCE OF WHAT WE JUST HEARD IN TERMS OF THE ANNOUNCEMENT OF OUR CONSENT CALENDAR AS WELL AS THE DISCLOSURE BY OUR MAYOR. REGULARLY, OVER THE LAST FIVE YEARS, I HAVE SEEN THIS COUNCIL, UNDER DIRECTION OF CITY STAFF, TO PLACE ITEMS ON THE CONSENT CALENDAR THAT RADICALLY ALTER THE FISCAL IMPACT OF OUR CITY. REGULARLY, ITEMS WILL BE PUT ON CONSENT THAT HAVE HAD LITTLE TO NO DISCUSSION BY CITY STAFF, EVEN GOING SO FAR AS TO HAVE RECOMMENDATION BY CITY STAFF TO PUT ITEMS ON CONSENT WHEN THERE HAS NOT BEEN PUBLIC DISCOURSE HAPPENING. SO, TONIGHT, TO HEAR THIS DISCLOSURE ABOUT FISCAL IMPACT ON EACH ONE OF THESE CONSENT CALENDAR ITEMS IS INCREASINGLY IMPORTANT AND IS A STEP IN THE RIGHT DIRECTION IN TERMS OF TRANSPARENCY AND RECOGNIZING THE IMPORTANCE OF TAKING FISCAL ITEMS AND NOT ALLOWING THOSE THINGS TO JUST PASS THROUGH CONSENT WITHOUT GREATER DEBATE AND GREATER SUPPORT. I CONTINUE TO ENCOURAGE COUNCILMEMBERS TO INVESTIGATE THE CONSENT CALENDAR ITEMS, THE CHOICE TO HAVE THOSE ITEMS BE PLACED ON CONSENT, AND TAKE ADVANTAGE OF YOUR POWER TO REMOVE ITEMS FROM THE CONSENT CALENDAR WHEN THEY DO NEED TO HAVE GREATER PUBLIC ENGAGEMENT AND GREATER DEBATE AMONGST THE FIVE OF YOU. FINALLY, I ALSO WANT TO THANK OUR MAYOR FOR BEING SO TRANSPARENT REGARDING THE POTENTIAL CONFLICT OF INTEREST. I WOULD ALSO ENCOURAGE OTHER COUNCILMEMBERS TO SELF EXAMINE THEMSELVES, THINGS THAT THEY MIGHT BE DOING THAT MIGHT ALSO BE CONSIDERED PUBLIC INTEREST AND TAKE THE PROACTIVE STEP OF MAKING THOSE DISCLOSURES. A POTENTIAL PUBLIC -- CONFLICT OF INTEREST IS NOT A DECLARATION. IT IS NOT ANYTHING THAT IS WRONG OR INCORRECT, IT IS SIMPLY BEING TRANSPARENT ABOUT WHAT IT IS YOU ARE DOING AND THAT IS WHAT OUR COMMUNITY NEEDS FROM YOU. THANK YOU.

THANK YOU, KYLE, FOR YOUR PUBLIC COMMENT. NEXT, I WILL COME BACK INTO ZOOM. I'M SORRY, IN CHAMBERS. IS THERE ANYONE IN CHAMBERS? SEEING NONE, I WILL GO BACK OUT TO ZOOM. IF YOU WOULD LIKE TO MAKE A PUBLIC COMMENT ON THE CONSENT CALENDAR, PLEASE YOUR AND VIRTUALLY. AARON, CAN YOU UNMUTE YOURSELF, PLEASE? AARON, CAN YOU UNMUTE YOURSELF, PLEASE? AARON, WOULD YOU LIKE TO MAKE IT PUBLIC COMMENT ON ANY OF THE CONSENT CALENDAR ITEMS? HIS HAND HAS GONE DOWN. THERE IS NO FURTHER PUBLIC COMMENT.

THANK YOU, MARY. IS THERE A MOTION FOR ALL THE ITEMS EXCEPT FOR ITEM NUMBER FOUR?

SO MOVED.

IS THERE A SECOND?

I WILL GO AHEAD AND SECOND. MARY, ROLL CALL.

THANK YOU, MAYOR. SO MOVED BY COUNCILMEMBER CARTER AND SECONDED BY MAYOR ZOLLMAN TO APPROVE THE CONSENT CALENDAR ITEMS ONE, TWO, THREE, FIVE AND SIX WITH ITEM NUMBER FOUR BEING DISCUSSED AT THE END OF THE REGULAR AGENDA. COUNCILMEMBER CARTER?

YES.

COUNCILMEMBER HINTON?

AYE.

COUNCILMEMBER MAURER?

AYE.

VICE MAYOR McLEWIS?

AYE.

MAYOR ZOLLMAN?

AYE.

MOTION PASSES UNANIMOUSLY.

NOW WE WILL MOVE ON TO THE INFORMATIONAL ITEM AND PRESENTATION. THE FIRST ONE IS AGENDA ITEM NUMBER SEVEN WITH STATING THE CITYWIDE CLASSIFICATION AND COMPENSATION STUDY. THIS ITEM IS TO PROVIDE AN INFORMATIONAL PRESENTATION TO THE CITY COUNCIL ON THE RESULTS OF THE CITYWIDE CLASSIFICATION AND COMPENSATION STUDY. THIS PART AGAIN IS IMPORTANT TO REMEMBER. THERE IS NO ACTION TO BE TAKEN ON THIS ITEM AS THIS IS AN INFORMATIONAL ONLY ITEM. ALSO IMPORTANT TO REMEMBER, THERE IS NO FISCAL IMPACT WITH THE RECEIPT OF THIS INFORMATIONAL REPORT. THE RESPONSIBLE DEPARTMENT IS THE ADMINISTRATIVE SERVICES.

THANK YOU, MR. MAHER.

AGAIN, WHAT THE MAYOR JUST SAID IS THAT THIS IS TO PROVIDE INFORMATION TO THAT COUNCIL ON THE RESULT OF THE CITYWIDE CLASSIFICATION AND COMPENSATION STUDY BY BRYCE CONSULTING AND THERE IS NO ACTION TO BE TAKEN ON THIS ITEM TONIGHT. JUST TO BE CLEAR, THIS IS INFORMATIONAL ONLY. WITH THAT, I WILL TURN THIS OVER TO ANDERSON WHO WILL GO THROUGH A VERY QUICK PRESENTATION.

THANK YOU FOR HAVING ME. I HAVE TO WALK YOU THROUGH THE CLASSIFICATION AND COMPENSATION STUDY. IN TERMS OF THE BUDGET, WE WERE ASKED TO CONDUCT A CLASSIFICATION STUDY OF ALL POSITIONS WITHIN THE CITY WITH RESPECT TO THE COMPENSATION STUDY. WE HAVE RESEARCHED AND RECOMMENDED SERVICE AGENCIES, RECOMMENDED THE BENCHMARK OSSIFICATION'S TO BE SURVEYED. WE COLLECTED AND ANALYZED SALARY AND BENEFIT DATA AND THEN WE DEVELOPED RECOMMENDATIONS BASED ON THAT

DATA. HOWEVER, ANY IMPLEMENTATION WILL BE BASED ON COUNCIL DIRECTION WITH THE CITY ABOARD AND ULTIMATELY, NEGOTIATION. IN TERMS OF THE CLASSIFICATION RECOMMENDATIONS, THERE REALLY WERE NOT ANY MAJOR CLASSIFICATION ISSUES. WE DID REVISE ALL OF THE JOB DESCRIPTIONS. WE DID DEVELOP A FEW NEW JOB DESCRIPTIONS. WE DID RECOMMEND SOME TITLE CHANGES BUT THE MOST SIGNIFICANT CHANGES WAS REALLY UPDATING THE JOB DESCRIPTIONS TO REFLECT THE INFORMATION THAT WAS PROVIDED BY THE EMPLOYEES.

IN TERMS OF THE SURVEY AGENCIES, WE HAD THESE 10 ORGANIZATIONS THAT WE COMPARED TO.

WITH RESPECT TO THE DATA ELEMENTS, AS MENTIONED, IT WAS SALARY PLUS BENEFITS. WE CALCULATED THE LABOR MARKET MEDIAN WHICH IS THE MIDPOINT OF THE DATA. IT IS PREFERRED SPECIFIC BY PUBLIC AGENCIES AS IT HELPS TO CONTROL FOR OUTLIERS, DEPENDING ON THE ORGANIZATIONS THAT YOU SELECT. WE COMPARED THE MAXIMUM BASE SALARY, WHICH HAS NO INCENTIVES. WE LOOKED AT WHAT WE CALL TOTAL CASH WHICH IS THE MAXIMUM BASE SALARY THE EMPLOYEE'S SHARE OF RETIREMENT PAID BY THE EMPLOYER, DEFERRED COMPENSATION, CONTRIBUTION MADE BY THE EMPLOYER, LONGEVITY PAY AT YEAR 10, AND ANY EDUCATION OR CERTIFICATION PAY INCENTIVES. THEN WE ALSO CALCULATED THE STATISTICS AT TOTAL COMPENSATION WHICH WOULD BE ALL OF THE ELEMENTS INCLUDED IN TOTAL CASH PLUS PAID INSURANCES INCLUDING CAFETERIA, HEALTH, DENTAL, VISION, LIFE INSURANCE, LONG-TERM DISABILITY. IF THE AGENCY IS CONTRIBUTING TO A RETIREE HEALTH SAVINGS ACCOUNT, THE EMPLOYER'S COST TO SOCIAL SECURITY, AND THEN WE SUBTRACTED AT ANY COST SHARING. IF THE AGENCY HAS THE EMPLOYEE PAYING ANY OF THE EMPLOYER OBLIGATED SHARE OF RETIREMENT, WE SUBTRACTED THAT OUT.

THEN, WE HAD A NUMBER OF MISCELLANEOUS BENEFITS THAT ARE JUST A LITTLE BIT HARDER TO QUANTIFY BUT CERTAINLY ARE BENEFITS. WE DID COLLECT INFORMATION ON COST-OF-LIVING INCREASE. WE KNOW WHEN ANY AMOUNT OF THE NEXT INCREASE, WE LOOKED AT RETIREMENT PRACTICES. WE LOOKED AT POSTEMPLOYMENT RETIREE HEALTH BENEFITS, PAID LEAVE, LEAVE CASH OUT AND SHORT-TERM DISABILITY AND E.A.P. POLICIES.

IN TERMS OF THE FINDINGS, OVERALL, ON AVERAGE, FOR ALL OF THE CLASSIFICATIONS THAT WE SURVEYED, THE CITY IS 6.91% BELOW MARKET ON BASE PAY, 3.3% BELOW ON TOTAL CASH AND 2.81% BELOW ON TOTAL COMPENSATION. HOWEVER, THOSE RESULTS VARY FROM CLASSIFICATION TO CLASSIFICATION. WITH RESPECT TO BEING ABOVE MARKET, WE HAD THREE CLASSIFICATIONS THAT WERE BETWEEN 0% AND 5%, ONE CLASSIFICATION THAT WAS 5% TO 10% AND FOUR CLASSIFICATIONS THAT WERE 10% OR MORE. WITH RESPECT TO BEING BELOW-MARKET, WE HAD TWO CLASSIFICATIONS THAT WERE BETWEEN 0% AND 5%, SEVEN THAT WERE BETWEEN 5% AND 10% AND FOUR CLASSIFICATION'S THAT WERE 10% OR MORE. WITH THAT, I AM HAPPY TO ANSWER ANY QUESTIONS THAT THE COUNCIL MAY HAVE.

QUESTIONS FROM MY COLLEAGUES? LOOKING TO MY RIGHT, LOOKING TO MY LEFT. NOT SEEING ANY. I WILL GO AHEAD AND I WILL JUMP OUT. SO, THIS IS A QUESTION TO EITHER THE DIRECTOR OR OUR CONSULTANT. AND READING THROUGH ALL OF THIS, I SAW SOMEWHERE WHERE IT SAID THAT THIS WAS A MATTER OF PHILOSOPHY AND NOT NECESSARILY ABOUT THE AMOUNT OF PAYMENT TO ANYONE EMPLOYEE. I AM INTERESTED IN YOUR FEEDBACK ABOUT

THAT IN THE CONTEXT OF WHAT OUR HR PERSON, WHO IS IN THE ROOM, PROVIDED ALL OF US WHICH IS A COMPENSATION POLICY, WHICH LEADS TO PURPOSE, POLICY, FACTORS IN ESTABLISHING COMPENSATION WHICH MENTIONED TOTAL COMPENSATION, MARKET COMPETITIVE, LABOR MARKET COMPARATORS, MOVES ON TO COST-OF-LIVING ADJUSTMENTS, REGIONAL MARKET COMPARISON BENCHMARK, INTEGRITY, FISCAL RESPONSIBILITY, SUSTAINABILITY AND LASTLY, COLLABORATION. THAT IS THE CONTEXT IN WHICH I AM ASKING THE QUESTION. BASED UPON WHAT YOU HAVE REVIEWED AND WHAT WE ARE TRYING TO ACHIEVE, AT LEAST WHAT I AM TRYING TO ACHIEVE, WHICH IS TO BE FAIR TO OUR EMPLOYEES BUT ALSO UNDERSTANDING THE FACT THAT WE ARE STILL IN A STATE OF FISCAL EMERGENCY, WOULD YOU RECOMMEND TO HAVE A POLICY PUT IN PLACE SIMILAR TO THE ONE THAT WAS PROVIDED TO US WHICH IS THE COMPENSATION POLICY? I AM OPEN TO EITHER HAVING DEBORAH APPROACH THE PODIUM OR OUR CONSULTANT ORDERED DIRECTOR KWONG.

I CAN TELL YOU IT IS NOT UNUSUAL FOR ORGANIZATIONS TO HAVE A COMPENSATION PHILOSOPHY AND PART OF THE REASON IS THAT CERTAINLY, COUNCILMEMBERS CAN CHANGE . IF YOU HAVE A COUNCIL WHO GRIEVES ON THE PARAMETERS OF THIS PARTICULAR STUDY AND FIVE OR SIX YEARS DOWN THE ROAD, YOU HAVE DIFFERENT COUNCILMEMBERS, YOU DON'T WANT THE ENTIRE PHILOSOPHY TO CHANGE IF IT IS NOT AN ADOPTED PHILOSOPHY. IT IS NOT UNCOMMON FOR ORGANIZATIONS TO HAVE A COMPENSATION PHILOSOPHY.

OKAY. SO MAYBE I MESSED UP THE QUESTION. I DID START IT WITH THE PHILOSOPHY PART THAT I GOT IN SOME OF THE MATERIAL BUT AS A RESULT OF THAT, WAS ASKING QUESTIONS AND GETTING QUESTIONS ANSWERED BY STAFF, SOMEHOW WE ENDED UP WITH THE COMPENSATION POLICY. IS THE POLICY A PHILOSOPHY OR IS IT DIFFERENT?

GO AHEAD, DEBORAH.

YOU CAN HAVE EITHER IN STONE AND POLICY OR YOU CAN HAVE A PHILOSOPHY THAT GUIDES YOU. IN ANY CASE, WE WOULD BE WORKING WITH THE LABOR ORGANIZATIONS AS WELL BECAUSE IT IS ABOUT SALARY AND COMPENSATION. THE IDEA AND THE TAKE AWAY FROM THIS IS THAT A CLASSIFICATION AND COMPENSATION STUDY IS ONE SET OF DATA POINTS AMONG MANY DATA POINTS THAT AN ORGANIZATION USER MIGHT RELY ON IN ORDER TO SET COMPENSATION FAIRLY.

WITHIN THE CONTEXT AGAIN OF WANTING TO DO RIGHT BY OUR EMPLOYEES AND RIGHT BY INCOMING POTENTIAL EMPLOYEES AND ALSO IN THE CONTEXT OF A DECLARED FISCAL STATE OF EMERGENCY AND WITH BUDGET HEARINGS IN THE PROCESS OF BEING PREPARED NOW, I DID NOT SEE A PHILOSOPHY. I DID NOT SEE A SAMPLE. I JUST SAW IT REFERENCED SOMEWHERE. AGAIN, WITH ALL OF THAT BEING SAID, AT LEAST FOR ME, YOU GET YOUR RECOMMENDATION THAT WE TRY TO IMPLEMENT A COMPENSATION POLICY.

IT IS MY RECOMMENDATION THAT YOU DO EITHER THAT OR A PHILOSOPHY OF JUST NOT SETTING IN A STONE IN THE POLICY. WHAT THE POLICY DOES FOR YOU IS THAT DECISIONS YOU MAKE TODAY, IF YOU REFER BACK TO THE POLICY ARE, THE POLICY BECOMES A GUIDELINE THAT FUTURE COUNCILS CAN LOOK AT AND SAY, WHY DID THEY MAKE THIS DECISION? THEY DECIDED THAT THEY ARE GOING TO LOOK AT THESE SIX FACTORS WHEN SETTING COMPENSATION OR THEY DECIDED THAT THEY WANTED TO BE -- I HAVE A CITY IN SOUTHERN CALIFORNIA THAT WANTS TO BE 10% BELOW THE MARKET AVERAGE AND THAT IS WHAT THEY SET. THEY HAVE RECENTLY PUT THAT IN THE POLICY BUT THAT HAS BEEN A LONG-

STANDING PHILOSOPHY FOR THEM. THAT IS ONE OF THE FACTORS THAT THEY LOOK AT.

I DON'T WANT TO HONK THE MICROPHONE COMPLETELY BUT I HAVE OTHER QUESTIONS.

I SHARED THIS IN THE PREVIOUS MEETING BUT SINCE WE ARE HERE IN THE PUBLIC, I WANTED TO LOOK AGAIN AT PAGE 24 WHICH SHOWS THE COMMUNITIES THAT WERE SURVEYED AND POINT OUT THAT WE HAVE THREE COMMUNITIES ALMOST 50 MILES AWAY IN MARIN COUNTY, MUCH MORE CLOSE TO AN URBAN BAY AREA, SAN FRANCISCO. I DON'T THINK THAT NECESSARILY COMPARING THEM AS A COMMUNITY MAKES SENSE FOR US. I UNDERSTAND THAT THE GENERAL FUND BUDGETS MIGHT BE SIMILAR AND I UNDERSTAND THAT THE POPULATIONS MIGHT BE SIMILAR IN THAT THEY ARE SMALL CITIES. ALTHOUGH, IF YOU LOOK AT SAUSALITO FULL TOWN -- FULL-TIME EMPLOYEES, YOU LOOK AT 102 COMPARED TO OUR SEVEN. I CONSIDER ROHNERT PARK A BIG CITY. IT HAS A GENERAL FUND BUDGET OF 62 MILLION AND 241 FULL-TIME EMPLOYEES. IT IS JUST A SHAME THAT WE SPENT THIS AMOUNT OF MONEY. I UNDERSTAND WE WANTED TO DRAW FROM A BROAD SAMPLING, I GUESS, BUT I REALLY FEEL LIKE THOSE CITIES ARE NOT NECESSARILY CITIES THAT WE SHOULD BE COMPARED TO. I WOULD GO SO FAR AS TO SAY IF THE FULL COUNCIL AGREED TO HAVE THEM PULLED OUT AND HAVE AN APPENDIX OF THIS SHEET REDONE, I THINK IT MIGHT MAKE A LOT OF SENSE FOR US. WE HAVE DONE A LOT OF SURVEYS BEFORE AND WE HAD THESE CITIES PULLED OUT IN THE PAST AND THIS REPORT JUST KEPT MOVING FORWARD WITH A SAMPLING OF 10 CITIES, MANY THAT ARE MUCH LARGER, MUCH MORE FARAWAY AND IN SOME CASES, HAVE SO MANY MORE EMPLOYEES, FIVE TIMES THE AMOUNT AND ROHNERT PARK.

WAS THAT A QUESTION?

THAT WOULD BE A REQUEST. I GUESS WE ARE RECEIVING THIS. I DON'T KNOW IF WE CAN ASK FOR THAT OR TAKE ACTION BUT IT JUST WOULD SEEM LIKE -- THE CITY SHOULD BE POSSIBLY PULLED OUT. WE DID DO A MATRIX STUDY WITH OUR FIRE DEPARTMENT WHERE THINGS WERE GIVEN TO THE CONSULTANTS AND THEN LATER, WE ASKED FOR CHANGES TO BE MADE AND THERE WAS AN ADDENDUM.

YOU CAN ASK FOR FURTHER INFORMATION TO BE PROVIDED. THAT IS ESSENTIALLY WHAT YOU ARE DOING.

THAT WOULD BE MY REQUEST, TO HAVE THIS PAGE 24 DOWN IF THE FULL COUNCIL WAS IN AGREEMENT WITH THE MARIN COUNTY AND ROHNERT PARK PULLED OUT. I WOULD JUST LIKE TO EXPOUND ON THE LAST QUESTION. HOW DO YOU DECIDE -- TO ME, CAN YOU AGREE WITH WHAT WAS JUST SAID? I WAS JUST CURIOUS HOW IT WAS DECIDED SINCE WE HAVE SEEN THIS BEFORE IN VARIOUS CONVERSATIONS. I AM GOING TO LET THE CONSULTANTS WHO DID THE STUDY TALK ABOUT HOW THEY DECIDED ON THE COMPS THAT THEY USED. OR, IS THE QUESTION, IN A COMPREHENSIVE PHILOSOPHY OF COMPENSATION, HOW WOULD A COUNCIL DECIDE?

NO. I AM ASKING HOW IT IS DECIDED BECAUSE THIS IS CONSISTENT WITH THINGS WE HAVE SEEN IN THE PAST. WE KEEP SEEING THIS SO HOW IS IT DECIDED THAT WAY?

AS A CONSULTANT, I BID ON THIS JOB SO I AM GOING TO LET THE CONSULTANT WHO DID THE JOB ANSWER THAT.

I APPRECIATE THAT.

WE DID DIFFERENT FACTORS. WE ARE LOOKING AT WHAT IS THE FIVE OF THE -- SIZE OF THE AGENCY. IF YOU ARE A LARGE ORGANIZATION AND YOU COMPARED

TO A MUCH SMALLER ORGANIZATION, THEY WILL NOT PROVIDE THE SAME SERVICES THAT YOU PROVIDE AND THEREFORE, THEY WILL NOT HAVE COMPARABLE CLASSIFICATIONS. IF YOU ARE A SMALL ORGANIZATION AND YOU COMPARED TO A VERY LARGE ORGANIZATION, THE STRUCTURE WILL BE DIFFERENT. THEY MIGHT HAVE FOUR DIFFERENT MANAGERS THAT ARE RESPONSIBLE FOR A FUNCTION THAT YOU HAVE A SINGLE MANAGER BE RESPONSIBLE FOR BECAUSE IT IS JUST A SIZE. THEY CAN'T HAVE ONE MANAGER BE RESPONSIBLE FOR ALL OF THAT. WE LOOK AT THE NUMBER OF EMPLOYEES OR GENERAL FUND BUDGET, GENERAL SERVICES THAT THEY PROVIDE BECAUSE AGAIN, WE ARE LOOKING AT JOB DESCRIPTIONS SO WE WANT TO MAKE SURE THAT THEY WILL HAVE COMPARABLE CLASSIFICATION. THEY ARE IN A REASONABLE GEOGRAPHIC AREA -- THAT IS HOW WE DECIDED SOME OF IT. IN RESPECT TO ROHNERT PARK, YOU HAVE LOST POLICE OFFICERS TO ROHNERT PARK SO THAT IS AN ORGANIZATION YOU HAVE COMPETED WITH FOR TALENT AND BECAUSE OF THAT, WE HAVE RECOMMENDED THAT THEY BE INCLUDED.

CAN ASK A FOLLOW-UP QUESTION?

EVERYTHING THAT YOU LISTED, I DID NOT HEAR ANYTHING ABOUT COST OF LIVING. WE HAVE PEOPLE THAT LIVE UP HERE AND DRIVE ALL THE WAY SOUTH SIMPLY BECAUSE THEY DO PAY HIGHER BUT I DID NOT SEE ANY OF THAT FIGURED IN THIS. IS THAT CORRECT?

RIGHT. COST OF LIVING IS VERY TRICKY BECAUSE THE COST OF LIVING IN THE COST OF WAGES ARE NOT EQUIVALENT. YOU COULD LIVE IN SACRAMENTO AND WORK IN SAN FRANCISCO AND MAKE -- PAY 50% MORE TO LIVE THERE BUT YOU ARE NOT NECESSARILY MAKING 50% MORE. PART OF THE REASON I'M SELECT AND THE MEDIAN AS THIS STATISTIC IS THAT IT HELPS TO CONTROL FOR THOSE OUTLIERS. IF WE ARE USING THE MEAN, WHICH WOULD BE THE MATHEMATICAL AVERAGE, IF WE HAVE A HIGH PAYER OR LOW PAYER, IT WOULD BE FACTORED INTO THAT. THE MEDIAN JUST TAKES THE MIDDLE OF THE ARRAY OF NUMBERS. I WILL SAY THAT WITH RESPECT TO THE AGENCIES IN MARIN COUNTY, I HAVE RAN THE NUMBERS WITH THE MEN WITHOUT THE MEN FOR 10 OF THE CLASSIFICATIONS THAT WE SURVEYED, WE ARE EITHER LESS AHEAD OF MARKET WHERE YOU ARE FURTHER BEHIND MARKET WHEN WE REMOVE THOSE FREE AGENCIES. WE CAN CERTAINLY DO WHATEVER THE COUNCIL DIRECTS US TO DO BUT FOR 10 OF THE CLASSIFICATIONS, YOUR POSITION ACTUALLY WORSENS WITH THOSE AGENCIES.

NO OTHER QUESTIONS. I'M GOING TO JUMP BACK IN. AGAIN, NOW THAT I HAVE GOTTEN CLARITY FOR MY OTHER QUESTION ABOUT WHAT DO YOU DO WITH COMPENSATION PHILOSOPHY OR COMPENSATION POLICY, FOR ME, GIVEN WHERE WE ARE AT AND LOOKING FORWARD TO UPCOMING BUDGET DISCUSSIONS, HOW MUCH WOULD IT COST TO PREPARE A COMPENSATION POLICY? HOW MUCH MONEY WOULD IT COST AND HOW MUCH STAFF TIME WOULD IT COST TO DO A COMPENSATION POLICY AND BRING IT BACK TO THE COUNCIL FOR ITS DECISION? I AM ASKING OUR HR PERSON BECAUSE I DON'T WANT TO ASK ANOTHER CONSULTANT BECAUSE THAT SEEMS ODD BUT I CAN IF THAT IS YOUR PREFERENCE. NO. I WOULD SUGGEST THAT SHE DID THE STUDY AND I WAS NOT THE MANAGER OF THE PROJECT.

OKAY. NOW -- THAT IS FINE. THIS CONSULTANT ON VIDEO IS THE ONE THAT DID THE LAST COMP SO I SHOULD BE ASKING HER THE QUESTION ABOUT THE TIMING. MUCH STAFF TIME IS INVOLVED BASED UPON YOUR GLOBAL EXPERIENCE OF HAVING DONE THESE THINGS AND HAVING WORKED WITHIN OUR CITY? STAFF

TIME AND APPROXIMATE COSTS TO BRING FORWARD A COMPENSATION POLICY FOR THE FULL COUNCIL TO CONSIDER?

USUALLY DEVELOPING A COMPENSATION POLICY WOULD USUALLY BE UNDER \$5000 BUT I WOULD SAY THAT IF YOU HAD AN INTERNAL HR EXPERT, THEY WOULD BE ABLE TO WORK WITH YOU TO DO THAT SO YOU CAN EITHER USE AN OUTSIDE CONSULTANT OR YOU COULD USE YOUR CURRENT HR CONSULTANT THAT YOU HAVE THAT SERVES AS YOUR HR MANAGER.

OKAY. THAT IS THE AMOUNT. HOW LONG DOES IT TAKE? HOW MUCH USE OF STAFF TIME DOES IT TAKE, BASED AGAIN ON YOUR OVERALL KNOWLEDGE OF HAVING PUT THIS TOGETHER? HOW MUCH STAFF TIME DOES IT TAKE?

USUALLY IT DOES NOT TAKE A LOT ON THE STAFF TIME BECAUSE IT IS A POLICY. IT IS FROM COUNCIL. IT IS MORE A COUNCIL TIME THEN STAFF TIME.

OKAY. SO, THEN, BACK TO DEBORAH. BASED UPON THE STATEMENTS MADE , USING YOUR INTERNAL HR, WHICH WOULD BE YOU, HOW MUCH DO YOU THINK THIS WOULD COST?

DOING COMPENSATION POLICY, THE CITY CARRIES AN ONGOING CONTRACT FOR HUMAN RESOURCES SERVICES AND POLICIES AS PART OF THAT CONTRACT SO IT WOULD NOT ADD ADDITIONAL BUDGETARY AMOUNTS TO THE CITY TO DO IT INTERNALLY.

OKAY. AS FAR AS STAFF TIME? I HEARD THAT IT DOES NOT TAKE A LOT BECAUSE IT IS BASICALLY HOURS. WHAT I AM ASKING IS TO BRING FORWARD A PROPOSED COMPENSATION POLICY FOR US TO CONSIDER AS A COUNCIL. WITH THAT CAVEAT, HOW MUCH TIME WOULD IT TAKE?

IT WOULD TAKE AS MUCH TIME AS IT TAKES TO CREATE THE STAFF REPORT FOR THE COUNCIL BECAUSE WE HAVE EXAMPLES OF POLICIES ALREADY. THAT TIME WOULD BE IN THE DISCUSSION AND DECISION FOR EACH ELEMENT OF THE POLICY AS TO WHERE THE COUNCIL WOULD LIKE TO LAND AND THEN THE EDITING OF THAT IS A VERY QUICK PROCESS AND THEN WE BRING IT BACK TO THE COUNCIL FOR APPROVAL. IT CAN BE TWO TO THREE MEETINGS DEPENDING ON HOW MUCH BACK AND FORTH CONVERSATION NEEDS TO HAVE AMONG THE COUNCILMEMBERS.

OKAY. BASED UPON YOUR CURRENT SCHEDULE, HOW FAST COULD THIS HAPPEN? WHEN CAN WE ANTICIPATE A STAFF REPORT AND A PROPOSED COMPENSATION COPY?

I THINK THE MONTH OF MARCH COULD WORK. AT THE COUNCIL WAS ABLE TO FIT IT IN THEIR CALENDAR.

OKAY. WE CAN DEFINITELY CONSIDER THAT. AGAIN, I DON'T WANT TO HOG UP TOO MUCH BUT I DO HAVE ONE OTHER QUESTION.

I HAVE A QUESTION.

SURE. THE SECOND MEETING IN MARCH IS ONE MONTH FROM TONIGHT. THE AGENDA ITEM WOULD BE TWO WEEKS FROM TODAY.

OKAY.

I AM TRYING TO FIGURE OUT THE PROCESS HERE.

THE PROCESS WOULD BE THE INITIAL MEETING, THE INITIAL REVIEW OF THE POLICY. COUNCIL WOULD BE READING IT IN THEIR PACKET. THERE WOULD BE A DISCUSSION OVER WHAT THEY WANT TO DO. THERE WOULD NEED TO BE ANOTHER MEETING IN APRIL BECAUSE I AM ASSUMING WE COULDN'T MAKE ALL OF THOSE DECISIONS IN ONE COUNCIL MEETING. AND, IF WE ARE BLESSED ENOUGH TO MAKE THOSE DECISIONS IN THE SECOND COUNCIL MEETING, WE WOULD BRING IT FOR APPROVAL AT THE END OF APRIL BUT THESE ARE IMPORTANT DECISIONS THAT THE

COUNCIL IS MAKING ON BEHALF OF THE CITY THAT CAN LAST A LONG TIME. IT IS BETTER TO TAKE THE TIME WE NEED TO MAKE THE DECISIONS WELL AND TO FEEL REALLY GOOD ABOUT THEM THAN IT IS TO SET SPECIFIC DEADLINES.

I AGREE.

ONE OTHER QUESTION.

IS THIS BECAUSE OF PHYSICAL LIMITATIONS, ULTIMATELY QUICK'S -- ULTIMATELY? IS THIS A COUNCIL QUESTION? I WANT TO MAKE SURE WE ASK THAT NOW AS OPPOSED TO LATER ON.

THAT TIES INTO MY LAST QUESTION. I HAD REACHED OUT TO OUR ATTORNEY AND I THINK HE TYPED HIS RESPONSE BACK OR MAYBE IT WAS JUST TO ME. ANYWAY, I WANTED TO KNOW HOW MUCH DIRECTION WE ARE ABLE TO PROVIDE TO STAFF IN THIS CONTEXT. AS I UNDERSTAND IT, I COULD ASK THE QUESTION ABOUT HOW MUCH TIME IT WOULD TAKE TO PREPARE FOR THE IMPLEMENTATION OF ALL OF THE RECOMMENDATIONS AND BRING THEM BACK TO COUNCIL AFTER THEY WENT THROUGH THE BUDGET COMMITTEE. HAVING SAID THAT, WHO WOULD LIKE TO ANSWER THAT QUESTION? IS IT DIRECTLY OUR STAFF? ALEX, DID I MISS TAKE WHATEVER YOU SAID?

THE COUNCIL CAN PROVIDE DIRECTION TO STAFF TO BRING THIS ITEM BACK AS AN ACTION ITEM THROUGH THE BUDGET COMMITTEE OR NOT THROUGH THE BUDGET COMMITTEE. WITH THE COUNCIL CAN'T DO TONIGHT IS PROVIDE DIRECTION ON SPECIFIC ITEMS TO BE WITHIN THE POLICY THAT WAS BROUGHT BACK. THAT LEADS INTO TAKING ACTION.

OKAY.

OBVIOUSLY, WHEN IT COMES BACK --

MY PREFERENCES THAT I DON'T KNOW OF ALL OF THESE PROPOSED RECOMMENDATIONS FROM BOTH OF THE CONSULTANTS HOW MUCH THIS WOULD AFFECT THE BUDGET. OF COURSE, I WOULD NOT THIS BROUGHT TO THE BUDGET COMMITTEE AND THEN HAVE A STAFF REPORT COME BACK WITH THE BUDGET. THIS IS WAS STAFF IS RECOMMENDING AND HOW TO MOVE FORWARD. MAYOR, IT SEEMS LIKE YOU HAD SOMETHING.

I WAS JUST GOING TO SAY, STAFF COULD ALSO TAKE SOME OF THE LOW HANGING FRUIT WHICH DOES NOT REQUIRE BUDGET AND BRING THOSE ACTIONS BACK FOR COUNCIL CONSIDERATION. YOU CAN DO GENERAL DIRECTION LIKE THAT TO REVIEW WHAT ITEMS COME BACK FIRST TO THE CITY COUNCIL AND THEN DIRECT STAFF TO REVIEW WHAT ITEMS WE WOULD CONSIDER OF IMPORTANCE IN BRINGING THOSE BACK. CORRECT ME IF I'M WRONG, I BELIEVE THE COUNCIL CAN ALSO ADDRESS IF THERE WAS COUNCIL CONSENT ABOUT LOOKING AT A COMPENSATION POLICY, YOU CAN DIRECT TO STAFF TO LOOK AT THAT TO THE CITY COUNCIL MEETING.

GREAT.

THANK YOU FOR BEARING WITH ALL OF MY QUESTIONS. ARE THERE MORE QUESTIONS FOR MY CALLING BEFORE WE GO OUT TO PUBLIC COMMENT? TO THE RIGHT? TO THE LEFT? PUBLIC COMMENT.

THANK YOU. THIS IS PUBLIC COMMENT ON THE CLASSIFICATION AND COMPENSATION STUDY ONLY. IF YOU WOULD LIKE TO MAKE A PUBLIC COMMENT, AGAIN, IT IS TWO MINUTES. WE WILL GO TO CHAMBERS FIRST AND THEN GO OUT TO ZOOM. ANYONE IN CHAMBERS THAT WOULD LIKE TO MAKE A PUBLIC COMMENT? SEEING NONE, I WILL GO OUT TO ZOOM. KYLE, CAN YOU AMUSE YOURSELF, PLEASE?

YES, I CAN.

CAN YOU SEE THE TIMER?

YES. GIVE ME ONE SECOND TO VERIFY THAT I CAN. YES, I CAN.

GO AHEAD.

I WOULD LIKE TO BEGIN WITH EXPRESSING MY SINCERE APPRECIATION TO THE CONSULTANT FOR CLARIFYING THE OFTEN OVERLOOKED DISTINCTION BETWEEN THE MEDIAN AND THE AVERAGE IN COMPENSATION COMPARISON. TOO OFTEN, I HAVE SEEN THIS CITY TRY TO USE SIMPLE AVERAGE FIGURES WHEN IN FACT, A MEDIAN BASED ANALYSIS BETTER REFLECTS THE ACTUAL TRENDS IN LABOR MARKET AND IT IS PRECISELY THIS TYPE OF RIGOROUS MATHEMATICAL ARGUMENT THAT HELPS US MAKE MORE INFORMED AND EQUITABLE DECISIONS. WITH THAT IN MIND, I RESPECTFULLY RAISE A FEW KEY QUESTIONS RELATED TO THOSE JOB CLASSIFICATIONS, SPECIFICALLY IDENTIFIED AS BEING MORE THAN 10% ABOVE MARKET AVERAGE. WHAT SPECIFIC FACTORS AND RESPONSIBILITY WITHIN THOSE ROLES JUSTIFY COMPENSATION LEVELS THAT ARE EXCEEDING THE MARKET MEDIAN BY SUCH A SIGNIFICANT MARGIN AND HOW DO THEY ALIGN WITH THE CITY'S SERVICE PRIORITIES? SECOND, HOW MIGHT THESE ABOVE MARKET SALARIES AFFECT INTERNAL EQUITY, STAFF MORALE, AND OUR BROADER RECRUITMENT AND RETENTION STUDIES, PARTICULARLY GIVEN THAT SEVERAL OTHER CLASSIFICATIONS FALL BELOW MARKET LEVELS? THIRD, WHAT STEPS CAN BE TAKEN TO ENSURE FINANCIAL SUSTAINABILITY THAT -- WITHOUT JEOPARDIZING THE OVERALL BUDGET OF THE CITY'S ABILITY TO RECRUIT COMPETITIVELY ELSEWHERE. FINALLY, HOW WILL THE COUNCIL AND STAFF DEVELOP CONSISTENT, TRANSPARENT POLICY TO ADDRESS DISCREPANCIES IN COMPENSATION BOTH ABOVE AND BELOW THE MARKET MEDIAN IN WHICH ALL EMPLOYEES ARE TREATED FAIRLY OVER TIME. MY HOPE IS THAT THESE QUESTIONS WILL ENCOURAGE A ROBUST DISCUSSION AND LEAD TO THOUGHTFUL POLICY DECISIONS AROUND CLASSIFICATION, COMPENSATION, AND LONG-TERM STAFFING NEEDS. THANK YOU.

THANK YOU, KYLE FOR YOUR PUBLIC COMMENT. NEXT, I WILL COME BACK INTO CHAMBERS. IF THERE IS ANYONE IN CHAMBERS, SEEING NONE, I WILL GO BACK OUT. AARON, CAN YOU UNMUTE YOURSELF PLEASE?

YES. CAN YOU HEAR ME OKAY?

YES.

CAN YOU HEAR THE -- SEE THE TIMER?

YES. SORRY ABOUT MY ADMITTING ISSUE LAST TIME YOU CALLED ME. ANYWAY, I JUST WANT TO SAY THANK YOU FOR THIS CLASSIC COMP STUDY AND ALSO I WANT TO THANK THE CITY FOR GIVING US A BRIEF OVERVIEW LAST THURSDAY. THEY ARE STILL REVIEWING THIS STUDY BEFORE WE HAVE ANY THOUGHTS OR FEEDBACK TO PROVIDE THE CITY AND THE CONSULTANT. ONE OTHER THING TO KEEP IN MIND TOO, WITH ANY COMPENSATION PHILOSOPHY, THAT MAY, KIND OF, MOVE INTO A MEET AND CONSOLE TYPE OF SITUATION. AS AN EXAMPLE, THE CITY OF SANTA ROSA IS CURRENTLY BARGAINING OVER A COMPENSATION PHILOSOPHY RIGHT NOW. THAT IS JUST SOMETHING THAT I ALSO WANTED TO LAG WITH THE CITY. THANK YOU.

THANK YOU, AARON FOR YOUR PUBLIC COMMENT. NEXT, I WILL COME BACK INTO CHAMBERS. SEEING NONE, I WILL GO BACK OUT. ROBERT, CAN YOU UNMUTE YOURSELF, PLEASE?

YES. CAN YOU HEAR ME?

I CAN HEAR YOU. CAN YOU SEE THE TIMER?

I CAN.

GO AHEAD, PLEASE.

THANK YOU. THIS IS A PRETTY GOOD STUDY, PRETTY INTERESTING STUFF. THE STAFF REPORT ADDED TO THIS AND GIVES A COMPREHENSIVE VIEW ABOUT WHAT IS GOING ON IN THE CITY AS IT RELATES TO THE BIGGEST LINE ITEMS IN OUR BUDGET. REGARDING THE MEDIAN, A SUGGESTION WOULD BE TO ADDING A RANGE AROUND THE MEDIAN AND THEN PUT A CARROT WITH SEBASTOPOL ON THE RANGE. THAT WAY, YOU CAN SEE THAT THERE ARE PEOPLE WHO PAY MUCH MORE AND MUCH LESS AND WHERE SEBASTOPOL LIES AND YOU CAN MAKE A JUDGMENT ABOUT WHERE YOU WANT TO LIE ON IT. REGARDING PHILOSOPHY, I DON'T LIKE THE WORD PHILOSOPHY. I THINK IT SHOULD BE STRATEGY OR POLICY. IT APPEARS WE HAVE A PHILOSOPHY. IF YOU LOOK AT THE DATA THAT WAS REPORTED THERE, WE ARE FURTHER BEHIND ON PAYING CASH SALARIES THAN WE ARE ON BENEFITS. WE ARE OFFERING MORE GENEROUS BENEFITS OF OUR EMPLOYEES AND PEOPLE WE RECRUIT, WHETHER THAT IS AN ACCIDENT OR WHETHER THAT IS A DEFINED STRATEGY. IT SHOULD BE A DEFINED STRATEGY. SHOULD BE A PHILOSOPHY OR IF YOU WANT TO MAKE A POLICY, YOU CAN MAKE IT A POLICY. I THINK IT JUST MATTERS THAT YOU HAVE A REASON FOR WHY YOU ARE OFFERING WHAT YOU ARE OFFERING TO PEOPLE AND THEN YOU WATCH HOW IT WORKS. IF YOU ARE GETTING GOOD CANDIDATES, YOU HAVE A GOOD PHILOSOPHY. IF YOU ARE NOT GETTING CANDIDATES, THEN YOU HAVE TO RETHINK. MAYBE BENEFITS ARE NOT WHAT YOUNG PEOPLE WANT. THEY WANT MONEY. IT MAY VARY FROM POSITION TO POSITION AS WELL. THE PROCESS OF FORMING A POLICY OR STRATEGY IS NOT VERY DIFFICULT. YOU JUST HAVE TO DECIDE, DO YOU WANT TO PAY MORE OR LESS FOR QUALIFIED AND EXPERIENCED PEOPLE? DO YOU WANT TO OFFER BENEFITS? BENEFITS APPEAL TO CERTAIN TYPES OF CANDIDATES THAT YOU CAN RECRUIT FROM? WHERE DO YOU RECRUIT FROM? IF WE ARE GETTING OUR PLACEMENTS FROM ROHNERT PARK, WE HAVE TO BENCHMARK OFF OF ROHNERT PARK. IT IS NOT A COMPLICATED THING TO DO AND SHOULD NOT TAKE A HUGE NUMBER OF MEETINGS. I THINK THE HR DIRECTOR AND THE CITY MANAGER SHOULD BE ABLE TO HANDLE IT. THAT IS MY THOUGHTS. THANK YOU.

THANK YOU FOR YOUR PUBLIC COMMENT. NEXT, I WILL COME BACK INTO CHAMBERS. IF THERE IS ANYONE IN CHAMBERS THAT WOULD LIKE TO MAKE A PUBLIC COMMENT ON THIS STUDY, SEEING NONE, I WILL GO BACK OUT TO ZOOM ONE MORE TIME. IF YOU WOULD LIKE TO MAKE A PUBLIC COMMENT, PLEASE RAISE YOUR HAND VIRTUALLY. SEEING NONE, PUBLIC COMMENT IS CLOSED.

THANK YOU, MARY. BACK HERE FOR CONTINUED DISCUSSION ON POSSIBLE DIRECTION.

I THINK BEFORE WE DO ANY POLICY RECOMMENDATIONS, THAT WE SHOULD WAIT TO HEAR FROM THE FOLKS. I ALSO WANTED TO LET THE PUBLIC KNOW THAT THE COUNCIL HAS SUBMITTED A LOT OF QUESTIONS PRIOR TO THIS MEETING . THE PUBLIC IS NOT GETTING THE BENEFIT OF ALL OF THAT Q&A BUT THERE ARE AT LEAST 30 QUESTIONS --

25.

25 QUESTIONS THAT WENT BACK AND FORTH WITH COUNCILMEMBERS AND STAFF. I GUESS IF THE PUBLIC HAS ANY QUESTIONS, THEY CAN FEEL FREE TO WRITE TO ME AND I WILL RESPOND.

COUNCILMEMBER HINTON?

WELL, I AGREE WITH COUNCILMEMBER MAURER . I ALSO FEEL LIKE IF SANTA ROSA IS JUST WORKING ON THEIR POLICY, I THINK WE HAVE SOME OTHER PRIORITIES AND I FEEL THAT WHEN WE SET THESE POLICIES, AS HAS HAPPENED

WITH OUR POLICIES AND PROTOCOLS AND THERE ARE UNINTENDED CONSEQUENCES THAT END UP HAPPENING. I AM INTERESTED IN DIRECTING STAFF TO PURSUE POLICY OR A THEORY ON THIS. I THINK WE JUST RECEIVED THIS AND WE HAVE TO GET TO OUR GOAL SETTING MEETING AND DECIDE IF THAT IS REALLY A GOAL THAT WE WANT TO ASSIGN STAFF TO OR IF WE HAVE OTHER PRIORITIES. I WON'T BE SUPPORTING A MOTION LIKE THAT TONIGHT.

VICE MAYOR?

LONG-TERM, IT IS GOOD TO HAVE SOME SORT OF POLICY IN PLACE, ESPECIALLY GIVEN THE NUMBER OF ITEMS THAT CAN COME BACK WITH CREATING RAISES AND INCREASING SALARIES AND SUCH. I DON'T KNOW THAT WE NEED IT IN THE NEXT MONTH. I DO THINK THAT WITH THE GOALS AND PRIORITIES, IT IS SOMETHING THAT WE COULD DISCUSS. I THINK IT IS A GOOD IDEA. I JUST DON'T NECESSARILY THINK WE NEED A SHORT TIMELINE BECAUSE I ALSO WANT TO MAKE SURE THAT WE HAVE TIME TO CONSIDER IT AND NOT FEEL RUSHED BECAUSE IT IS SO IMPORTANT AND IT WILL IMPACT SO MANY PEOPLE MOVING FORWARD. I JUST WANT TO MAKE SURE WE GIVE IT THE TIME IT IS DESERVED. THAT IS WHERE I AM AT.

COUNCILMEMBER CARTER?

I AM JUST GOING TO FOLLOW THOSE TWO COMMENTS AND AGREE WITH THEM, JUST FOR THE FACT OF PACE AND BEING ABLE TO BE THOUGHTFUL AND PUT THIS AFTER OUR GOAL SETTINGS. I APPRECIATE COUNCILMEMBER MAURER ADDRESSING THE FACT THAT WE DO ANSWER QUITE A FEW QUESTIONS NOT ON TV. PLEASE DO EMAIL YOUR QUESTIONS AT ANY POINT. IF WE DON'T DISCUSS THEM LIVE ON TV -- I WILL NOT BE SUPPORTING A DIRECTION TONIGHT BUT I AM VERY GRATEFUL FOR THE WORK AND I THINK IT IS VERY INFORMATIVE AND I LOOK FORWARD TO SEEING WHAT OTHER NORTHERN CALIFORNIA CITIES HAVE.

I WOULD BE IN FAVOR OF DIRECTING STAFF TO ASK -- TWO, AS MARY SAID, ADDRESS THE LOW HANGING FRUIT THAT HAS BEEN PROPOSED FOR US BY WAY OF THE RECOMMENDATION. BOTH FROM OUR ONE CONSULTANT -- I DO THINK IT IS IMPORTANT TO START WORKING ON THAT AND IF THERE ARE LOW HANGING FRUIT, IT COULD BE ADDRESSED BY STAFF AND I THINK THAT WOULD POSITION US WELL FOR OUR GOAL SETTING. THAT WOULD BE MY RECOMMENDATION AS FAR AS DIRECTIONS TO STAFF. COUNCILMEMBER MAURER?

I AGREE WITH WHAT WAS STATED IN TERMS OF JUST TO RECEIVE THIS REPORT. I THINK STAFF HAS ENOUGH TO DO ALREADY. I WOULD LIKE TO LIGHTEN THEIR LOAD AND NOT ADD TO IT. I THINK THIS SHOULD WAIT UNTIL AFTER GOALSETTING -- MAYBE UNTIL AFTER GOALSETTING AT LEAST. THANK YOU.

COUNCILMEMBER CARTER?

THIS IS A CONVERSATIONAL QUESTION. I DON'T THINK I AM CLEAR ON WHAT YOU MIGHT MEAN BY LOW HANGING FRUIT OR POSSIBLE DIRECTION SO I WOULD JUST LIKE TO HEAR OF ABOUT -- A LITTLE MORE ABOUT YOUR THOUGHTS.

I WAS JUST TRYING TO SUM UP WHAT MARY HAD SAID ABOUT LOW HANGING FRUIT.

SOME OF THEM ARE REVIEWING THE JOB DESCRIPTIONS JUST TO BRING THEM UP TO DATE. SOME OF THEM ARE RETITLING OF POSITIONS. THERE ARE SOME THAT WOULD HALF TO CONFER SO WE WOULD NOT BRING ANYTHING BACK UNTIL WE HAVE GONE THROUGH THE PROCESS TO MAKE SURE WE HAVE BEEN ABLE TO DO THAT. THESE ARE SOME ITEMS TO BRING BACK THAT DON'T IMPACT THE BUDGET. BY REDOING THE JOB DESCRIPTIONS, MAKING THEM UP TO DATE, PUTTING IN SOME

-- REDOING THEM WOULD BE ONE WAY, IN MY MIND. THAT IS SOMETHING THAT WOULD COME BACK THAT WOULD NOT IMPACT THE BUDGET.

I CERTAINLY UNDERSTAND. I THOUGHT THIS IS WHAT THIS DID.

THERE IS NO ACTION TONIGHT WHATSOEVER. THESE ARE JUST THE RECOMMENDATIONS BASED UPON INTERVIEWS THAT THE CONSULTANT DID WITH THE EMPLOYEES, BASED UPON WHAT THEIR JOBS ARE NOW, COMPARED TO WHEN THEIR JOB DESCRIPTION MAY HAVE BEEN WRITTEN 10 YEARS AGO. WE ARE NOT DOING ANY ACTIONS TONIGHT. WHAT WE WILL DO IS GO THROUGH WHAT OUR RECOMMENDED CHANGES ARE IN THOSE JOB DESCRIPTIONS, MEET WITH THE UNION AND HAVE THE CONVERSATIONS ABOUT WHAT THE JOB DESCRIPTION WOULD LOOK LIKE AND THEN BRING THIS BACK TO THE CITY COUNCIL FOR ACTION. SO, THERE IS NO ACTION ON THESE ITEMS TONIGHT, WHATSOEVER, OTHER THAN YOU ARE RECEIVING WHAT CAME OUT OF THE STUDY AND NOW IT WOULD BE UP TO THE STAFF, IF THE COUNCIL VICE PRESIDENT DIRECTION TONIGHT, TO LOOK AT WHAT SOME OF THOSE ITEMS WOULD BE, TO BRING THOSE RETITLING POSITIONS. AGAIN, IT ALL HAS TO BE DONE TO GO THROUGH THE PROCESS BEFORE IT GOES BACK TO COUNCIL.

RIGHT. IF ONE WERE AMENABLE TO THAT, BUT NOT NECESSARILY RUSHED TO DO THAT, HOW DOES THAT WORK? IF WE GIVE DIRECTION, DO WE COME RIGHT BACK? IT WILL PROBABLY BE A FEW MONTHS, AT LEAST A COUPLE OF MONTHS BECAUSE WE WOULD HAVE TO GO OVER THE JOB DESCRIPTIONS FIRST AT STAFF AND THEN SET UP MEETINGS WITH THE UNIONS AND THE EMPLOYEES AND TALK ABOUT THE JOB DESCRIPTIONS AT THAT POINT AND THEN BRING IT BACK TO COUNCIL. I WOULD SAY A COUPLE OF MONTHS BEFORE WE COME BACK.

I HAVE THE SAME QUESTIONS. I JUST WANTED TO -- BASICALLY, WHAT YOU ARE ASKING IS TO UNDERSTAND IF THAT IS SOMETHING THAT WOULD BE SUPER HELPFUL TO YOU, KNOWING THAT WE SUPPORT YOU IN DOING THAT VERSUS NOT MOVING ON ANYTHING.

I THINK THE DIRECTION WOULD BE FOR STAFF TO LOOK AT THE RECOMMENDATIONS IN THE REPORT AND THEN BASED UPON WHAT WE FEEL ARE THOSE KEY JOB DESCRIPTIONS THAT COULD BE CHANGED OR TO BRING THEM UP TO DATE, FOR STAFF TO BRING THOSE BACK AND NOT JUST SAY WHICH ONE. I WOULD NOT WANT THE COUNCIL TO CHOOSE WHICH ONES TO DIRECT BUT WITH SHELLY AND DEBRA TO MAKE SURE WE BRING THOSE FORWARD AND BACK.

THIS WOULD ALLOW THE CITY TO AT LEAST BE INCHING FORWARD TOWARD MAKING PROGRESS IN THE PURPOSE OF US DOING ALL OF THIS.

DEFINITELY. IT WILL BE BRINGING THE JOB DESCRIPTIONS IN LINE BASED UPON THE INTERVIEWS THAT THE CONSULTANT HAS HAD WITH THE EMPLOYEES AS TO WHAT THEY ARE DOING NOW VERSUS WHAT THEY MAY HAVE BEEN DOING FIVE YEARS AGO OR 10 YEARS AGO WHEN THEY WERE WRITTEN.

I JUST WANT TO MAKE SURE. EVERYONE IS CONCERNED ABOUT PUTTING TOO MUCH BURDEN ON YOU ALL. THANK YOU.

COUNCILMEMBER HINTON?

YOU JUST MENTION SHELLIE. IS OUR CONTRACT DONE WITH THE CONSULTANT OR WOULD WE BE WORKING WITH HER AND WHAT YOU JUST STATED MOVING FORWARD?

I BELIEVE THAT WE HAVE SOME -- WE ARE GOING THROUGH THE JOB DESCRIPTION WITH HER. WE STILL HAVE A LITTLE BIT OF LEEWAY TO WORK WITH SHELLIE ON THE JOB DESCRIPTIONS, BRINGING THEM UP BASED ON WHAT HER RECOMMENDATION IS.

OKAY.

SHE HAS DONE THE MAJORITY OF THE CONTRACT. IT WOULD NOT --
I AM WILLING TO GO HAD WITH WHAT STAFF IS RECOMMENDING.

WE CAN'T TAKE A FORMAL VOTE BUT COUNCILMEMBER HINTON IS OKAY, VICE
MAYOR McLEWIS IS OKAY. COUNCILMEMBER CARTER IS OKAY.

I AM STILL VERY CONFUSED ABOUT WHAT WE ARE LOOKING FOR BUT IF YOU ARE
GOING TO MAKE USE OUT OF IT AND IMPROVE THINGS, SURE.

IT IS ALSO A BENEFIT FOR THE EMPLOYEES, TO ACCURATELY SHOW WHAT THEY
ARE DOING TOO, TO SHOW VALUE TO THE EMPLOYEES AS WELL.

I GUESS WE HAVE FIVE.

I JUST WANTED TO CLARIFY, IS THERE A COUNCIL INTEREST IN HAVING THE PAGE
24, THE TABLE THAT COUNCILMEMBER HINTON WAS REFERRING TO , UPDATED OR,
RATHER REVISED, TO REMOVE MARIN COUNTY EXAMPLE?

ON THAT ISSUE, I WOULD NOT LIKE THAT BASED UPON WHAT I THOUGHT I HEARD
FROM OUR CONSULTANT THAT IF YOU TAKE THAT AWAY, IT WILL LOOK WORSE
FOR NINE DIFFERENT CLASSIFICATIONS.

WELL, THEN, I WOULD ASK THAT WE AT LEAST TAKE ROHNERT PARK OUT. I
UNDERSTAND THAT WE DID LOSE A FORMER POLICE CHIEF THERE BUT I STILL
THINK THEY'RE VERY DIFFERENT CITIES AND BELONG IN THE LARGE CITY
CATEGORY.

I JUST HAVE A QUESTION.

WHY DID YOU SAY ROHNERT PARK NEEDED TO BE IN THIS? JUST BECAUSE WE ARE
LOSING STAFF THERE? IT IS GOOD FOR US TO UNDERSTAND AND BASE OUR SELF
OFF OF THAT?

THEY WERE INCLUDED IN THE MAKES BECAUSE YOU HAVE LOST STAFF TO
ROHNERT PARK AND BECAUSE OF THE PROXIMITY.

IS THERE A DISADVANTAGE TO REMOVING THAT?

I DID NOT LOOK AT REMOVING ROHNERT PARK. I LOOKED AT REMOVING THOSE
THREE AGENCIES BASED ON THE ONE-ON-ONE. I CAN CERTAINLY RUN THE
NUMBERS WITHOUT ROHNERT PARK IF THAT IS THE DIRECTION OF THE COUNCIL. I
DON'T KNOW.

PERSONALLY, I AM OKAY WITH LEAVING AT THE WAY IT IS.

I AM OKAY WITH LEAVING IT IN. WHAT ARE OTHER PEOPLE'S THOUGHTS?

IF WE WERE TO LEAVE IT IN, THAT IS NOT BINDING US, IS IT?

NO. THIS IS INFORMATION ONLY. THIS IS WHAT ROHNERT PARK IS. THIS IS WHAT
CLOVERDALE IS. THIS DOES NOT TIE YOU TO ANYTHING.

WE CAN JUST UNDERSTAND THAT WE FEEL LIKE IT IS BIASED EVEN IF WE LEAVE IT
IN.

ANY OTHER COMMENTS ON DIRECTION, COUNCILMEMBERS?

DOES IT COST US ANYTHING EXTRA TO HAVE THEM RERUN THE NUMBERS
WITHOUT ROHNERT PARK?

NO.

I WOULD SAY, AGAIN, I'M GOING TO SAY IT IS FIVE TIMES AS LARGE AND THEY
HAVE A CASINO AND A MUCH LARGER BUDGET. AND, I BELIEVE THERE POLICE
OFFICERS ALSO SERVE AS SAFETY OFFICERS FOR FIRE. I JUST THINK IT IS AN
UNFAIR COMPARISON AND I WOULD LIKE TO HAVE AN ADDENDUM ADDED TO THE
REPORT IF IT DOES NOT COST US EXTRA WITH ROHNERT PARK REMOVED.

I WILL AGREE TO THAT.

I WILL ALSO AGREE TO HAVING AN ADDITIONAL ADDENDUM WITH DIFFERENT
FIGURES.

YOU ARE SAYING THIS WOULD NOT COST US ANYTHING? IT WOULD NOT TAKE AWAY FROM ANYTHING?

THIS WOULD NOT -- YOU WOULD NOT CHARGE US TO TAKE THAT ONE CITY OUT? ABSOLUTELY NOT.

THANK YOU.

GREAT. THEN THAT IS THE DIRECTION. ANYTHING ELSE ON THIS PARTICULAR INFORMATIONAL ITEM BEFORE WE MOVE TO THE NEXT? SEEING NONE, WE ARE MOVING ONTO THE NEXT INFORMATIONAL ITEM AND PRESENTATION AND THAT IS AGENDA ITEM NUMBER EIGHT.

[CAPTIONERS

THIS REPORT IS INFORMATIONAL ONLY. THERE IS NO FISCAL IMPACT. RESPONSIBLE DEPARTMENT --

THANK YOU BACK IN 2022 THE CITY DID A CITYWIDE STAFF ASSESSMENT STUDY. IT SHOWS US WHAT EACH DEPARTMENT NEEDS. AND HAVE AN EFFICIENTLY RUN CITY. SINCE THAT TIME THERE'VE BEEN MULTIPLE CHANGES IN THE CITY AND WE'VE COMBINED DEPARTMENTS SUCH AS PUBLIC WORKS ENGINEERING HAS BEEN COMBINED AND WE'VE CHANGED THE PLANNING DEPARTMENT INTO COMMUNITY DEVELOPMENT DEPARTMENT AND GOING THROUGH THE FIRE MERGING WITH GOLD RIDGE, WE WERE DIRECTED TO LOOK AT AN UPDATED STAFFING ASSESSMENT. OUR CONSULTANT DID CONDUCT THAT AND WILL PROVIDE THE DETAILS HOW WE GOT TO THAT STAFFING ASSESSMENT. THE FIRE DEPARTMENT HAS NOT BEEN INCLUDED IN THIS ASSESSMENT WE DO THE UPDATE BECAUSE IT WAS OUR ASSUMPTION MOVING THROUGH THAT WE ARE ASSUMING THAT WILL GO THROUGH, BUT WE CAN COME BACK AND REASSESS. IT DOES NOT INCLUDE THE VOLUNTEER FIRE DEPARTMENT AND I WILL HAND IT TO YOU TO GIVE THE PRESENTATION.

I APPRECIATE THAT OVERVIEW. THE ONLY THING THAT WE MISSED IN THE OVERVIEW WAS IN 2022 WE WERE LOOKING AT WHAT WE THOUGHT WERE STABLE AND SUSTAINABLE RESERVES IN THAT PICTURE IS DIFFERENT FOR US TODAY. LOOKING AT THE STAFFING WITH THAT LENS GIVES A DIFFERENT LOOK AT WHAT IS SUSTAINABLE AND WHAT IS EFFICIENT AND EFFECTIVE. THANK YOU. WHAT WE'RE GOING TO DO TODAY, YOU CAN GO TO THE NEXT PAGE, IS LIKE QUICKLY AT WHY WOULD WE DO IT, HOW DO WE DO IT IN SOME DEPARTMENT HIGHLIGHTS ON THE UPDATED ASSESSMENT AND MAYBE A FEW TAKEAWAYS FROM THIS BECAUSE, AGAIN, THIS IS SIMPLY INFORMATIONAL. LIKE ALL OF THE MATERIAL YOU ARE RECEIVING INFORMATION TONIGHT, THE -- WHAT THE MAYOR WAS TALKING ABOUT, WHICH IS A CONFIRMATION PHILOSOPHY OR POLICY IN THIS STUDY HERE, CONVERSATIONS WITH THE LABOR PARTNERS ARE EXTREMELY IMPORTANT EITHER BECAUSE ITEMS ARE PART OF THE MANDATORY MATTERS OF BARGAINING OR BECAUSE WE NEED TO DISCUSS THE IMPACT OF A DECISION RELATED TO THE STUDY. WE WOULD ALL BUILD THAT IN. IF WE ARE LOOKING -- IN 2022 WHEN WE LOOKED AT THE STAFFING STUDY, IT WAS DONE TO TRY AND FIND ARE WE OPTIMALLY STAFFED AND WE HAVE THE RIGHT FOLKS ON THE BUS TO DELIVER THE SERVICES AND PROGRAMS THAT WE HAVE. AND ARE THERE BETTER WAYS AND WHAT ARE PEOPLE DOING. TODAY WE ARE LOOKING SINCE 2022, WHAT IF WE DONE AND HOW IT HAS THAT AFFECTED WHERE WE ARE AND HOW DOES THE FISCAL SCENARIO AFFECT THAT AS WELL. SO IN 2022 WHAT YOU DO WHEN YOU DO A STAFFING STUDY IS YOU LOOK AT -- YOU TALK TO THE DEPARTMENTS AND LOOK AT THE SERVICES THEY ARE OFFERING AND LOOK AT THE STAFF THAT THEY HAVE IN PLACE AND LOOK AT THE SERVICE DELIVERY METHODS A LOOK AT WHAT

OTHER ORGANIZATIONS ARE DOING AND SEE IF THERE ARE OTHER MODELS AND PROFILES THAT MIGHT BE MORE EFFECTIVE AND EFFICIENT OR OPTIMAL TO DELIVER THOSE SERVICES. AND THEN YOU MAKE A RECOMMENDATION ON THAT. AS WITH ANY OTHER STUDY, THE CITY HAS TO LOOK AT THAT AND SAY THIS THIS WORK FOR US. DOES IT MEET OUR OPERATIONAL NEEDS AND DOES IT FIT OUR CULTURE. AND A CONSULTANT WILL NOT ALWAYS KNOW THAT. ALL OF THIS IS INFORMATION MAKING DECISIONS. B TEAM BETWEEN 2022 AND 2025 THE THINGS THAT WERE CHANGED FROM THE RECOMMENDATIONS WAS THE CITY ADDED ONE POSITION AND IT MERGED ENGINEERING WITH PUBLIC WORKS, WHICH IS A RECOMMENDATION AND SEPARATED THE CITY MANAGER AND CITY ATTORNEY. THOSE WERE THE RECOMMENDATIONS TAKEN OUT OF THE STUDY AND AFFECTED. AS WE LOOKED IN 2025 AT WHAT IS BEING DELIVERED BECAUSE OF THE FISCAL EMERGENCY POSITIONS HAVE BEEN FROZEN AND VACANCIES HAVE NOT BEEN FILLED IN SOME CASES, AND SOME PROGRAMS -- I'M GOING TO USE AN EXAMPLE OF THE PUBLIC SAFETY, TO COVER AT 24/7 PUBLIC SAFETY SCHEDULE THEY NEED A POSITION TO CROSS THE WEEK BECAUSE THE MINIMUM STAFFING IS TWO OFFICERS AND THEY HAVE FOUR SCHEDULES ACROSS THE WEEK. WE LOOKED AT THOSE TYPES OF THINGS. PUBLIC WORKS WE HAVE A STAFFING SET UP SCENARIOS THAT HAS THREE POSITIONS THAT ARE CALLED LABORERS AND THEY ARE RECOMMENDING A TITLE CHANGE TO MAINTENANCE ASSISTANT. THEY GET SOME OF THE DEFERRED MAINTENANCE THAT WE NEED IN THAT CLASSIFICATION. SO IN THE STAFFING CLASS A COUPLE OF THOSE POSITIONS TO MAINTENANCE WORKER ONE SO WE HAD SOME BENCH STRENGTH IN THE WORKER POSITIONS. WE CAN GET MORE DEFERRED MAINTENANCE AND HOUSE UNTIL SOMETHING NEEDS REPAIR AND WE HAVE TO CALL SOMEONE FROM OUTSIDE. THOSE ARE THE TYPES OF THINGS THAT WE LOOK FOR IN A STAFFING STUDY AND WE TALK TO THE LEADERS IN EACH DEPARTMENT AND LOOKING AT THE STAFFING THEY CURRENTLY HAVE AND BY LOOKING AT OTHER MUNICIPALITIES TO SEE HOW THEY DO IT. OVERALL, WHAT WE FOUND IS WITH THE CONSTRAINED RESOURCES AND CONSTRAINTS STAFFING, THE DEPARTMENTS ARE MANAGING FAIRLY WELL. KIND OF DRAWN INSIDE AND SILOED A LITTLE BIT AROUND THE CITY BECAUSE TO SURVIVE THEY HAD TO USE THE PEOPLE EFFICIENTLY AND THAT HAS BEEN ONE OF THE CONSEQUENCES OF DOING THAT. IN OUR REPORT WE BROKE RECOMMENDATIONS DOWN INTO THREE TIERS CRITICAL, IMPORTANT, AND BENEFICIAL. CRITICAL MOSTLY IS WHAT IS CAN HAVE THE MOST IMPACT TODAY IN EFFICIENCY AND EFFECTIVENESS. IMPORTANT IS WHAT IS GOING TO BE HELPFUL IN POSITIONING THE CITY FOR AGILITY AND FLEXIBILITY IN ORDER TO DO SOMETHING LIKE CO-LOCATE DEPARTMENTS TO CREATE A BETTER EXPERIENCE FOR THE COMMUNITY AND THINGS LIKE THAT. AND BENEFICIAL IS THIS IS NICE TO HAVE WHEN WE HAVE RESERVES THAT WE FEEL ARE SUSTAINABLE AND HEALTHY. OBVIOUSLY THE IMPLEMENTATION OF ANY OF THESE WILL DEPEND ON CONVERSATIONS WITH LABOR ABOUT IMPACTS AND FISCAL SUSTAINABILITY AND ALL OF THAT. WE ARE NOT EXPECTING ANY ACTION TONIGHT. MOVING TO THE FIRST DEPARTMENT, THE CITY ADMINISTRATION THE RECOMMENDATIONS WE HAVE ARE TO ADD AN FTE ANALYST OR TECHNICIAN TO THAT OFFICE. RIGHT NOW THE OFFICE IS USING CONSULTANTS TO DO ANALYSIS AND A TREMENDOUS AMOUNT OF ANALYSIS THAT NEEDS TO BE DONE AND LOOKING AT COMBINING AND CO-LOCATING DEPARTMENTS AND LOOKING AT WAYS TO HAVE COST RECOVERY OF SOME OF THE EXPENSES THAT HAPPENED THROUGHOUT THE CITY. AND AS OFTEN AS POSSIBLE AS OUR VARIANCE FOR BUDGET SO WE CAN TELL WHAT WE ARE,

PROJECTING REVENUES AS THEY COME IN IN MANAGING THE NUMBERS. THE OTHER KEY THING THAT THIS POSITION WOULD DO IS PROVIDE BACKUP SUPPORT FOR PUBLIC MEETINGS. RIGHT NOW THE CITY HAS ONE PERSON DOING PUBLIC MEETINGS, AND IF SOMETHING WERE TO HAPPEN THAT THAT PERSON WOULD NOT BE AVAILABLE HAVING BACKUP SUPPORT IS CRITICALLY IMPORTANT TO THE PUBLIC FOR TRANSPARENCY SO THIS POSITION WOULD ALSO DO THAT. IF WE ARE UNDER BENEFICIAL IT WOULD BE TO SEPARATE -- AND THIS WOULD HAPPEN UNDER NATIONAL ATTRITION, AND THAT WOULD BE TO SEPARATE THE ASSISTANT CITY MANAGER AND CITY CLERK POSITIONS AND DEVELOP A PLAN TO IMPLEMENT CROSS TRAINING FOR ADMIN POSITIONS SO THAT SHOULD THE ADMIN POSITION IN PUBLIC WORKS NOT BE AVAILABLE, THE ADMIN POSITION FROM CITY HALL COULD COVER IF THERE WAS A NEED AT THAT TIME IN PUBLIC WORKS THAT WAS GREATER THAN THE NEED AND CITY HALL. THE IDEA IS TO CROSS TRAIN ADMINS IN THE CITY SO THEY CAN BE -- IF WE HAVE A NEED LIKE THAT. IF WE MOVE TO THE NEXT DEPARTMENT WE HAVE ADMINISTRATIVE SERVICES DEPARTMENT. WHEN WE LOOKED AT OTHER CITIES THROUGHOUT THE COUNTY AND SEPARATED OUT THOSE CITIES THAT ARE RUNNING LARGE UTILITY DEPARTMENTS DOWN TO WHAT THE CORE FINANCIAL SERVICES POSITIONS ARE, THEIR POSITIONS RAN FROM FOUR FTES TO SIX ACROSS CITIES IN SONOMA COUNTY. THE ONLY OTHER -- THE TWO CITIES WITH FOUR ARE SEBASTOPOL AND SONOMA. OTHERS HAVE FIVE OR SIX. SO ONE OF THE RECOMMENDATIONS TO HELP WITH ALL OF THE REPORTING THAT NEEDS TO GET DONE IS TO ADD AN ACCOUNTING TECHNICIAN TO THE DEPARTMENT. ONE OF THE REASONS IS THAT PART HAS BEEN TRYING TO RECRUIT AN ACCOUNTANT AND THE ACCOUNTANT OVERSEES THE UTILITY BILLING IN A BUSINESS -- AND BUSINESS LICENSES AND OTHER THINGS IN THE CITY AND THERE HAVE BEEN IMPEDIMENTS TO HIRING THROUGH THOSE RECRUITMENT PROCESSES AT THE ACCOUNT LEVEL FOR THAT SKILL SET. WE'VE MADE A COUPLE OF RECOMMENDATIONS IN THIS DEPARTMENT AND ONE IS LOOKING AT OTHER CITIES THEY ARE USING ACCOUNTANT TECHNICIANS AND ACCOUNTING ASSISTANCE IN THE BILLING DEPARTMENT'S SO WE ARE TRYING TO ALIGN WHAT'S HAPPENING IN THE MARKET TO MAKE IT MORE SENSIBLE TO THE LABOR FORCE. IF WE ARE LOOKING AT COMMUNITY DEVELOPMENT, THE PERMIT TECH POSITION IS VACANT AND WE ARE RECOMMENDING WHEN POSSIBLE TO TRANSFER THE BUILDING DEPARTMENT OVER TO COMMUNITY DEVELOPMENT AND BRING THE .5 FTE OVER AND RECLASSIFY IT TO AN ADMIN TECHNICIAN THAT CAN DO A LOT OF DIFFERENT TYPES OF WORK. AND THEN, MORE TYPES OF WORK DAN THE CURRENT SENIOR ADMIN ASSISTANT IS ABLE TO DO IN THEIR CLASSIFICATION. AND THEN WE HAVE SOME BENEFICIAL RECOMMENDATIONS FOR THAT DEPARTMENT AS WELL SHOULD THE FISCAL PICTURE CHANGE CONSIDERABLY. FOR PUBLIC WORKS AND ENGINEERING, SOME OF THE RECOMMENDATIONS ARE -- WE SUPPORT THE TITLING CHANGES -- GIVEN POSITIVE CONVERSATIONS WITH OUR LABOR PARTNERS AROUND IMPACTS, WE SUPPORT THE CLASS AND COMP RECOMMENDATIONS TO RETITLE THE ASSISTANT PUBLIC WORKS SUPERINTENDENT TO PUBLIC WORKS OPERATIONS SUPERVISOR, AND ALSO THE LABORERS TO MAINTENANCE ASSISTANCE IN THE CLASSIFICATION SHOULD CLEARLY AND ACCURATELY REFLECT THE WORK AND THE TYPE OF WORK OF THE POSITIONS. THAT HELPS US IN THE MARKETPLACE AND HELPS US UNDERSTAND WHAT WE ARE DOING AND IN RECRUITING AND RETENTION AND IN PROMOTION TRANSFER. WE ARE RECOMMENDING THE ADDITION OF TWO OF THIS MAINTENANCE ASSISTANCE. THE ADDITION OF ONE FTE MAINTENANCE WORKER TO AND THAT'S TO GIVE MORE

FLEXIBILITY TO IN-HOUSE TO HANDLE SOME OF THE DEFERRED MAINTENANCE OF EQUIPMENT AND INFRASTRUCTURE THAT WE HAVE AROUND THE CITY AND LATER ON WHEN THERE ARE MORE FUNDS TO ADD ANOTHER MAINTENANCE WORKER. IF WE MOVE TO THE POLICE DEPARTMENT, EARLIER I SAID WE HAVE SIX FILL POSITIONS OUT OF EIGHT. WE DO HAVE TWO POLICE OFFICERS AND BACKGROUND THAT WE HOPE TO START VERY SOON, SO THOSE WILL FILL THOSE EIGHT POSITIONS. THERE'S A NINTH POSITION IS CURRENTLY FROZEN UNDER THE BUDGET RIGHT NOW AND SHOULD FUNDING ALLOW, THAT WOULD BE THE FIRST MOVE THAT WE WOULD MAKE WOULD BE TO RECOMMEND THE CITY MAKE TO UNFREEZE THAT POSITION. THAT POSITION SERVES TO COVER TRAINING, INJURIES, ANYTHING LIKE THAT THAT MAY HELP TO DEFRAY SOME OF THE OVERTIME THAT'S BEING SPENT. IT'S A SLIPPERY SLOPE BECAUSE OVERTIME DOESN'T HAVE DOLLARS ATTACHED TO IT SO THERE'S NOT A ONE-TO-ONE RATIO ON THE SAVINGS, BUT THERE IS A SAVINGS. LATER ON ADDING ADDITIONAL POSITIONS ADMINISTRATIVE TECHNICIAN IS TO SUPPORT THE CHIEF, THE CAPTAIN, AND ALSO SUPPORT SERVICES SUPERVISOR BECAUSE RIGHT NOW WE HAVE THE HIGHEST-PAID PUBLIC SAFETY INDIVIDUALS WRITING STAFF REPORTS AND MAKING COPIES AND DOING FILING. IF WE COULD PUSH DOWN SOME OF THAT WORK, WE COULD GET THEM OUT IN THE COMMUNITY MORE. THOSE WERE THE MAIN DEPARTMENT BY DEPARTMENT RECOMMENDATIONS IN THIS REPORT CALLS FOR IN THE SHORT TERM THE EARLIEST MOVES WOULD ADD THREE POSITIONS, WHICH IS IN CONTRAST TO THE 16 IN THE ORIGINAL STUDY. AND UNFREEZE ONE OF THE POSITION. AND IN THE LONGER TERM IT'S A TOTAL OF SEVEN POSITIONS SHOULD FUNDS BECOME AVAILABLE SHOULD THE CITY'S RESERVES BUILD BACK UP. BUT IT DOESN'T SAY THAT THE CITY HAS TO DO ANY OF THIS. THIS WILL ALL DEPEND ON COUNSEL DIRECTION, FUNDING AVAILABILITY, AND CONVERSATIONS WITH THE LABOR GROUPS.

I'M GOING TO DO A PAUSE. WE'VE BEEN GOING FOR ABOUT TWO HOURS. WE DID HAVE IN OUR MEETING BEFORE THIS. WOULD WE LIKE TO TAKE A BREAK BEFORE WE GO TO QUESTIONS AND MOVE FORWARD? WE ARE MOVING AHEAD. QUESTIONS FOR MY COLLEAGUES.

WHICH WERE THE THREE POSITIONS THAT YOU FEEL ARE CRITICAL.

THE FOURTH WHEN I THINK YOU ARE SEEING IS UNFREEZING THE NINTH POLICE OFFICER. THE THREE ARE THE ANALYST OR TECHNICIAN IN THE CITY MANAGER'S OFFICE IT'S ALSO AN ACCOUNTING TECHNICIAN TO DIG IN THE ADMINISTRATIVE SERVICES POSITION IN A MAINTENANCE WORKER IN PUBLIC WORKS.

A QUESTION IS THAT I THINK WE APPROVED A LOT OF POSITIONS, BUT IT SEEMS LIKE IT'S HARD TO HIRE PEOPLE. I'M WONDERING FROM YOUR PERSPECTIVE WHY IS IT SO HARD TO HIRE PEOPLE.

IT'S A REALLY GOOD QUESTION. IT DEPENDS ON THE POSITION. FOR SOME OF THEM WE ARE SLIGHTLY LOWER IN THE MARKET THAN ANY OTHER PLACES IN THEY ARE FINDING OTHER PAY. OTHER POSITIONS WE DO EXIT INTERVIEWS AND WE FIND THAT IN THE PAST WE HAD SOME ENVIRONMENT OR SUPERVISORY CONCERNS FOR EMPLOYEES. SO WE BELIEVE THE DECISIONS THAT OF BEEN MADE FOR LEADERSHIP IN THE CITY CURRENTLY ARE HELPING TO MOVE THAT CULTURE AND REPORT DOES HAVE SOME CONVERSATION OR CULTURE AND HOW WE MIGHT ENHANCE THAT.

JUST TO BRING THINGS FULL CIRCLE, AND FORGIVE ME IF I'M MISSING THE OBVIOUS. THE THREE POSITION TO RECOMMEND PLUS THE POLICE JUST THINKING ABOUT THE LAST TOPIC THAT WE DID WE WERE DISCUSSING JOB DESCRIPTIONS ON

SUCH, ARE THOSE THINGS -- ARE THESE THREE POSITIONS WERE TALKING ABOUT, DO THEY NEED TO HAVE THE JOB DESCRIPTIONS ADJUSTED? IT SOUNDS LIKE TITLES ARE CHANGING AND JOB DESCRIPTIONS ARE CHANGING. I'M ASSUMING THESE GO IN TANDEM. SPOKE YOU WOULD PRIORITIZE THOSE IN YOUR WORK OF UPDATING -- CRACKED. EXACTLY.

YOU'RE CORRECT.

AND ALSO AT TO CONFIRM THAT JOB DESCRIPTIONS FROM THE EARLIER PRESENTATION ARE GOING TO INFORM THIS I'M INTERESTED IN SEEING SOME LESS SKILLED WORK BEING TRAINED UP AND THAT'S THE WAY TO IMPROVE OUR HIRING. DOES THIS ALLOW FOR THAT?

YES. WE ARE LOOKING AT JOB DESCRIPTIONS WHERE THE -- WE JUST DID IT WITH ENGINEERING. WE HAVE AN ENGINEERING TECH ONE AND TWO AND WE CAN HIRE THE LOWER AND WORK THAT PERSON INTO A HIGHER POSITION AS THEY GET MORE TRAINED. IT GIVES US THE FLEXIBILITY. THERE WILL BE SOME LIKE THAT WHEN WE BRING THEM BACK.

I WANTED TO SAY, FOR INSTANCE, WE'VE ALREADY INCORPORATED SOME OF THE TITLE CHANGES INTO THIS REPORT THAT WE SUPPORT THE WAS RECOMMENDED AND THAT WOULD CHANGE IF THOSE CLASSES WERE NOT CHANGED TO THAT TITLE IT WOULD FOLLOW WHATEVER HAPPENED. SOME OF THE THINGS TO WHAT YOU SAID WAS THE MAINTENANCE WORKER IN THE MAINTENANCE ASSISTANT IS A WAY TO ALLOW FOLKS TO COME IN TO THE FULL SKILLED MAINTENANCE LEVEL OF WORK AT THE LOWEST LEVEL AND BEGIN TO DO WORK AROUND THE CITY AND TRAIN UP TO A MORE SKILLED POSITION AND THEN ADMINISTRATIVE SERVICES ONE RECOMMENDATION WE HAVE BECAUSE OF THE IMPEDIMENTS TO RECRUITMENT WE'VE HAD IS TO BUILD A LIST OF ACCOUNTANTS AND TECHNICIAN AND THAT ACCOUNTING ASSISTANT AND HIRE THE STRONGEST PERSON FOR 2 POSITIONS. HIGHER AT WHATEVER LEVEL IS STRONGER AND BRING THE MEN. IF THAT MEANS WE GET AN ACCOUNTING TECHNICIAN AND AN ASSISTANT AND WE TRAIN THEM UP BY SENDING THEM AND GET THEM TO BE AN ACCOUNTANT, THAT'S WHAT WE DO.

I WAS TRYING TO FIGURE THE MONEY HERE. IT LOOKED LIKE AN ACCOUNTANT WOULD BE DOWNGRADED AND COST US LESS FOR THE NEW POSITION YOU ARE RECOMMENDING IN THE STUDY. I ASSUME THE MAINTENANCE ASSISTANT UP TO THE MAINTENANCE WORKER WILL COST MORE WITHIN THE STUDY AND THEN I SAW THAT SEPARATE SHEET THAT HAD SOME AMOUNTS ON IT BUT IT'S HARD TO FIGURE OUT WHAT THESE RECOMMENDATIONS CAUSED BECAUSE I'M NOT SEEING THE AMOUNT OF MONEY LISTED ONLY TRYING TO FIGURE IT OUT MYSELF. WILL THESE POSITIONS BE RUN BY THE BUDGET DEPARTMENT, OR HOW DID THESE GET TO THE NEXT STEP AND THEN EXPLAIN TO US IN A MORE THOROUGH WAY TO APPROVE OR NOT APPROVE.

HOW DID THEY GET TO APPROVAL? FOR INSTANCE, ANY OF THESE POSITIONS WOULD NEED TO GO TO THE BUDGET COMMITTEE AND THEY WOULD CUT FOR SOME, BECAUSE THERE NEW CLASSIFICATIONS IN THOSE CONVERSATIONS IN THE SALARY FOR ANY NEW POSITIONS WOULD NEED TO BE PART OF A CONVERSATION AND CONFER WITH OUR LABOR ORGANIZATIONS. THE MAINTENANCE WORKER, LET'S DO THE MAINTENANCE WORKER CONVERSION. THAT'S PROBABLY THE BIGGEST IMPACT WITH THE LOWEST COST FOR THE CITY. IT GIVES THE POWER OF A SKILLED TRADESPERSON THAT WE CAN BEGIN TO TRAIN TWO OF THEM TO WORK IN THE CITY. AND THEY CAN BE TAKEN SEPARATELY. IF YOU DID ALL OF THOSE POSITIONS AT ONE TIME, AND I'M NOT SAYING WE COULD DO THIS FISCALLY

BECAUSE WE CAN'T PROBABLY RIGHT NOW, IT WOULD BE JUST OVER \$580,000. IT'S A LOT OF MONEY TO DO ALL OF THEM, TAKING THE MOST BENEFICIAL AT THE LOWEST COST MIGHT BE A PATH THE CITY GOES

I WILL FOLLOW MY QUESTION WITH THAT WHEN YOU SAY ALL, DO MEAN FOUR POSITIONS PLUS THE UPGRADE AND DOWNGRADE?

YES.

THAT WAS MY MILLION DOLLAR QUESTION TOO. NOT REALLY CORRELATED WHAT WE SHOULD DO WITH WHAT WE CAN DO. IF SOMETHING AT SOME POINT I'M ASKING COULD SOMEBODY COME BACK AND GIVE US A REAL PICTURE -- I THINK IT'S GREAT TO UNDERSTAND WHAT WE SHOULD DO, BUT IF WE CAN'T DO ANY OF IT, THEN WE ARE SPINNING OUR WHEELS.

WE HAVE SEVERAL BUDGET RELATED ITEMS COMING FORWARD FOR YOU LONG-TERM BUDGET PROJECTIONS AND SOME KIND OF DISCUSSION ON POLICY AND PRIORITIES FOR THE COUNCIL FOR THE NEXT SIX OR SO WEEKS.

> I BELIEVE IT WAS NOVEMBER OR DECEMBER WE FROZE THE MAINTENANCE WORKER POSITION AND THEN THE COUNCIL DIRECTED STAFF TO HIRE A TEMP AND I'M WONDERING WHERE THAT STANDS NOW.

THE TEMP IS STILL IN PLACE AND UNTIL THE CLOUDS BECOME MORE CLEAR I INTEND TO KEEP IT THAT WAY. AND THEN THE BUDGET PROCESS AS IT UNFOLDS, WE WILL HAVE A SENSE OF WHAT THE COUNCIL WANTS TO DO ABOUT FILLING THAT PERMANENTLY OR NOT. IN LOOKING AT THE NUMBERS SO FAR, DEPENDING ON HOW CONSERVATIVE YOU WANT TO BE ON YOUR ANTICIPATED REVENUES, THAT WE WILL BE ABLE TO AFFORD ANY OF THESE POSITIONS IN THE NEW FISCAL YEAR.

THE LAST THING YOU SAID?

I'M NOT SURE WE CAN AFFORD ANY NEW POSITIONS NEXT YEAR UNLESS WE DELETE SOMETHING THAT EXISTS.

IS THE MAINTENANCE WORKER THAT WAS FROZEN, IS THAT CONSIDERED A NEW POSITION -- ARE WE LOOKING AT UNFREEZING AND GETTING A NEW MAINTENANCE WORKER -- I WANT TO MAKE SURE I UNDERSTAND THIS CORRECTLY.

THAT IS WHAT THE STAFFING STUDY ASSUMES THAT THE VACANT ONE IS FILLED AND WE ADD ONE ON TOP OF THAT.

BUT IT'S ONLY A TEMP RIGHT NOW.

YES.

MY LAST COMMENT WAS, FROM YOUR POINT OF VIEW WHAT WE DID ON THE LAST INFORMATIONAL ITEM COMBINED WITH WHAT I THINK WE ARE DOING FOR THIS ONE, ALL THIS IS MOVING IN TANDEM AS FAR AS THE LOW HANGING FRUIT AND WHAT JOB DESCRIPTION NEEDS TO BE REVISED OR TITLE REVISED SO WE CAN GET THE INFORMATION IN TIME FOR THE BUDGET COMMITTEE TO START REVIEWING THIS THROUGHOUT THE PROCESS.

BOTH ITEMS ARE TIED TOGETHER AND IT'S STILL GOING TO GO TO A MEET AND CONFER PROCESS, WE CAN TELL YOU WHAT THE COST WOULD BE TO IMPLEMENT SOME OF THIS BUT BRINGING FORWARD THE JOB DESCRIPTIONS WILL BE KEY IN MY PENDANT BECAUSE IT WILL ACCURATELY REFLECT WHAT EMPLOYEES ARE DOING. THAT WILL BE A COUPLE -- WE HAVE TO MEET AND CONFER, WE CAN GIVE YOU WITH THE COST OF THESE POSITIONS WOULD BE AS WE GO INTO THE BUDGET.

ANYTHING ELSE FOR MY COLLEAGUES BEFORE WE RAP THIS ONE UP ? OKAY. I THINK WE ARE DONE. NEED TO GET TO NUMBER FOUR.

WE HAVE PUBLIC COMMENT.

THIS IS A PUBLIC COMMENT FOR THE STAFFING ASSESSMENT STUDY. WE GO IN CHAMBERS FIRST AND OUT TO ZOOM. CAN YOU PLEASE UNMUTE YOURSELF.

CAN YOU HEAR ME OKAY?

CAN YOU SEE THE TIMER?

I'LL BE VERY BRIEF. I WANTED TO THANK DEBORAH FOR COMPOSING THIS REPORT AND JUST OFFER A REVIEW OF IT AND RECOGNIZING THE LIMITED RESOURCES THE CITY HAS. ONE THING THAT WOULD POTENTIALLY GIVE THE CITY THE MOST BANG FOR THE

WOULD BE TO CONSIDER RECLASSIFYING TWO OF THE LABOR ASSISTANCE AND THERE'S TWO THINGS THAT INCREASES THE POOL OF STANDBY EMPLOYEES WHO QUALIFY AND LESSENS THE BURDEN ON EXISTING STAFF AND OFFERS AN OPPORTUNITY FOR UPWARD MOBILITY. IT'S JUST ONE THING TO THINK ABOUT AND WE RECOGNIZE THERE'S A LOT OF COMPETING INTEREST AND COMPETING -- WITH RESOURCES. IN TERMS OF RECRUITMENT AND RETENTION OF STAFF, WERE HAPPY TO HAVE CONVERSATIONS WITH COUNCIL MEMBERS ABOUT THAT. WE'VE HAD DEPARTMENTS, BUT THAT'S A CONVERSATION THAT'S MORE APPROPRIATE TO HAVE ONE ON ONE. THANK YOU.

KYLE, COULD YOU UNMUTE YOURSELF PLEASE.

YES.

FIRST STOP THE STUDY PLACES EMPHASIS ON ADDING POSITIONS IMMEDIATELY LABELED AS CRITICAL WITHOUT DETAILING HOW THESE -- MY CONCERN IS WE HAVE YET TO SEE ANY SORT OF COMPREHENSIVE UPS NATION ABOUT HOW THE NEW REVENUE MEASURES TRANSLATE INTO SUSTAINABLE FUNDING FOR NEWLY PROPOSED ROLES AND ONGOING VACANCIES. CLARITY ON THESE POINTS IS CRUCIAL IF WE HOPE TO AVOID REPEATED CYCLES OF HIRING AND FREEZING AND TURNOVER. I NOTICED SOME OF THE POSTERIOR CLASSIFICATIONS AS WE SON THE LAST AGENDA ITEM REMAIN WELL OVER 10% OF THE MARKET MEDIAN. AND APPEAR IN THE STAFFING RECOMMENDATION FOR IMMEDIATE ADDITION OR EXPANSION. IF THERE TRULY INDISPENSABLE, IS THERE A PARALLEL PLAN TO REALIGN THE COMPENSATION WITH MARKET NORMS OR WILL CONTINUE TO STRAIN THE FISCAL STABILITY AND EXASPERATE INTERNAL EQUITY ISSUES? THIRD, SEVERAL OF THE REORGANIZATION HINGES ON INTERDEPARTMENTAL COOPERATION MERGING BUILDING INTO COMMUNITY DEVELOPMENT IN LOCATING -- WHILE COULD REDUCE SILENT OPERATIONS, I'M CONCERNED ABOUT MEASURING THEIR SUCCESS IN PRACTICE. WHAT PERFORMANCE METRICS ARE IN PLACE TO ENSURE THAT RESIDENTS BENEFIT FROM A MORE EFFICIENT PERMIT PROCESS RATHER THAN ENCOUNTERING THE SAME BOTTLENECKS. DO WE HAVE METRICS IN PLACE THE CONSOLIDATIONS OF THE DEPARTMENTS THAT WE DECIDED ON AS WELL? THE FIRE DEPARTMENT ANNEXATION RAISES QUESTIONS ABOUT HOW NEWLY FREE OR REPURPOSED RESOURCES MIGHT OFFSET SOME OF THOSE STAFFING COSTS. WE DO NOT NEED TO LOSE SIGHT OF -- PUBLICS HEARING ON VACANCIES AND RECRUITMENTS I MERGING THIS COUNSEL TO REQUEST MORE DETAIL JUSTIFICATIONS. THANK YOU.

THANK YOU. ROBERT. CAN YOU UNMUTE YOURSELF.

YES.

THE FIRST THOUGHT IS -- IF OUR CITY REQUIRES 16 MORE STAFF TO OPERATE EFFICIENTLY, THEN WE HAVE A BROKEN MODEL SOMEWHERE. THERE'S WORK BEING DONE ARE PROCESSES THAT ARE SO EFFICIENT THAT THE WORK TAKES 25% MORE TIME TO DO THAN OTHER CITIES OF OUR SIZE WHO DON'T HAVE THAT KIND OF HEADCOUNT. I THINK THE PATH FORWARD IS LOOK AT THE WORK AND FIGURE

OUT HOW TO STREAMLINE IT AND MAKE IT MORE EFFICIENT AND MAKE IT WORK BETTER. WE DO THIS ALMOST EVERY YEAR IN THE CORPORATE WORLD AND IT WAS NOT UNREALISTIC TO EXPECT TO CUT 20% OF THE ACTIVITY BEING DONE BY ELIMINATING WORK AND STREAMLINING WORK AND STILL ACHIEVE THE GOALS ARE TRYING TO ACHIEVE. I THINK IT NEEDS ANOTHER WAY OF THINKING NOT ADD MORE PEOPLE, DO IT BETTER. IF WE'RE CAN ADD MORE PEOPLE, NOT ONE OF THOSE THREE ADS SERVICE. IT DOESN'T MAKE SENSE TO ME. THEY ARE ASSIGNED TO PARKS AND REC. AND THEY WON EVENTS ALL YEAR LONG MOSTLY DURING THE SUMMER THAT BENEFIT RESIDENTS AND THEY BRING VISITORS AND GENERATE REVENUE. MAYBE THERE'S A DIFFERENT MODEL WE SHOULD LOOK AT. ST. HELENA WAS INTERESTING. THEY HAVE A FULL-TIME FIRE DEPARTMENT, THEY HAVE A PARKS AND REC DEPARTMENT THAT GENERATES ABOUT HUNDRED THOUSAND DOLLARS IN REVENUE FROM THEIR BOCCCE BALL COURT. THEY HAVE A FULL TIME LIBRARY. THEY DELIVER MORE SERVICES AND I THINK THAT'S WHAT WE NEED TO BE LOOKING AT EVERYONE AT HEADCOUNT.

THANK YOU. IF YOU'D LIKE TO MAKE A PUBLIC COMMENT, PLEASE RAISE YOUR HAND. PUBLIC COMMENT IS CLOSED.

WITH THAT RAPPING UP , WORKING TO GO TO THE ITEM THAT WAS PULLED FROM CONSENT. --

WE HAVE ITEM NUMBER NINE AND THEN WE WILL GO TO NUMBER FOUR.

THIS IS FOR BUDGET ADJUSTMENTADJUSTMENT OF \$15,000, APPROVE AMENDMENT NUMBER ONE TO THE KOSMONT & ASSOCIATES CONTRACT FOR CONSULTING SERVICES SUPPORTIVE OF THE ENHANCED INFRASTRUCTURE FINANCING DISTRICT (EIFD), AND AUTHORIZE CITY MANAGER TO EXECUTE CONTRACT AMENDMENT (RESPONSIBLE DEPARTMENT: COMMUNITY DEVELOPMENT DIRECTOR)

I'M GOING TO COVER THIS. I'M GOING TO FORGO SLIDES AND SUMMARIZE. THE CONTRACT IS TO EXTEND THE TIME OF THE CONTRACT, WHICH EXPIRED THE END OF LAST YEAR TO EXPAND THE SCOPE AND INCLUDE A FULL FISCAL ANALYSIS OF THE IMPACT THE EIF D WOULD HAVE ON THE COUNTY AS WELL AS THE CITY AND THEN ADD \$15,000 TO THE BUDGET FOR THE CONTRACT. THE \$15,000 THE COUNTY APPROVED IS COVERING HALF OF THAT SO THE NET COST TO THE CITY WOULD BE \$7500 TO DO THIS AND I THINK IT'S WELL WORTH IT GIVEN THE POTENTIAL FOR ANY EIF D TO CONSUME A LOT OF TIME AND TAKE A SIGNIFICANT CHUNK OF DOLLARS AWAY FROM PROPERTY TAX TO FIGURE OUT IF THAT'S THE BEST LONG-TERM INTEREST. WE ARE PROPOSING THAT WE PROCEED WITH THIS AND INCLUDED IN THE CONTRACT IS ENOUGH TIME TO GET US TO COMPLETING THE RESOLUTION OF INTENT SHOULD THE COUNCIL DECIDE TO PURSUE THAT AFTER WE HAVE THE RESULTS OF THE FULL FISCAL ANALYSIS. WE HAVE A SPEAKER ON ZOOM AVAILABLE AND I'M HAPPY TO ANSWER ANY QUESTIONS.

ARE THERE QUESTIONS. COUNCILMEMBER CARTER.

CAN WE ATTACH SOME REQUIREMENTS ONTO THIS. I THINK IT'S A TREMENDOUS OPPORTUNITY, BUT I THINK IT WOULD BE NICE TO EXTEND THIS TO HAVE RESULTS THAT WE MIGHT EXPECT AND CLEAR THINGS TO REQUEST FOR THEM AS FAR AS LIKE A NUMBER VALUE OR PROBABILITY OF BEING ABLE TO ASK FOR SANTA ROSA TO CONTRIBUTE ANY KIND OF METRIC THAT WE CAN SINK OUR TEETH INTO WHERE THEY CAN DELIVER SOME SOLID INFORMATION.

I EXPECT WE WILL GET SOLID INFORMATION ABOUT THE FINANCIAL IMPACT OF AN EIF D WOULD BE. THERE ARE QUITE A FEW UNCERTAINTIES THAT COULD DRIVE THE NUMBERS. FOR EXAMPLE, WHAT HAPPENS WITH OUR HOTELS. ONE OR TWO COULD MAKE A SIGNIFICANT SWING IN NUMBERS. I THINK THEIR CHANCE OF

GETTING HELP FROM SANTA ROSA EIF D, I DON'T THINK -- COUNTY PAID THE FIRST \$50,000 TOWARD THIS AND THEY WANT TO SPLIT THE REST AND I DON'T THINK WE WOULD GET ANY HELP FROM THE COUNTY BEYOND THEIR PARTICIPATION THAT WOULD BENEFIT RESIDENTS INCLUDED IN THAT. JOES INVOLVED -- IF YOU WANT MORE ON THE PARTICULAR THE LIBERALS, JOE COULD SPEAK TO THAT.

THAT'S WHAT MY REAL QUESTION WAS. AND NOT THAT THEY WOULD CONTRIBUTE TO THAT BUT WHAT THEY COULD CONTRIBUTE TO THE EFI D PROJECTS AND WHAT THE LIKELIHOOD -- IF YOU GET A LIBRARY, HOW MUCH OF WEST COUNTY MONEY COULD BE CONTRIBUTED -- MY UNDERSTANDING THAT CORRECTLY?

I WANTED TO POINT OUT THIS IS A WEST COUNTY EFI D. SONOMA VALLEY IS LOOKING AT THEIR OWN. A CONSULTANT CAN EXPAND MORE. THIS IS BETWEEN THE COUNTY AND US.

ANY OTHER QUESTIONS BEFORE WE GO PUBLIC COMMENT? OKAY. BUT THIS IS PUBLIC COMMENT FOR THE EIF THE EXTENSION OF THE CONTRACT TO CONDUCT THE FISCAL ANALYSIS. IF YOU WOULD LIKE TO COMMENT, I LIKE IN CHAMBERS FIRST. I WILL GO OUT TO ZOOM. IF YOU WOULD LIKE TO MAKE A PUBLIC COMMENT, PLEASE RAISE YOUR HAND VIRTUALLY. THERE'S NO PUBLIC COMMENT.

DISCUSSION. AND FOR MOTION. BUT MAYBE THE CONSULTANT COULD GIVE A LITTLE SYNOPSIS. I THINK WE HEARD HE'S ON CAMERA. CORRECT?

> I FEEL LIKE I DO KIND OF UNDERSTAND THE GENERAL SITUATION. I WAS INTERESTED IN DELIVERABLES BUT I WILL LEAVE IT.

IT SOUNDS LIKE WE HAVE THE ANSWER. ANY OTHER DISCUSSION OR EMOTION?

I MOVE THAT WE FIND THE OTHER HALF OF THE 15,000 TO TUNE OF \$7500 TOWARD A CONTINUED STUDY FOR THE POSSIBLE EIF D.

I WILL SECOND.

THAT INCLUDES ALL THE ITEMS IN THE RECOMMENDED ACTIONS.

[ROLL CALL] THE MOTION PASSES UNANIMOUSLY AND NOW WE ARE ONTO NUMBER FOUR.

THIS IS THE

4. PROPOSED FY25-26 BUDGET CALENDAR.

I PULLED THIS BECAUSE I HAVE A QUESTION FOR THE AGENDA SETTING COMMITTEE AND STAFF. BUT I WANT TO GO BACK A LITTLE BIT. THIS COUNSEL VOTED TO HOLD THE GOALS AND PRIORITIES SESSION AND THEN WE HIRED A CONSULTANT AND WE WERE EACH INTERVIEWED BY THE CONSULTANT IN PREPARATION FOR GOAL SETTING SESSION. WE SET A DATE FOR FEBRUARY 25th AND THE PUBLIC WAS INVITED BY ANNOUNCEMENTS ON THE WEBSITE AND ON THE FIRST PAGE OF THE WATER BILL. THE AGENDA COMMITTEE CANCELED THE MEETING BUDGET CALENDAR FOR APRIL IT SAYS A GOAL SETTING SESSION IS NO QUESTION MARK. THIS IS NOT OKAY WITH ME. I DON'T WANT TO DO ANOTHER PARTY CHECKLIST THAT THE CITY MANAGER PRESENTS. I WANT TO FOLLOW THROUGH WITH WHAT WE HAVE ALREADY AGREED TO. UNMASKING THE AGENDA SETTING COMMITTEE WHERE YOU AT WITH THIS. I UNDERSTAND YOU CANCELED IT BECAUSE YOU WANTED TO SEE THE BUDGET FIRST, BUT I WANT REASSURANCES THAT THIS LINE ITEM FOR APRIL IS GOING TO BE A GOAL AND PRIORITY SETTING SESSION SINCE WE AGREED ON THIS.

I CAN SPEAK YES. IT CAME BACK TO US IN THE GENERAL MANAGER WAS PART OF THE DISCUSSION ABOUT WHETHER WE SHOULD PROCEED WITH THE GOAL SETTING IN LIEU OF THE FACT THAT DIDN'T SEEM LIKE WE NEEDED MORE INFORMATION ON THE BUDGET. THAT WAS A DECISION WITH STAFF ABOUT WHETHER WE SHOULD MOVE FORWARD AND DO A BUDGET WORKSHOP AFTER THE GOAL SETTING OR SHOULD WE JUST GET MORE CLARITY ON NUMBERS.

I JUST WANT TO SAY THAT I DID QUESTION THE CANCELLATION OF THE GOAL SETTING MEETING AND IT WAS DURING THE DAY AND I CHANGED MY CALENDAR WE WERE ALL COMMITTED IN HIRING A FACILITATOR AND I THOUGHT IT WAS NOT THOUGHTFUL TO THE FULL COUNCIL TO HAVE A DISCUSSION AND MEETINGS WERE THREE OF US WERE NOT PRESENT IN CANCEL IT AND TRY TO GET IT RESCHEDULED AND WE DON'T EVEN HAVE A DATE. AS SOMEBODY -- I HAVE TO WORK AROUND MY CALENDAR, I MIGHT NOT BE AVAILABLE DURING THE DAYTIME MEETING I WANT TO MAKE THAT REALLY CLEAR. AND I THINK IT WAS A LITTLE THOUGHTLESS, EVEN IF IT WAS CONFIRMED WITH STAFF

IF I CAN REMIND THE COUNCIL THIS IS AN AGENDA ITEM ON THE BUDGET SCHEDULE AND IF YOU WANT TO TALK ABOUT WHERE THE BUDGET SCHEDULE NEEDS TO BE ADJUSTED IN ORDER TO FIT THAT IN, IT'S FINE, BUT THIS IS NOT A CONVERSATION ON WHEN GOAL SETTING NEEDS TO HAPPEN IN THE PAST. THIS IS ABOUT THE BUDGET CALENDAR.

WE'RE LOOKING AT THE BUDGET CALENDAR IT CLEARLY HAS A QUESTION ON GOAL SETTING SESSION. IS THE AGENDA SETTING COMMITTEE COMMITTED TO HAVING -- TO SCHEDULING THIS? OTHERWISE I HAVE TO BRING IT AS AN AGENDA ITEM AND I WOULD PREFER NOT TO DO THAT. I WOULD LIKE THE AGENDA SETTING COMMISSION TO FOLLOW THROUGH WITH WHAT WE'VE AGREED ON.

IT SAYS IT WILL BE PRESENTED IN A FUTURE CITY COUNCIL MEETING TO RESCHEDULE THE GOAL SETTING SCHEDULE. THAT WILL COME TO THE COUNCIL AT A FUTURE MEETING TO SET WHEN THAT DATE WOULD BE.

ON LOOKING FOR REASSURANCE THIS WILL HAPPEN BEFORE WE GET INTO THE BUDGET. NOT NEXT YEAR. WE'VE ALREADY WAITED TWO YEARS.

> I WANTED TO SAY I'M NOT A MEMBER OF THE BUDGET COMMITTEE. THIS WAS DELAYED BECAUSE WE DID NOT HAVE BUDGETARY INFORMATION. THIS WAS MADE WITH STAFF AND THE ASSISTANT CITY MANAGER PRESENT AND IT WAS DECIDED BECAUSE WE DIDN'T HAVE THE BUDGET INFORMATION. AND IF YOU CONFIRM WE HAVE THIS AHEAD OF TIME, IT WOULD BE HELPFUL. BUT WE DIDN'T HAVE THAT AND WE WERE TOLD WE WOULD HAVE A BUDGET WORKSHOP AFTER WE SET PRIORITIES AND IT SEEMS COUNTERINTUITIVE TO BE DISCUSSING MONEY AFTER YOU SET PRIORITIES WHEN YOU DIDN'T HAVE A FULL UNDERSTANDING.

WE HAVE NOT HAD A MEETING SINCE THAT DELAY WAS PUT IN PLACE. NOTHING ELSE HAS BEEN ABLE TO BE DISCUSSED.

WHAT I WOULD RECOMMEND IS THE AGENDA ITEM THAT THIS AGENDA -- THE ITEM WILL COME BACK TO FUTURE CITY COUNCIL MEETING AND RECOMMEND WE DIRECTED TO THE REVIEW COMMITTEE FOR TOMORROW SINCE WE'RE HAVING -- JUST DISCUSS SCHEDULING OF A. THAT'S THE PLAN FOR MARCH 4th TO ADD AN ITEM PENDING APPROVAL BY THE GENDER BY THE AGENDA REVIEW COMMITTEE AND I SUPPOSE YOU COULD DO THAT TO.

OTHER QUESTIONS.

I'M GLAD TO BE ABLE TO GET MORE FINANCIAL INFORMATION IN. BUT I WOULD LIKE TO REQUEST AN ADDITIONAL BUDGET COMMITTEE MEETING. ONE THAT

REVIEWS THE PAST YEAR WHEN WE GET THE MIDYEAR FINANCIAL UPDATES WE ARE INFORMED ABOUT IT, BUT I WOULD LOVE TO HAVE IT TO OUR BUDGET COMMITTEE SESSION

A REQUEST TO ADD SOMETHING TO THIS BUDGET CALENDAR.

I WANTED TO ADD A BUDGET COMMITTEE MEETING SPECIFICALLY FOCUSED ON THE ENTERPRISE FUND SO THAT WE HAVE PLENTY OF TIME TO GO OVER IT.'S BUT CAN WE ADD SOMETHING TO THE BUDGET CALENDAR? I WOULD SUPPORT THAT REQUEST.

I'M HEARING THIS IS A REQUEST FOR THE BUDGET COMMITTEE TO GO OVER A REVIEW OF FY24 25 ENTERPRISE FUNDS FINANCIAL RESULTS IN A BUDGET COMMITTEE MEETING.

AND TO INCLUDE GOING FORWARD. SO I WANT TO BE ABLE TO TAKE LAST YEAR'S FINANCIAL INFORMATION AND INFORM SPECIFICALLY FOR THE ENTERPRISE FUND GOING FORWARD IN THE BUDGET FOR THE NEXT YEAR.

WHEN WE BRING THE ENTERPRISE FUNDS FORWARD FOR BUDGET COMMITTEE CONSIDERATION, INFORMATION ALWAYS INCLUDES LAST YEAR'S ACTUAL --

I WANT TO ADD THE ADDITIONAL SO WE HAVE TIME TO BE CLEAR ABOUT WHAT ACTUALLY HAPPENED SO WE UNDERSTAND THE EFFECTS OF HOW WORK IN THE BUDGET IN THE FUTURE.'S BUT THE TABLES WILL ALWAYS INCLUDE THE ACTUALS FROM THE PRIOR YEAR. WE KNOW WHAT THEY ARE NOW. AND THEN WE WILL GIVE YOU SOME PROPOSED BUDGETS FOR NEXT YEAR. THAT WOULD BE THE STANDARD PART OF THE PROCESS AND HAPPY TO ENTERTAIN QUESTIONS OR LET US KNOW IN ADVANCE IF THERE ARE PARTICULAR TOPICS THEY WANT TO COVER WE ARE HAPPY TO DO THAT. THE ONLY CAVEAT IS THE PERSON IN CHARGE OF THE DAY-TO-DAY OPERATIONS OF THE ENTERPRISES IS NO LONGER WITH THE CITY, BUT WE WILL DO HER BEST TO ANSWER YOUR QUESTIONS.

I DON'T KNOW IF I'M ALLOWED TO ASK THIS. I'M LOOKING AT OUR ATTORNEY. I'M CONFUSED ABOUT HOW GOALSETTING AND BUDGET GOT CONNECTED. THEY ARE COMPLETELY SEPARATE TASKS AND NEVER BEEN CONNECTED BEFORE.

IT SOUNDS LIKE IN THE MINDS OF AGENDA SETTING COMMITTEE THEY ARE CONNECTED AND THERE WAS A DESIRE NOT TO HAVE A GOALSETTING UNTIL THERE WAS A CLEAR PICTURE ON THE BUDGET IN THE CITY'S ADOPTIVE POLICIES GIVE THE AGENDA SETTING COMMITTEE THE EXCLUSIVE AUTHORITY TO SET THE BUDGET. -- TO SET THE AGENDA FIRST. BUT CORRECT ME IF I'M WRONG, GOALS AND PRIORITIES AS WHAT WE WERE SETTING AND THE THOUGHT WAS FROM ALL OF US THAT WE COULD SET PRIORITIES, BUT IF WE CAN'T FUND THEM AND WE DON'T KNOW, THEN WE SET PRIORITIES THE NOT ACHIEVABLE AND THAT'S WHY WE HAVE THIS DISCUSSION AND WHY WOULD WE HAVE A BUDGET WORKSHOP TO UNDERSTAND WHERE THE BUDGET IS THAT AFTER WE SET PRIORITIES. I WOULD LIKE A FERRARI, BUT IF I DON'T HAVE THE MONEY I'VE SET A GOAL I CAN ATTAIN. THAT WAS THE THOUGHT PROCESS.

IS THAT WITHIN THEIR PURVIEW TO GO TO THAT FULL THOUGHT PROCESS, BECAUSE THAT'S TWO COUNCIL MEMBERS.

OUR ADOPTED POLICIES GIVE THEM AN EXCLUSIVE AUTHORITY TO SET THE MEETING AND WHAT IS ON THE AGENDA. IT DOESN'T PROVIDE ANY GUIDELINES ON TO WHAT THEY CAN TAKE INTO CONSIDERATION OR NOT. IT SIMPLY SAYS THEY HAVE THE AUTHORITY TO SET ALL ITEMS FOR THE AGENDA.

AND EXTENT OF THE CONVERSATION IS WE WANT BUDGET BEFORE OR AFTER AND SEEMED LIKE IT MADE SENSE TO HAVE THE BUDGET BEFORE THAT. THAT WAS THE

EXTENT OF THE CONVERSATION. AND IT WAS ALL THIS ON THE AGENDA REVIEW AGREED IT WAS NOT JUST TWO COUNCIL MEMBERS MAKING A DECISION.

COUNCILMEMBER CARTER.

I WOULD LIKE TO CLARIFY THE MISSION FOR THE GOALSETTING AGENDA. HOW BROAD IS IT AND HOW SPECIFIC SHOULD IT BE? LIKE IS THIS JUST GENERALLY LIKE LIKE TO WORK IN THESE GENERAL AREAS

WE ARE HERE JUST TO DISCUSS THE BUDGET COMMITTEE -- THE BUDGET TIME LINE, NOT WHAT MAY OR MAY NOT BE INCLUDED WITHIN THAT. WITHIN A GOALSETTING -- GOAL PRIORITY SETTING. THAT WILL BE DISCUSSED WHEN THE ITEM COMES BACK ON THAT TOPIC.

OKAY.

ANY QUESTIONS?

THIS IS PUBLIC COMMENT ON THE BUDGET CALENDAR FOR THE UPCOMING FISCAL YEAR PROPOSED BUDGET. IF YOU'D LIKE TO MAKE A PUBLIC COMMENT, I WILL OPEN IT TO CHAMBERS AND THEN I GO OUT. KYLE, CAN YOU MUTE YOURSELF. CAN YOU SEE THE TIMER?

I CAN'T.

GO AHEAD.

THEM ASKING FOR CLARIFICATION ON PAST PRACTICES REGARDING THIS TERM LIKE A MAJOR UPDATE ON THE BUDGET. SEEMS TO ME FISCAL YEAR STARTS JULY 1st AND MAJOR WOULD BE SIX MONTHS FROM THAT DATE. MARCH 4th IS QUITE FAR AWAY FROM SIX MONTHS AFTER JULY 1st. TO SEE THIS LEVEL OF WHAT I WOULD CONSIDER DELAY IN THAT UPDATE IS A LITTLE CONCERNING. IN A PAST PRACTICE OF DOING VERY CONSERVATIVE ESTIMATES IN TERMS OF REVENUE, AND THEN EXAGGERATING EXPENSES IN THEIR ANNUAL BUDGETING PROCESS, WHICH THEN MIDYEAR REVIEW COME TO FIND OUT THAT REVENUES ARE MUCH HIGHER AND EXPENSES ARE LOWER IN BUDGETARY DECISIONS FOR THAT YEAR BEEN MADE REGARDING CUTTING IMPORTANT -- IMPORTANT CITY SERVICES AND INFRASTRUCTURE PROJECTS THAT AFFECT US AS RESIDENTS AND THEN WHAT WE SEE IS TO MAKE BUDGET ADJUSTMENTS THROUGHOUT THE REMAINDER OF THAT YEAR THAT MIGHT NOT NECESSARILY ALIGN WITH THE PRIORITIES OF THE CITY'S RESIDENTS AND INFRASTRUCTURE. I THINK WHAT REALLY NEEDS TO HAPPEN IS IF YOU ARE GOING TO BE PRODUCING A MAJOR REVIEW, IT NEEDS TO BE TIMELY AND THAT OUT AS FAR AS MARCH 4th BEFORE YOU THEN MAKE THESE TYPES OF DECISIONS AND GOALS AND I APPRECIATE THIS CONVERSATION IS HAPPENING, BUT I'M MOSTLY CONCERNED ABOUT THE DELAY IN THE MIDYEAR REVIEW WHEN MARCH 4th REALLY DOESN'T GIVE YOU MUCH TIME. YOUR RAMPING INTO THE BUDGET CYCLE FROM THAT POINT FORWARD WHEN I THINK IS BEING EXPRESSED WE ARE NOT GETTING ENOUGH TIME TO PROCESS WAS HAPPENING BEFORE THEN.

THANK YOU FOR YOUR PUBLIC COMMENT. IS THERE ANYONE IN CHAMBERS. I WILL GO BACK OUT TO ZOOM. ROBERT, CAN YOU AND MUTE YOURSELF.

CAN YOU SEE THE TIMER?

GO AHEAD.

I'M SCRATCHING MY HEAD. I'M GOING BACK THROUGH MY LIFE RUNNING THESE TYPES OF THINGS FOR CORPORATIONS, AND I'M PRETTY SURE THAT WE STARTED WITH GOALS AND OBJECTIVES. YOU START THINKING ABOUT WHERE YOU WANT TO BE AND WHERE YOU WANT TO GO AND HOW YOU MIGHT GET THERE AND WHAT YOU THINK THE BENEFIT OF THAT IS TO THE ORGANIZATION. IT CAN BE ASPIRATIONAL. IT DOESN'T HAVE TO BE CONSTRAINED BY BUDGET AT THAT POINT. IT'S MORE ABOUT BRAINSTORMING AND COMING UP WITH NEW IDEAS AND NEW

PATHS THAT MIGHT BE CONSIDERED. ONCE THOSE HAVE BEEN AGREED UPON, THIS IS WHAT WE THINK IS IMPORTANT AND INTERESTING, THEN YOU GO TO THE BUDGET. -- THEN YOU GO TO STAFF AND CITY STAFF HAS TO LOOK AT THOSE GOALS AND PRIORITIES AND SAY I CAN DO THAT, BUT I HAVE TO STOP DOING THIS. IT MEANS THERE'S MONEY AVAILABLE FOR THIS NEW GOAL. I CAN'T GIVE A FULL LECTURE ON HOW TO DO GOALSETTING, BUT THE OTHER PART OF THIS IS IF YOU SIT DOWN AFTER YOU HAVE A BUDGET TO SET GOALS, YOUR PATH IS SET. THE PROJECTS ARE GOING TO BE USED TO MEET THAT BUDGET NUMBER HAVE ALREADY BEEN DECIDED BY STAFF AND PART OF THE BUDGET PROCESS AND YOU HAVE NO MORE CHANCE TO SET A NEW GOAL OR A NEW IDEA. AND ITS SHUT DOWN FOR THE NEXT YEAR. I THINK THAT IS SOMETHING TO THINK ABOUT. PRIORITIES IS DIFFERENT THAN GOALS. WHAT'S IMPORTANT THAT CITY STAFF NEEDS TO WORK ON AND WORK CAN BE DELAYED OR PUT OFF. I THINK THE CITY MANAGER DOES THAT ON A WEEKLY BASIS, BUT IT WOULDN'T HURT FOR COUNSEL TO WEIGH IN ON SOME OF THAT AS WELL. I HOPE THAT HELPS.

THANK YOU FOR YOUR PUBLIC COMMENT. I WILL COME BACK INTO CHAMBERS. I WILL GO BACK OUT TO ZOOM. IF YOU'D LIKE TO MAKE A PUBLIC COMMENT, PLEASE RAISE YOUR HAND. PUBLIC COMMENT IS CLOSED.

[CAPTIONERS TRANSITIONING]

SO THE GOAL SETTING IS NOT ON THE AGENDA TONIGHT, IT'S -- THE AGENDA REVIEW COMMITTEE IS GOING TO SCHEDULE THAT FOR DISCUSSION BY THE COUNCIL. THE COUNCIL CAN ADD THE ADDITIONAL BUDGET COMMITTEE MEETING TONIGHT, YOU CAN SET THAT AS A DEFINED DATE NOW OR IF THE COUNCIL IS COMFORTABLE WITH IT, YOU COULD -- SO YEAH.SO WHEN THE SCHEDULE ODD WHEN THE GOAL SETTING IS OCCURRING AS NOT ON THE AGENDA TONIGHT, THAT'S SIMPLY A PLACE HOLDER SO THAT YOU SEE THE GENERAL DATE AND CONTEXT OF THE BUDGET CALENDAR.

OKAY, THAT'S FINE. I'M JUST ASKING FOR THE BUDGET WORKSHOP WITH THE QUESTION MARK TO BE REMOVED AND THE QUESTION MARK AFTER GOAL SETTING SESSION TO BE REMOVED.

I UNDERSTAND. I WOULD LIKE IT NOT TO BE A QUESTION MARK. BECAUSE WE HAVE WAITED FOR TWO YEARS, IN FACT, THIS COUNCIL, THIS SEBASTOPOL CITY COUNCIL, HASN'T SET GOALS SINCE 2019. THAT'S SIX YEARS THAT WE'VE BEEN -- AND I'VE BEEN ASKING TO SET GOALS FOR THE LAST TWO YEARS EVER SINCE I GOT ON COUNCIL. WHEN I'M LOOKING AT THIS BUDGET CALENDAR, I DON'T WANT IT TO BE A QUESTION MARK. I WANT THIS TO BE WE'RE GOING TO SET GOALS IN THIS MONTH. I DON'T UNDERSTAND WHY THIS IS SO DIFFICULT.

I GOT TO SAY -- I MEAN, GO AHEAD AND SPEAK. I AGREE. I MEAN, IF WE'RE GOING TO BRING IT BACK ON A COUNCIL MEETING, THE FIRST IS A COUNCIL MEETING, REMOVE THE QUESTION MARK. AND I DON'T KNOW, BUT WE HAVE ENOUGH PEOPLE WE COULD TAKE A VOTE UP HERE. SINCE THIS IS AGENDIZED AND WE CAN DISCUSS IT, CORRECT?

THIS IS AGENDIZED FOR THE BUDGET CALENDAR.

AND WE'RE REQUESTING TO REMOVE THE QUESTION MARK.

OKAY, IS THAT PERMISSIBLE?

YES, IT IS. IT IS STILL COMING, IT'S NOT GUARANTEEING THAT'S WHEN THE ITEM COMES BACK TO THE COUNCIL TO SCHEDULE IT.

BECAUSE YOU'RE SAYING THE AGENDA REVIEW COMMITTEE COULD CHANGE THAT TOMORROW OR WHY?

BECAUSE SETTING OF THE DATE ISN'T PART OF TONIGHT'S AGENDA. SO FOR THE GOAL SETTING SCHEDULE.

RIGHT, BUT WE'RE BEING ASKED TO APPROVE THE CALENDAR.

APPROVE THIS PROPOSED BUDGET CALENDAR. SO I CAN'T APPROVE IT THE WAY IT'S BEING PRESENTED. NOW, PHILL HAS ASKED FOR AN ADDITION, AND I'M ASKING FOR -- I MEAN, IT'S OKAY WITH ME IF YOU TAKE OUT THE NUMBER ONE, SO WE'RE NOT LIMITED BY THE DATE, BUT IF WE CAN ADD SOMETHING, IT DOESN'T MAKE SENSE TO ME WHY WE COULDN'T DO AN EDIT ON THAT ONE LINE, TAKE OUT BUDGET WORKSHOP AND TAKE OUT THE QUESTION MARK AFTER GOAL-SETTING SESSION.

CAN I MAKE A RECOMMENDATION? SINCE THERE'S -- IT'S THE BUDGET CALENDAR THAT WE ARE APPROVING, WE'RE BRINGING THE -- WE WILL DISCUSS THE REVIEW TOMORROW, THE GOAL SETTING TO BRING THAT BACK ON A COUNCIL AGENDA. REMOVING THAT LINE, SO THERE IS NO CONSIDERATION AT THIS TIME BECAUSE WE CAN'T SET A GOAL'S DATE, THAT'S NOT ON THE CALENDAR TONIGHT. WHAT I WOULD ALSO RECOMMEND IS TO DEFER -- GIVE THE BUDGET COMMITTEE DIRECTION AS FAR AS SETTING THOSE ADDITIONAL MEETINGS AND THEN JUST BRINGING IT BACK AS AN INFO ITEM SEPARATE FROM THE GOALS. SO THAT WE'LL HAVE THE CONVERSATION TOMORROW WITH THE AGENDA REVIEW ON THE SCHEDULING OF THE GOALS, REMOVE IT FROM THIS BUDGET CALENDAR BECAUSE WE CAN'T SET THE MEETING DATE FOR A GOALS MEETING, BUT DEFER ADDITIONAL BUDGET COMMITTEE SUCH AS THE INTERPRIZE FUNDS OR OTHER MEANINGS THAT MAY PHILL, DID YOUHAVE A COMMENT OR COUNCILMEMBER CARTER? ?

I WANT THE BUDGET COMMITTEE TO HAVE THE FLEXIBILITY AS IT SEES FIT AND NOT IF WE BRING SOMETHING HERE. IT'S STAMPED IN CONCRETE AND WE CAN'T CHANGE IT.

CAN YOU JUST STATE AGAIN WHAT IT IS THAT WE'RE -- SOMEBODY COULD MAKE A MOTION FOR?

SO THE RECOMMENDATION FOR THE MOTION THAT I WOULD SAY IS TO APPROVE THE -- APPROVE THE BUDGET CALENDAR AS AMENDED. I WOULD REMOVE ANY DISCUSSION ABOUT THE GOALS WITHIN THAT APRIL 1st AND EVEN TAKE OUT THE BUDGET WORKSHOP FOR THAT AT THIS TIME AND THEN DEFER THE BUDGET -- DEFER THE CALENDAR TO THE BUDGET COMMITTEE TO SET THOSE ADDITIONAL MEETINGS SUCH AS THE ENTERPRISE FUNDS AND THEN JUST BRING THAT -- BRING THIS ITEM BACK AS AN INFORMATIONAL ITEM AND THEN WE WILL BE DIRECTING -- WE WILL BE AS STATED IN THE AGENDA ITEM GOING TO A GENERAL REVIEW WITH A SEPARATE AGENDA ITEM TO BRING THE GOALS BACK.

OKAY, VICE MAYOR?

I JUST WANT TO SAY I SENSE AN UNDERTOW HERE OF THINKING WE'RE HAVING SOME SORT OF POWER PLAY. WE ARE SIMPLY TASKED WITH TRYING TO SCHEDULE THESE THINGS. WHEN THE STAFF SAYS, HEY, WE DON'T THINK WE HAVE ALL THE INFORMATION WE'RE JUST TASKED WITH CHANGING THE CALENDAR. THERE'S NO POWER STRUGGLE, THERE'S NOTHING LIKE THAT. AND I'M JUST SENSING THAT FROM ALL OF YOU. I WANT TO MAKE SURE YOU UNDERSTAND IT WAS SIMPLY TRYING TO DO THE RIGHT THING AND UTILIZING EVERYONE'S TIME APPROPRIATELY. I TOO WORK A FULL-TIME JOB, OWN A BUSINESS, HAVE A HIGH SCHOOL STUDENT. I HEAR ALL THESE THINGS ABOUT EVERYONE'S SCHEDULE, I DON'T KNOW HOW MANY OTHER PEOPLE CAN BE, YOU KNOW, BUSIER THAN I AM AS WELL. AND YET I WAS STILL WILLING TO CHANGE IT. I WANT PEOPLE TO UNDERSTAND THAT THERE'S NO POWER STRUGGLE HERE. IT WAS SIMPLY THE

INTENT TO TRY TO DO SOMETHING THAT SEEMED LOGICAL AT THE TIME, AND MAYBE IT DOESN'T TO EVERYONE, AND I UNDERSTAND THAT, BUT THERE'S NO POWER STRUGGLE HERE. IT'S JUST TRYING TO DO THE RIGHT THING FOR ALL OF US SO THAT WE CAN ALL ACCOMPLISH WHAT WE WANT TO DO. THAT'S ALL I WANTED TO SAY.

I MOVE WHAT MARY JUST SUGGESTED.

I'LL SECOND.

MARY, ROLL CALL?

THANK YOU, SO MOVED BY MAYOR ZOLLMAN AND SECONDED BY COUNCILMEMBER CARTER TO APPROVE THE BUDGET CALENDAR AS AMENTDED. REMOVAL OF THE APRIL 1st LINE STATING THE GOALS AND BUDGET WORKSHOP, DIFFERING THE BUDGET COMMITTEE CALENDAR TO THE BUDGET COMMITTEE TO INCLUDE ADDITIONAL BUDGET MEETINGS AS RECOMMENDED AND RETURN THAT CALENDAR TO THE COUNCIL AS AN INFORMATIONAL ITEM. COUNCILMEMBER CARTER?

YES.

COUNCILMEMBER HINTON?

AYE.

COUNCILMEMBER MAWERER?

YES.

VICE MAYOR LEWIS?

YES.

MAYOR ZOLLMAN?

AYE.

PASSES UNANIMOUSLY.

THE LAST PART OF IT, THE ADDITIONAL PUBLIC COMMENT PERIOD, COULD YOU FACILITATE?

THIS IS FOR THE SECOND PUBLIC COMMENT. IF YOU WERE NOT ABLE TO SPEAK DURING THE FIRST PUBLIC COMMENT PERIOD, THIS IS YOUR OPPORTUNITY TO MAKE PUBLIC COMMENT. PLUS I WILL GO TO CHAMBERS FIRST. SEEING NONE I WILL GO OUT. ROBERT, CAN YOU UNMUTE YOURSELF, PLEASE? THANK YOU, CAN YOU SEE THE TIMER? GO AHEAD PLEASE.

A BRIEF COMMENT ON THIS BROWN ACT STUFF. AND I DON'T REALLY WANT TO SAY STUFF, BUT I'LL BE PG, IT'S KIND OF GETTING RIDICULOUS. I MEAN, THE INABILITY TO SAY WE WANT TO ADD A GOAL-SETTING MEETING TO A BUDGET CALENDAR AND THAT CAN'T BE ALLOWED BECAUSE OF THE BROWN ACT BECAUSE IT WASN'T AGENDIZED THAT WAY IS SORT OF NONSENSICAL. NUMBER ONE, IT'S NOT MISLEADING ANYBODY, THERE'S NO DEALS GOING ON IN THE BACK ROOM. IT'S NONE OF STUFF THAT THE INTENT OF THE BROWN ACT WAS FOR. AND NUMBER TWO, BUDGETING AND GOAL SETTING ARE PART OF THE SAME PROCESSES. IT'S STANDARD PRACTICE TO SET GOALS, SET BUDGETS, AND THEY GO TOGETHER. SO THERE'S NOTHING OFF AGENDA ABOUT THIS. WHEN WE PUT OFF SOMETHING FROM THIS MEETING TO ANOTHER MEETING, A DECISION FOR MORE INFORMATION, IT ADDS WORK TO EVERYBODY. STAFF REPORTS HAVE TO BE WRITTEN, THE AGENDA COMMUNITY HAS TO DISCUSS IT, TIME HAS TO BE TAKEN IN THE MEETINGS, AND THE MAYOR IS RUNNING GREAT MEETINGS. IT'S 8:05, AND YOU'RE JUST ABOUT DONE. SO YOU KNOW -- BUT TIME IS MONEY. AND THIS CITY DOESN'T HAVE ENOUGH MONEY. IT DOESN'T HAVE ENOUGH STAFF, OR THE STAFF FEELS OVERWORKED, AND A LOT OF IT IS THIS SORT OF PROCESS STUFF THAT'S JUST ALL

MESSED UP. SO HOPEFULLY WE CAN HAVE, YOU KNOW, A LITTLE MORE STREAMLINED PROCESSES HERE. THANK YOU.

THANK YOU FOR YOUR PUBLIC COMMENT. NEXT I WILL COME BACK INTO CHAMBERS. SEEING NONE, I'LL GO BACK TO ZOOM, IF YOU'D LIKE TO MAKE A COMMENT FOR AN ITEM NOT ON THE AGENDA. SEEING NONE, PUBLIC COMMENT PERIOD IS CLOSED.

SO THERE ARE THE WRITTEN REPORTS IN YOUR AGENDA PACKET, AND I WANTED TO SPEAK IN PARTICULAR ABOUT THE QUESTION THAT CAME UP EARLIER. I KNOW IT'S BEEN ON YOUR MINDS AS WELL ABOUT WHAT WE'RE DOING IN THE ECONOMIC DEVELOPMENT AND THE COMMUNITY DEVELOPMENT DIRECTOR. WE ARE SPENDING, AND SHE IS SPENDING, A TREMENDOUS AMOUNT OF TIME ON ECONOMIC DEVELOPMENT. THE NUMBER ONE PROJECT BY FAR RIGHT NOW IS THE BARLOW APPLICATION FOR A HOTEL. THEY ARE VERY EAGER TO MOVE QUICKLY. SO ARE WE, WE ARE NEGOTIATING A DEVELOPMENT AGREEMENT. WE'RE ANTICIPATING GETTING THAT TO THE PLANNING COMMISSION IN MARCH AND HOPEFULLY TO THE CITY COUNCIL IN APRIL FOR YOUR CONSIDERATION. AND I DON'T THINK THERE'S ANY HIGHER ECONOMIC DEVELOPMENT PRIORITY OR ANYTHING WE COULD BE SPENDING OUR TIME ON THAT'S GOING TO GENERATE THE BENEFITS THAT MORE HOTEL -- ANOTHER HOTEL OR TWO IN TOWN WOULD DO. ADDITIONALLY, WHILE IT'S NOT GOING AS QUICKLY AS ANY OF US WOULD LIKE, WE ARE PROCEEDING ON THE CONSOLIDATION OF THE PLANNING COMMISSION AND THE DESIGN REVIEW BOARD. AND YOU'LL HAVE AN ITEM FOR YOUR DISCUSSION AND CONSIDERATION IN A COUPLE OF MONTHS, WITHIN THE NEXT TWO MONTHS FOR SURE, AND WE'LL GET TO EXECUTING THE MECHANICS OF THAT. WHEN JOHN WAS OUT FOR SOME TIME, SHE STEPPED IN TO GET THE AGENDA ITEM FORWARD TONIGHT AND THEN SOME COMBINATION OF SHE AND I HAVE BEEN IN TOUCH WITH SONOMA COUNTY TOURISM. WE ARE TRYING TO ACCOMPLISH SOME RELATIONSHIPS THERE. IT MAY NOT BE HIGHLY VISIBLE. IT IS NOT MEETING WITH THE BUSINESSES AS MUCH AS WE WOULD LIKE, BUT THAT'S IN PART DUE TO THE BARLOW WORK. THE OTHER PIECE OF THIS THAT'S REALLY IMPORTANT IS THE HOUSING ELEMENT. THIS IS -- THERE ARE SOME STATE MANDATES, AND IF WE DON'T DEMONSTRATE THE PROGRESS IN MEETING THOSE STATE MANDATES, WE COULD LOSE CONTROL OF HOUSING DECISIONS. THOSE ARE MAJOR EFFORTS. THEY'VE BEEN DELAYED BECAUSE WE HAVEN'T HAD A FULL-TIME PLANNING DIRECTOR FOR THE BETTER PART OF THE LAST YEAR. SO THAT'S ALSO VERY HIGH ON THE PRIORITY LIST -- ON HER PRIORITY LIST. BUT WE ARE DOING A LOT ON ECONOMIC DEVELOPMENT NOW, PRIMARILY WITH THE BARLOW PROJECT. THAT'S ALL I HAVE.

THANK YOU. CITY CLERK REPORT?

JUST THAT WE HAVE A JANUARY REVIEW MEETING TOMORROW, AS WE STATED. THE MAYOR -- SEBASTOPOL WILL BE HOSTING THE MEETING IN APRIL. SO STAY TUNED FOR MORE INFO ON THAT. AND THAT'S IT.

GREAT, THANK YOU. MOVING ON TO AGENDA ITEM NUMBER 11. THIS IS COUNCIL REPORTS. WHO WOULD LIKE TO GO? COUNCILMEMBER SANDRA MAURER?

YES, I MET WITH RUSSIAN RIVER WATERSHED ASSOCIATION DIRECTORS AND THE PUBLIC WORK DIRECTOR, AND WE DISCUSSED THE ANNUAL WORK PLAN. AND I SUGGESTED, ASIDE FROM THE WORK PLAN, SUBCONTRACTING WITH THE RIVER KEEPER'S CLEAN TEAM FOR REGULAR REMOVAL OF TRASH IN THE LAGUNA AND TO WORK WITH THE LAGUNA FOUNDATION ON A MANAGEMENT PLAN. A MIXER AT THE SEBASTOPOL CENTER FOR THE ARTS, QUITE A FESTIVE EVENT WITH WINE AND APPETIZERS AND THE CENTER FOR THE ARTS HAS A REALLY GREAT SHOW ON

ABSTRACTION RIGHT NOW. TALKED WITH TONY ABOUT THE ROUTE FOR THE AB TRAIL. SHE HAS A PROPOSAL FOR A DESKTOP STUDY. AND AT THE BUDGET MEETING, WE DISCUSSED ISSUES, INCLUDING A NEW POLICY THAT WAS PRESENTED TO US TO HAVE ALL INDIVIDUAL COUNCILMEMBERS SEND IN THEIR BUBLT REQUEST AND THE BUDGET COMMITTEE DID NOT AGREE WITH THIS POLICY FOR SEVERAL REASONS. WE ASKED FOR -- AGAIN, WE ASKED FOR THE GOAL-SETTING MEETING TO BE SCHEDULED IN APRIL WHERE WE AS A FULL COUNCIL CAN SET PRIORITIES. THIS HAS ALWAYS BEEN DONE DURING THE FULL COUNCIL BUDGET HEARINGS. THAT'S IT, THANK YOU. OH WAIT, THERE WAS A MEETING DINNER AND ALL COUNCIL WERE PRESENT AND WE HEARD A COUPLE PRESENTATIONS ON HOW TO SUPPORT THE IMGRNT COMMUNITY. THANK YOU.

THANK YOU. ANY ON THIS SIDE? VICE MAYOR?

YES, JUST VERY BRIEFLY. LET'S SEE, ATTENDED IN THE LAST TWO WEEKS, A FIRE AD HOC MEETING. AND THEN ALSO THE MAYORS AND COUNCILMEMBERS MEETING. AND THEN NEXT WEEK I HAVE A LEGISLATIVE MEETING. I'M TRYING TO LOOK HERE. I THINK THAT'S PRETTY MUCH IT. IT WAS -- SEEMS LIKE A LITTLE BIT OF A SLOWER TWO WEEKS, SO.

ANYONE ELSE, COUNCILMEMBER HINTON?

SURE. I ATTENDED, WITH ALL OF YOU, THE MAYOR AND COUNCILMEMBERS MEETING. I ALSO -- I'VE DONE FIRE AD HOC. AND I DID THE SCTA/RCPA MEETING, BOTH THE EXECUTIVE BOARD AND THE MAIN MEETING. AND I WAS APPOINTED BY A VOTE TO CONTINUE AS A FULL MEMBER ON THE EXECUTIVE BOARD FOR SCTA FOR THE NEXT YEAR. AND THAT, I THINK, IS MY WHOLE REPORT.

THANK YOU. CONGRATULATIONS. COUNCILMEMBER CARTER?

I ATTENDED THE ACTION COMMITTEE MEETING, AND WE WERE WORKING ON SOME NEW WORK PLANS TO TRY TO MAKE US MORE EFFECTIVE AND ACCOUNTABLE. AND I LEARNED ALL ABOUT MOSQUITOS AT THIS NEW COMMITTEE APPOINTMENT I HAVE. THEY HAVE AN AMAZING LAB, BY THE WAY. CRAZY TECHNOLOGY. THEN I WENT TO THE SONOMA CLEAN POWER MEETING, AND THAT WAS INCREDIBLY INFORMATIVE. I'M EXCITED ABOUT OUR ABILITY TO CREATE BASE LOAD WITH GEYSERS, GEOTHERMAL POWER. THAT'S GOING TO BE AMAZING. AND I THINK CLEAN POWER WILL BE A TREMENDOUS RESOURCE TO LOWER POWER BILLS IN THE FUTURE. BRIEFLY, THANK YOU, COUNCILMEMBER CARTER, FOR APPEARING FOR ME WITH SONOMA CLEAN POWER. DEFINITELY CHANGE IN LEADERSHIP THERE, SO YES -- EXCITED ABOUT ALL THAT. YES, AS MARY SAID, FOR THE APRIL 10th MEETING, A LOT OF IT'S GOING TO BE GEARED TOWARDS EDUCATION, SO WE'LL HAVE A SPEAKER FROM THE PLANNING COUNCIL, ONE FROM THE MCKINNEY UNIT AND ALSO THERE WAS A RECENT ADDITION TO HAVE SOMEBODY FROM -- STATE, SO WE'RE GOING FOR THE FULL SPECTRUM FROM BIRTH TO NEAR CLOSE TO 25, I THINK. SO STAY TUNED FOR THAT. I THINK AN AGENDA REVIEW WILL TRY TO NAIL DOWN A PLACE. SO THAT'S GOING TO BE ANOTHER ONE OF OUR TOPICS FOR WHERE TO HAVE THIS DINNER. IF THERE'S ANYTHING ELSE WE NEED TO ADDRESS, STAFF? NOPE, WE ARE ADJOURNED. [Event Concluded]