

AGENDA ITEM NUMBER 5

CITY OF SEBASTOPOL CITY COUNCIL  
MEETING OF: January 21, 2025

=====

**To:** Honorable Mayor and City Councilmembers  
**From:** City Attorney Alex Mog  
Mary Gourley, City Clerk  
**Subject:** Ratification of Agenda Items From the December 17, 2024 City Council Meeting

**Item Number 5**  
**Approval of Minutes of Regular City Council Meeting of December 3, 2024 (Responsible Department: City Clerk)**

=====

**RECOMMENDATION:**  
That the City Council re-approve the Action Items from the December 17, 2024 City Council Meeting Due to an Alleged Brown Act Violation

=====



**City of Sebastopol**

**Agenda Item Number: 3**

City Manager

Don Schwartz

[dschwartz@Cityofsebastopol.gov](mailto:dschwartz@Cityofsebastopol.gov)

Assistant City Manager/City Clerk, MMC

Mary Gourley

[mgourley@Cityofsebastopol.gov](mailto:mgourley@Cityofsebastopol.gov)

**CITY COUNCIL MEETING MINUTES**

**MINUTES FOR REGULAR MEETING OF: Tuesday – December 3, 2024**

MINUTES FOR Regular City Council Meeting of December 3, 2024  
As Approved by the City Council at their regular meeting of December 17, 2024

*Please note that these are action minutes only. Detailed raw transcript is attached to the minutes and made a part of the public record. These action minutes are 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.*

The public is advised that pursuant to Government Code section 54957.5 all writings submitted to the City and City Council are public records and will be made available for review.

**6:00 pm City Council Regular Meeting, In Person – Sebastopol Youth Annex, 425 Morris Street, Sebastopol, CA; and by Virtual Format (Zoom)**

Call to Order: Mayor Rich called the Regular Meeting to Order at 6:28 pm.

Roll Call:

- Present: Mayor Diana Gardner Rich
- Vice Mayor Stephen Zollman
- Councilmember Neysa Hinton
- Councilmember Sandra Maurer
- Councilmember Jill McLewis
- Absent: None
- Staff: City Manager Don Schwartz
- Assistant City Manager/City Clerk Mary Gourley
- City Attorney Alex Mog
- Jane Riley, Interim Community Development Director

**SALUTE TO THE FLAG :** Mayor Rich 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)). AB 2449 provides that a member may not participate in meetings solely by teleconference due to “just cause” or “emergency circumstances” for a period of more than three consecutive months or 20 percent of the regular meetings for the local agency within a calendar year. There was none required.

**PROCLAMATIONS/PRESENTATIONS/INTRODUCTIONS:**

The following was presented:

Certificate of Recognition – Dante Del Prete – Upon his Retirement from the City of Sebastopol

**Reference Order Number: 2024-300**

**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 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 by City Councilmembers.

**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:

- Angie
- Linda

Mayor Rich responded to public comments.

**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 Rich asked if any Councilmember wanted to remove a consent calendar item. There was no request to remove any items.

City Clerk Gourley clarified there were minor edits to the minutes of Nov 18<sup>th</sup> 2024 and Nov 19<sup>th</sup> 2024 as noted:

Nov 18<sup>th</sup>: Clarified Vice Mayor Zollman versus Mayor Rich;

Nov 19<sup>th</sup>: a. Item shall read Enhanced Infrastructure Financing District (EIFD) Feasibility Analysis Findings and Next Steps (page 7)

b. Elimination of duplicate sentence (page 10)

Mayor Rich opened for Public Comment(s). The following member(s) of the public provided public comment:

- Linda

**MOTION:**

Vice Mayor Zollman moved and Councilmember Maurer seconded the motion to approve Consent Calendar Item Number(s) 1, 2, 3, 4, and 5 with edits to minutes as noted:

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

**VOTE:**

Ayes: Councilmembers Hinton, Maurer, McLewis, Vice Mayor Zollman and Mayor Rich  
Noes: None  
Absent: None  
Abstain: None

1. Approval of Resolution Reciting the Facts of the General Municipal Election Held on November 5, 2024 and Declaring and Confirming the Results and Such Other Matters as Provided by Law. (City Administration). Approve the Resolution Reciting the Facts and declaring the results of the November 5, 2024 election for the Office of Member of the Sebastopol City Council, thereby determining that by votes cast in the November 5, 2024 Election That Phill Carter has been elected to the office of Member of the City of Sebastopol City Council for a four-year term (term ending: 2028); That Neysa Hinton has been re-elected to the office of Member of the City Council for a four-year term (term ending: 2028) and Measure U has been adopted (Responsible Department: City Clerk/City Attorney)

City Council Action: Approved Resolution Reciting the Facts of the General Municipal Election Held on November 5, 2024 and Declaring and Confirming the Results and Such Other Matters as Provided by Law. (City Administration). Approve the Resolution Reciting the Facts and declaring the results of the November 5, 2024 election for the Office of Member of the Sebastopol City Council, thereby determining that by votes cast in the November 5, 2024 Election That Phill Carter has been elected to the office of Member of the City of Sebastopol City Council for a four-year term (term ending: 2028); That Neysa Hinton has been re-elected to the office of Member of the City Council for a four-year term (term ending: 2028) and Measure U has been adopted

Minute Order Number: 2024-301  
Resolution Number: 6630-2024  
Ordinance Number: 1152

2. Approval of Minutes of City Council Special Meeting – Closed Session Meeting of November 18, 2024 (Responsible Department: City Clerk)

City Council Action: Approved Minutes of City Council Special Meeting – Closed Session Meeting of November 18, 2024

Minute Order Number: 2024-302

3. Approval of Minutes of Regular City Council Meeting of November 19, 2024 (Responsible Department: City Clerk)

City Council Action: Approved 3. Approval of Minutes of Regular City Council Meeting of November 19, 2024

Minute Order Number: 2024-303

4. Approval of Minutes of City Council Special Meeting – Closed Session Meeting of November 21, 2024 (Responsible Department: City Clerk)

City Council Action: Approved Minutes of City Council Special Meeting – Closed Session Meeting of November 21, 2024

Minute Order Number: 2024-304

5. Approval of First Reading of Repealing of Ordinance Number 1132 (Electronic Filing of Campaign Finance Disclosure and Statements of Economic Interests). This item is to repeal use of City's On Line City Portal (Vendor: Granicus/Southtech) for Submission of Campaign Statements and Form700's (Statements of Economic Interest). Effective January 1, 2025, all 87200 filers (City Council, Planning Commission, City Attorney and City Treasurer) are required to utilize the State Fair Political Practices Commission (FPPC) Portal; thereby rescinding use of the City's online program.(Responsible Department: City Clerk/City Attorney)

City Council Action: Approval of First Reading of Repealing of Ordinance Number 1132 (Electronic Filing of Campaign Finance Disclosure and Statements of Economic Interests). This item is to repeal use of City's On Line City Portal (Vendor: Granicus/Southtech) for Submission of Campaign Statements and Form700's (Statements of Economic Interest). Effective January 1, 2025, all 87200 filers (City Council, Planning Commission, City Attorney and City Treasurer) are required to utilize the State Fair Political Practices Commission (FPPC) Portal; thereby rescinding use of the City's online program

Minute Order Number: 2024-305

Ordinance Number: 1151

**CEREMONIAL:**

The following were presented:

- Message from Outgoing Mayor
- Presentation to Outgoing Mayor
- Newly Elected Councilmember will take his seat
- Administering of Oath to Elected Councilmembers. After the Certification of the Election, the City Clerk administered the oath to Elected Councilmembers.

Vice Mayor Zollman opened for public comment. The following member(s) of the public provided public comment.

- Linda
- Kenna

Reference Order Number: 2024-306

**CITY COUNCIL REORGANIZATION/RATIFICATION OF MAYOR AND VICE MAYOR/MAYOR PRO TEMPORE**

6. Ratification of Installation of Mayor and Vice Mayor: Council is asked to ratify the appointment of Stephan Zollman as Mayor and Jill McLewis as Vice Mayor Per City Council Policy (Responsible Department: City Clerk)

City Clerk Gourley presented the agenda item recommending the City Council ratify Installation of Mayor and Vice Mayor: Council is asked to ratify the appointment of Stephan Zollman as Mayor and Jill McLewis as Vice Mayor Per City Council Policy.

Vice Mayor Zollman asked for questions of staff. There were none.

Vice Mayor Zollman opened for Public Comment(s). The following member(s) of the public provided public comment.

- Linda

**MOTION:**

Councilmember Hinton moved and Councilmember Carter seconded the motion to ratify Installation of Mayor and Vice Mayor: Council is asked to ratify the appointment of Stephan Zollman as Mayor and Jill McLewis as Vice Mayor Per City Council Policy.

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

VOTE:

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

Noes: None

Absent: None

Abstain: None

**City Council Action** Approved ratification of Installation of Mayor and Vice Mayor: Council is asked to ratify the appointment of Stephan Zollman as Mayor and Jill McLewis as Vice Mayor Per City Council Policy.

**Minute Order Number:** 2024-307

**CITY COUNCIL ADJOURNED FOR REFRESHMENTS  
CITY COUNCIL REGULAR MEETING RECONVENED**

**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. Informational Presentation – Background on Climate Action Committee; Receipt of Comments from City Council (Responsible Department: Interim Community Development Director/City Manager)

City Manager Schwartz introduced the item and turned it over to Interim Community Development Director Jane Riley.

Interim Director Riley provided a presentation to the City Council.

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

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

- Kyle
- Linda
- Oliver
- Kenna Lee
- Steve

**City Council Action:** No Action Taken. Informational Item Only.

**Minute Order Number:** 2024-308

8. Informational Presentation – Update on the Sebastopol Police Department Audit Report (Recommendations(Responsible Department: Police)

City Manager Schwartz introduced the item and turned it over to Interim Police Chief Nelson.

Interim Chief Nelson provided a presentation to the City Council.

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

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

- Kyle
- Mary
- Suzanne
- Linda

**City Council Action: No Action Taken. Informational Only.**

**Minute Order Number: 2024-309**

**PUBLIC HEARING(s): NONE**

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

9. Consideration of Approval of Amendment to Electronics Device Policy/Newly Named City Council Policy Number 11 (Responsible Department: Ad Hoc Committee on Council Protocols and Procedures). *This item was removed from the consent calendar at the November 19th 2024 City Council Meeting.*

City Clerk Gourley presented the agenda item recommending the City Council approve the amendment to Electronics Device Policy/Newly Named City Council Policy Number 11 (Responsible Department: Ad Hoc Committee on Council Protocols and Procedures).

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

Mayor Zollman opened for public comments. The following member(s) of the public provided public comment.

- Kyle
- Linda

City Council Discussion, Deliberations and/ Direction:

The Council was in consensus to support:

Use of personal devices as well as city issued devices

Retaining \$600 stipend

Incorporate training from IT into the policy

Item to return to a future City Council meeting

**City Council Action: No action taken. Item to return to future City Council meeting.**

**Minute Order Number: 2024-310**

10. Consideration of Approval of Contract for Community Development Director (Responsible Department: Human Resources/City Manager)

City Manager Schwartz presented the agenda item recommending the City Council approve Contract for Community Development Director.

If the employment agreement is approved, Ms. Thériault will begin serving as the Community

Development Director on December 4, 2024. The agreement is for a three-year term ending on December 31, 2027.

The terms and conditions of the proposed agreement are comparable to other Community Development Director positions within the County of Sonoma region. In addition to the standard terms and conditions, the Agreement provides for the following salary and benefits:

The following paragraph must be read out loud before taking action on any motion.

- Annual base salary will be \$181,464.
- City provision of the same health plans (medical, dental, and vision) that are provided to other City management employees and City payment of that portion of the employee and dependent rate or premium as is determined by the City for all management employees.
- The Director will be eligible to accrue vacation hours in accordance with the rules, caps, and maximums described in the City's Personnel Rules; initially that accrual will be 10 working hours per month. The Director will accrue sick leave as laid out in the City's Personnel Rules which currently provide 120 hours per year or 10 hours a month (4.6154 hours a pay period).
- In fiscal year ("FY") 2025, the Director will be granted 50 hours of Administrative Leave. Beginning in FY 2026, the Director will be granted a total of 100 hours Administrative Leave with pay during each fiscal year (50 hours accrued on July 1st and 50 hours accrued on January 1st.)
- Termination without cause and severance. Termination of the Director's employment without cause may be affected by the City Manager giving thirty (30) days' prior written notice to the Director. Upon such termination, the Director shall be entitled to additional salary equal to that which would accrue during thirty (30) calendar days following the Director's termination date plus the cash equivalent of all accumulated vacation as of the day of termination. The Director's acceptance of said severance pay shall constitute a final settlement and satisfaction of all claims of the Director against the City arising out of her employment.

Mayor Zollman asked for questions of staff. There was none.

Mayor Zollman opened for public comments. The following member(s) of the public provided public comment.

- Kyle
- Linda

City Council Discussion, Deliberations and/ Direction:

There was no further discussion.

**MOTION:**

Councilmember Hinton moved and Mayor Zollman seconded the motion to approve Contract for Community Development Director.

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 Contract for Community Development Director.**



**Minute Order Number: 2024-311**

11. Consideration of Approval of Contract for Public Works Director/City Engineer (Responsible Department: Human Resources/City Manager)

City Manager Schwartz presented the agenda item recommending the City Council approve Contract for Community Development Director.

If the employment agreement is approved, Mr. Rincon-Ibarra will begin serving as the Director of Public Works/ City Engineer on January 13, 2025. The agreement is for a three-year term ending on December 31, 2027.

The terms and conditions of the proposed agreement are comparable to other Community Development Director positions within the County of Sonoma region. In addition to the standard terms and conditions, the Agreement provides for the following salary and benefits:

The following paragraph must be read out loud before taking action on any motion.

- Annual base salary will be \$181,464.
- City provision of the same health plans (medical, dental, and vision) that are provided to other City management employees and City payment of that portion of the employee and dependent rate or premium as is determined by the City for all management employees.
- The Director will be eligible to accrue vacation hours in accordance with the rules, caps, and maximums described in the City's Personnel Rules; initially that accrual will be 10 working hours per month. The Director will accrue sick leave as laid out in the City's Personnel Rules which currently provide 120 hours per year or 10 hours a month (4.6154 hours a pay period).
- In fiscal year ("FY") 2025, the Director will be granted 50 hours of Administrative Leave. Beginning in FY 2026, the Director will be granted a total of 100 hours Administrative Leave with pay during each fiscal year (50 hours accrued on July 1st and 50 hours accrued on January 1st.)
- Termination without cause and severance. Termination of the Director's employment without cause may be affected by the City Manager giving thirty (30) days' prior written notice to the Director. Upon such termination, the Director shall be entitled to additional salary equal to that which would accrue during thirty (30) calendar days following the Director's termination date plus the cash equivalent of all accumulated vacation as of the day of termination. The Director's acceptance of said severance pay shall constitute a final settlement and satisfaction of all claims of the Director against the City arising out of her employment.

Mayor Zollman asked for questions of staff. There was none.

Mayor Zollman opened for public comments.

City Council Discussion, Deliberations and/ Direction:

There was no further discussion.

**MOTION:**

Councilmember Hinton moved and Councilmember Maurer seconded the motion to approve Contract for Public Works Director/City Engineer.

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 Contract for Public Works Director/City Engineer.**  
**Minute Order Number: 2024-312**

**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.

- Oliver
- Kyle

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

12. 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)

The City Manager provided an update to the Council.

13. 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)

Councilmembers provided updates on various committees and meetings.

14. 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 City Council Meeting of December 3, 2024 at 9:45 pm to the City Council Regular Meeting of Tuesday, December 17, 2024 at 6:00 pm, Sebastopol Youth Annex, 425 Morris Street, Sebastopol, CA.

Respectfully Submitted:

Mary Gourley  
Assistant City Manager/City Clerk

Attachment:  
Raw Zoom Minutes

City Council Meeting - December 3, 2024

Please stand by for realtime captions.

We are experiencing Internet outages right now. Please stand by and bear with us. Thank you, everybody.

[ Captioner standing by ]

[ Inaudible - overlapping speakers ]

Hey, Zach. Can you hear me okay?

Thank you.

Zach, I think we are going to go ahead and start the meeting.

Good. I'm still not getting any video from you guys though.

Hey, Zach. This is Cody. At that I cannot start the video because the host --

Okay. Try now. Is it letting you?

Let me see. Hold on. There you go.

Recording in progress.

All right, everyone put it looks like we are going to try to call this meeting to order. I will wait to get the thumbs up from staff. Just to make sure. Mary Gourley?

Just a second. I'm going to make somebody cohost in case my computer goes.

Excellent.

Zach, can you make Councilmember McLewis a cohost? Thank you. And can you change the name of Councilmember McLewis, please? So if I could clear this, I might have to run to you to do the read. [ Laughter ]

All right, folks. We are going to call this meeting to order a little late. 6:30 p.m., approximately. For purposes recording, I want to note we have been having some Internet access problems. But now we seem prepared to move forward. So the first item on the agenda is the call to order. Mary Gourley, roll call, please?

Thank you, Mayor Rich. This is the meeting for December 3rd. Councilmember Hinton. To make here.

Councilmember Maurer. Here.

Councilmember McLewis.

Here.

Vice Mayor Zollman .

Presence.

Mayor Rich.

Present print --

He's note that all members are in attendance.

The next is the salute to the flag. Please stand.

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.

The next item on the agenda is proclamations and presentations. There is a certificate on our agenda tonight. And it is to an amazing person. Our Public Works Superintendent, Dante. Do we know if he is signed on by Zoom? Okay, not present tonight. We're going to read it anyway. This is a guy who deserves recognition. Recognizing Dante upon his retirement from the City of Sebastopol. Whereas he was hired in 1996 and is provided over 28 years to the City of Sebastopol and the Department of Public Works good and whereas he has demonstrated his ability to advance and move up the organization from maintenance worker to the composition of the Public Works Superintendent then whereas, Dante, through time such as -- issues, cell maintained that a reverie. And whereas, as public service Works

Superintendent, Dante's role involves the city infrastructure, managing the city of Austria water, wastewater and parks, maintaining city buildings, and Google, and equipment. And whereas, Dante Del Prete has played a critical role during disasters, creating emergency responses, following the devastating wildfires, and numerous threats, and extreme temperature offense. Has been an integral part of the Sebastopol community for the past 28 years. And whereas, the Joh Jay -- City of Sebastopol wishes to express our sincere appreciation to Dante for his hard work and edification. We wish him the best of his luck in retirement but the result that I, Mayor Rich, on the City of Sebastopol, and privilege and honor to here by recognize Dante Del Prete upon his retirement from the City of Sebastopol, and wish him all the best in his next endeavors. I set my ham on -- hand on the great hand of Sebastopol. Dante, wherever you are out there, thank you so much for everything you have done for this city. Our next item on the agenda is statements of conflicts of interest. Look into my prior council numbers that any statement of conflict of interest? Seeing none, we will move on for the next item as public comment for items not on the agenda. Mary Gourley, if you could please handle the public comment process?

Thank you, Mayor Rich. This is for items not on the agenda tonight but are within the jurisdiction of the City of Sebastopol. The first public comment is 20 minutes without his two minutes per speaker. We go to Chambers first and then go out to Zoom. As a reminder, comments can be submitted by email. That is another way to provide public comment at first I will go to in chambers. Seeing none, Ola. Please come up to the podium. If you can press the button, the green light will come on. I will let you know when you have about 30 seconds left.

The green light is on. Okay. My name is Angie. I am a citizen of Sebastopol and have lived here for 20 years. I happen to be staying in an RV across the street from Luckys. I realize that is somewhat of a -- scenario. I am aware that the RV van situation has just turned the tide. And basically, I wanted to point out that ever since Verizon sign closed, the city is kind of washed their hands of the people that were in there. There really is not any outreach going to the people on that street that I understand -- the man is probably going to be lifted, if not now, probably very soon but I will just say that. We want to make sure the people on the street are given as much notice as possible when they absolutely need to move and not beyond the street or -- being banned in Sebastopol. I would also like to say that any encouragement we could get for some of the nonprofits that receive some of the money that comes down from the projects and stuff from the state and federal situation with, they could be encouraged to kind of help some of the people there. -- In that area. And again, it is a lot of -- I do not need as much help as a lot of the people on the street. They do not have any outreach or any help or any idea of what is going on.

You have about 20 seconds.

That is all I really wanted to say. Thank you for everything you have done. Thank you.

Thank you for your public comment. Next, I will go to zone. Linda, can you unmute yourself, please? Thank you, Linda. Go ahead with your public comment, please.

Hello. Kudos to you for sticking up. You know, anyway -- that is a wonderful thing you are participating in. Although, you know, that whole RV village thing has not turned out the way a lot of people, very generous people in Sebastopol hoped it would be, for a variety of reasons. So anyway, what I would like to speak about it as I would like to speak about the situation with the infrastructure in Sebastopol and how it got to be this way. It is crumbling. It is not in good shape. There are reasons for that. You know. I have got my -- though water disaster plan. The sewer master plans and a lot of other things. So anyway, it is disheartening to see all of this work -- totally ignored. As far as I can tell. And all of these approximately 12 -- these very large hotel projects just being rubberstamped and put through with total

disregard for the conditions of our infrastructure and the pavement. It turns out there was a wonderful -- an Linda, you have about 25 seconds.

Anyway, -- wrote a very good article about safety issues. It turned out that was right up there near the top. Vehicle collisions and also disaster with bicycle collisions in the state of California. This is all knowable and foreseeable, and yet, nobody -- an Linda, that is two minutes. Thank you for your public comment. Next, I will come back into chambers and seeing none, I will go back on Zoom. I will go out to Zoom. Seeing none, public comment is closed.

Thank you very much to Mary Gourley. On the calendar, we are on that portion of the agenda. There are, I think five items on the consent calendar this evening. I will read the titles of each and then councilmembers will have an opportunity to pull any they would like to pull from the agenda and the remaining items will go out for public comment. I have a question of you, Mary Gourley. Item number one. Do I need to read the entire text of that item

No. You can do it revise . but I also want to say that we did receive the acidification of the election. Item number one can move forward.

Excellent. Item number one is approval of resolution reciting the facts of the general civil election held on November 5, 2024, and occurring confirming the results and such other matters as provided by law. This approves the resolution citing the facts and occurring the results of the election for the office member of the Sebastopol city council. That determines the vote cast, Phil Carter has been elected to the office of member of the City of Sebastopol city council for a four year term. And also, Councilmember Hinton has been re-elected to the office of member of the city Council for four year term. Item number two. Approval of minutes for a closed session meeting. Item number three. Approval of minutes of November 19. That is a regular city Council meeting. Item number four. Approval of the minutes of the closed session of November 21st. And finally, item number five. Approval of the first reading of repealing of ordinance number 1132. That is the electronic filing of campaign finance to Dozier and statements of economic interest. That is all five items. Any item that councilmembers would like to pull from the agenda? No? 11, is there anything additional that needs to be --?

I would like to say for the item of the minutes, there were a couple of minor corrections to the name of the motion in changing EIFD.

Okay, thank you. And no one wants to pull anything from the agenda?

If you can handle the public, then item one, five, please read

These is public, for items one through five only. If you would like to make a public comment, I will do in chambers first. Next, I -- I will go out to Zoom. Linda , can you unmute yourself, please? Go ahead with your public comment, Linda.

I really appreciate it if the mayor could find it in her heart to let me know what the subject matter of number two is spread I am very interested. Perhaps that is a legal thing. I know the RV ordinance thing has legal, it has cost us, apparently, about a half \$1 million on that one thing a loan. It is worthwhile to the rest of the public to know what is going on. In the closed session and the subject matter. And the number five, I am wondering about -- if there is money involved, how much does that cost? The electronic -- I mean, the disclosure. So I would like to have them at least answer. Thank you.

Thank you for your public comment. Next, I will go back in chambers . Seeing none , I will go out to Zoom. If anybody would like to make a public comment, please raise your hand. Seeing none, public, disclosed.

Is reminded was of the public, you can always rent questions to city council at City of Sebastopol.gov. If they do not get answered here , we tried to city council to move as quickly as we can through business items. We cannot always answer questions. I say thank you to the

members of the public for asking questions and paying attention. Our next item is a territorial item.

Mayor?

I'm looking for a motion for items 1-5 on the consent calendar.

I will second that.

Perfect.

[ Laughter ] Okay, all right. I like, if you will --

Thank you. So moved by Vice Mayor Zollman and seconded by Councilmember Maurer. Councilmember Hinton . Councilmember Maurer. Councilmember McLewis.

Yes.

Mayor Rich.

Yes.

Motion passes unanimously.

Thank you very much for the next item on the agenda is a ceremonial item to be held if the action has been certified which it has. Includes a number of the items for the first one is the message from the outgoing mayor. And that a presentation to the outgoing mayor. And then we get the newly elected council member. To take his seat. And I will be the administering of the oath to elected councilmembers. So this is my opportunity, and I will be brief, to just say thank you to everyone in this wonderful city and on this wonderful council. It is been an absolute pleasure. I've enjoyed every moment. Those moments of agreement, those moments of disagreement also. Because they bring excellent decision-making. Yes?

I wonder, did you want us to -- wanted to be here. Yes. He is doing this on behalf of the city. I am just saying it is a moment that if we pause for five minutes.

Thank you. And talk about -- right? She is awesome. An example of why I love this council. So it is a great offer, but I hate to keep the Council meeting. So I think I'm going to go ahead with a statement. Thank you. Yeah. He will walk in here and I will make him -- there he is. [ Laughter ] Really and we are waiting for you, honey. We are waiting for you because Councilmember McLewis suggested it would be very gracious to wait and I have to agree because she is like that. So starting over here. Yes, this is my opportunity to say thank you to the public, to this wonderful community. I love this town. It is what drove me to run for city Council back in 2020. That is a lot of changes since then until now, right? 2020, the time of that but I have to first recognize these awesome councilmembers. Every single councilmember I have worked with from the beginning has been just amazing. Hard-working, dedicated, articulate, courageous. It takes courage because you never make everyone happy. Representing diverse places, strongly, and with compassion and with Hartford and rain. A lot of hard works going into being a city Council member. This particular council has been great . Completely, three new people. Three new people. And the decision-making that comes from the debate, this agreement, the collaboration, the mutual respect. It is amazing. So first to my city council, I just really, really enjoyed being mayor and enjoyed participating in all of the process we engage in here but secondly, to staff. What an amazing staff. I have learned so much about the city and how it functions and how hard our city staff works. And how collaborative all of them are, and how much they support everyone in this town. In fact, they do answer that one all the time. They are there from the time the doors open until the time the doors close. And often way beyond that. It is a 24/7 project to run a city. They are accustomed to providing a very high level of service in this community because that is what we have always expected of them. They have always delivered. Learning more as I did as a city council person about what goes on behind the doors, what goes on with the decision-making, it just made me even more proud. Even more happy to be part of this little town and to know I will get to continue to enjoy all of the services that are delivered here. It is a great town. Finally, the people. All of you. All of the amazing people in this town, our little town.

5665 voters. Can you believe that? That is a little town. It is a town that, again, reflects what the pricing appeared. Diverse voices, different opinions, courageous people who want everything in this town to be better. That is what everyone works for. That includes everyone, no matter what their opinion is. Looking back over these last four years, a lot of happened. A lot of challenges. And I am really, really happy that I got to be part of all of that. Tonight, I got a very wonderful moment, which was a pleasure moment for me, related to Morris Street when I came on board, a project I was particularly dedicated to addressing was the -- on Morris Street. That had a whole history of events that happened over the course of three or four years. From the endemic to horizon shine to know -- comments moving in, to the amazing outreach that we pay for that is employed by West County community services. Yes, I will be contacting -- about the comments related to the RV dwellers. So that project has been part of the topic of what I have experienced here. And through that project, I've expressed opinions and perspectives from all the people here on the Council and all the people in town. Today, at about 5:00 p.m., I received a document that was the statement that finalized the funding for -- comments. I got to sign it in writing. I handle that off to Mary Gourley read I thought that was a fitting place an event in my experience as mayor. And that getting through hold it. What a great process we all went through. Communication was incredible. Measure Q. What a great experience for all of us in this town. And communication. I came onto this council with the dedication and commitment to dedication and communication to being open and ensuring that all of the fellow councilmembers would have an opportunity to speak they would have their moment. They could share the opinion so they could be elected. But everyone in town would be able to share their opinions and their Perspex -- perspectives, and that staff would contribute for that is what I am most proud of. I'm most proud of this council and how it has come around . And this wonderful and beautiful city. That is my thank you and goodbye. I really appreciate everything that I have experienced on this council. Thank you very much . [ Applause ] I am still running the agenda. So the next item is presentation to outgoing mayors.

Excuse me.

, Go ahead.

Okay. Well, I would like to say thank you for your support. I had the pleasure to -- with you in a variety of issues. I'm so grateful you were there and available. You are kind. And we had some great -- and fun. I appreciate you. I want to say thank you for all the support you gave me in learning how to be a good councilmember, a better councilmember, or just a councilmember. [ Laughter ] I wish you the best in whatever your next journey is.

Thank you very much, Councilwoman.

Hopefully we can all have a chance to express our gratitude. I got a little emotional. But yeah, it has been a privilege, especially being vice Mayor and working with you. I took notes because I knew I would get emotional. Anyway, you are hard worker. Oh. Yeah. You are so dedicated. All the hard work, yet. Amazing. The leadership. Yes, I would definitely second one Councilmember Maurer said . I think you have always really tried to get us all to a point - - thank you for that. Also what Councilmember Maurer said. Mentorship. You took us all under -- and got us where we are now. Yes, I also am looking forward to having you to be part of the community. Thank you.

Thank you. Anyone else?

Oh, going on down the line. Well, we got elected together. We were waving signs on the opposite sides of the road. We were both fighting for election. We had that embarrassing moment about the vice Mayor stuff.

[ Laughter ]

And is the note wild four years but at the end of the day, you're one of my closest friends in town. You are my neighbor. You know, it is funny when you get up here and start working

with people you never would have run into any other way. After that, you really learn who people are. You work really hard. It has been great. You know, I am happy to welcome the new guy but he has big shoes to fill. Anyway, thank you very much.

Go ahead.

I just want to say thank you. For all the hard work you have put in, I recognize it and truly appreciate it. Your desire to make sure we have all been heard, whether it is here or in closed session. Your diligence with making sure we can all have our voice that I just appreciate that. You have put in a ton of work this past year and I truly appreciate it.

Okay. Wow. Thank you, everyone. I did not expect that. That goes straight to my heart so thank you for all the comments. Like I said, they are great. One of the greatest things about this council, either other council members tell me it is great we never disagree in our council and we never have any debate think that is good? The good thing here is that we do debate and disagree, but we all respect each other. Thank you for the honor and the privilege of having worked with you. So Maria is coming to do the presentation. Oh, and have to say thank you to my children who are on Zoom, I think? Hello. Thank you. And my husband. Thank you, husband.

I want to explain the process really quick and we will be making a presentation to our okay - outgoing mayor, Mayor Rich . once that is done, we will ask our partner to take a seat on the dais but I will and answered the oath of office to city Council members with that will ratify the installation of the mayor and vice mayor, and then we will break for a little cake and then come back and finish the rest of the meeting. Will give an opportunity after administer the oath to open public comment for the outgoing mayor and incoming mayor. Will give that an opportunity for public comment at that point as well.

Thank you. So this is not the mayor's plaque. She will get her own. We did not get it certified until 3:00 this afternoon. This is mine that I get use every time I never get it certified in elections.

[ Laughter ]

I will let you do that.

Oh, anyway, yes. Thank you again on behalf of myself for all of your hard work. [ Inaudible ] thank you.

Thank you very much. Thank you. Okay.

Oh, wow.

Thank you.

I will take that --

[ Laughter ] [ Applause ]

Okay. And now I depart, correct? All right. It is off to you. All right. Phil Carter , come on up.

[ Inaudible ]

The oath of office. If you want to come up here? Raise your right hand. So I, and please state your name. Do solemnly affirm that I will support and defend the Constitution of the United States and the Constitution of the state of California, denying all enemies foreign and domestic. [ Inaudible ] to defend the Constitution of the United States. [ Inaudible ] congratulations! [ Applause ]

Congratulations! [ Applause ]

The vice mayor, will be running the Munich that I would like to open up her public comment on the items we just had if you're okay with that? If there's anyone you would like to make any comments on our presentation to the outgoing mayor, now is your opportunity. Seeing none and Chambers , I will go out to Zoom. Linda, can you unmute yourself, please? Linda, can you unmute yourself, please? Go ahead with your public comment.



Hello, Mayor. So the reality of Mayor Rich's presence on the city Council has turned into the -- that she was supposed to be the liaison for better disaster from they wanted all the generosity. You know, it is adversely impacted the -- the tsunami of compassion. It turned into a crime wave. Trying to say that our fine city and Diana Rich has enabled the rapid drug use. A lot of the money that went to the people there, not all of them, but it went straight down to the casino. You know, it is doing a billion-dollar expansion. That is a lot of the money to help the homeless and where it is going. She is leaving us with a 5.6 billion-dollar debt with the technology that was never accounted for. [ Inaudible ] what right off the bicycle -- and assailing infrastructure. We cannot -- an Linda, you have about 25 seconds. Sorry, Linda. I just --

I hope we can have better representation. Thank you.

Thank you for your public comment. Next, I will go back in chambers . Please?

Where waiting, at the time, usually that brings up the timer. Oh, got it. Okay.

I will be Billy -- really brief and I do not want public comment to and without calling out Mayor Rich's hard work that she has done in the city. [ Applause ] They met thank you. I will go out to Zoom . Seeing none, I will come back and Chambers. Seeing none, public comment is closed on this item.

--

The next would be the installation of the mayor and vice mayor.

As was stated, we are going to go ahead and take that and this is new.

That's okay. I will go and take it if you don't mind? The city council passed a new policy where the current vice mayor would take the role as the mayor and the councilmember that was more senior with the highest number of votes, if taken within the same year, would be the vice mayor bit for this year, it will be Stephen -- we will need to take a moment to ratify that.

Are there any questions before I go out to public comment? So this is for public comment for the installation of the mayor and vice mayor per the city council policy. If you would like to make a public comment, I will come into Chambers first for seeing none, I will go out to Zoom. If you like to make a public comment on the ratification of the installation, please raise your hand virtually. Seeing none, public comment is closed.

Thank you. Is there any discussion? Of motion?

I will move the motion for agenda items six to ratify the installation of the mayor and vice mayor. And the mayor, Stephen Zollman, and our new vice mayor is Jill McLewis.

I will second that.

Figure. So moved by Councilmember Hinton and a second by Council member Carter. Two ratify Stephen Zollman as mayor and Jill McLewis as vice mayor. Councilmember Hinton.

Yes.

Jill McLewis.

Yes.

--

Yes. The motion passes unanimously. We will adjourn for refreshments and come back to the regular city council.

Recording stopped.

I am reviewing my notes. I'm checking in with I.T. I.T., are you okay?

Zach, can you check -- can you start recording, please?

It is going to

Okay.

Wonderful. Our wonderful clerk. Are we okay?

We are good to go. I know we were supposed to jump ahead, but I wanted to take a moment to say congratulations to Councilmember Hinton. And congratulations -- thank you. Serving with us. So Madame clerk, Mayor, we are now onto number seven.

That is correct.

Great. So I think the responsible party is our interim development director. There she is. Take it away.

Are you on? Is the button?

I am now. I am your interim community development director here today. I am also going to be stepping down and come out well, you will meet the new committed a moment director in a moment. Where not to that agenda item yet but before I go, I am here to talk a little bit about what we have been talking about with the climate action committee and how we can continue the claimant action committee work with less of an impact on the city budget so I have a very short reason Tatian. Mayor is going to run that for me. Supershort. There is a big fat staff report that I know you have read it also I will not read it to but it has a lot of background in it if you are interested in that and the short staff report attached to it that is kind of the resolution that we came to and the CAC recommendations for acyclic, yeah. That is what we are doing. The CAC is currently a brown antibody. Some of its projects and procedures to impact staff and the CAC want to do something like writing the ordinance as a additive process but it takes more time, more staff time, when they are handling the compost program. It takes more staff and they get a benefit from that, right? We are talking about some things cost money and some things do not cost money. Next slide, please, Mayor. I just want to be clear on the notes on the next flight, there is a condensed version of table 2 and your staff report. Those are the calculated costs. What I mean is, if we take our charge right, the rates we value staff at. The fully loaded rates first staff with all of the benefit and vacation and all of that kind of stuff. If we take those out of the cost every multiple those costs by how much time I have been dedicating to CAC supporter, we come up with these cost. Again, they are, they are not exact costs are there a lot of notes on the table about how the cost is broad and we are using calculations. This year's willing rates are reflective of the hours that were spent by staff last year. It is not going to be an exact calculation. This will involve less debt hours depending on the nature of the CACs work for that potential revenues we don't know. They are really generalized. Not all covered staff hours will be spent on revenue-generating root but we want to think that is going to happen. In reality, the Council has a lot of priorities generating revenue. Next slide, please, Mayor. So this is the quick one. And this is the summary within your staff report. The cost is" they are. Providing the monthly meetings, excuse me. It is about \$11,000 in calculated cost. And everything else is about 40,000. The total cost of about \$50,000 per year. These are calculated cost. Doing that math calculation. During current rates, based on the hours we spent in the previous year. We have had a number of discussions with the CAC can we have some members here who will talk to you about this as well. Next slide, please. We have come up with three options. These are options we discussed with the CAC. This is not, this is an information item so it is not a discussion or action items that I want to be clear we are just talking about the options we talked about at the CAC. One option is the -- this is, like, this is the ultimate save money option. It is also, like, the ultimate throw a bomb in the middle of the CAC option. This council would need to disband the CAC completely. The director could then reform the CAC as a direct response advisory committee, not as a round act body. The director would call meetings as the need arises. The CAC would continue to do climate work, but they would be doing it in collaboration with the director. There would be advisory to the director, rather than to the city Council. We probably need to make some additional changes to meet all of the Brown act requirements and meet with the city attorney. The calculated savings, and again, this is the calculation. We would still have the calculated savings of about \$40,000

annually. With that, we covered staff time and that would not obese vent on recoverable items. So our estimate is working on development and other revenue-generating work with the potential of 14,000-\$16,000 per year. On the second option is the staff hours budget. Essentially, this would dedicate 10 hours a month, 120 hours over the year, of staff time to the CAC. So the CAC would carefully plan out their work so they are not doing a lot of projects that require a lot of staff time. It would still include staffing meetings. The reduced level. You know, no three-hour CAC meetings. There is still significant significant cost savings and a significant estimated what we could generate revenue with some of those recaptured hours. This is the recommendation of the CAC. Final slide. Option three is a status quo. Letter right. No budget impact and it will be the same as what it is right now. No budget analysis on that one. That's it. I am here for your questions.

Thank you. Thanks as always for the presentation. I will open it up.

To put it in context for the rest tonight to repair a background in context item for you for information and feedback. We are planning -- with what your thoughts are and bring an action item to decide on one of these options or a variation in two weeks. That is what we will be asking for with formal council direction. With that, I am happy to answer questions. Yeah?

Thank you, city manager. Questions from my colleagues?

I want to pause for a second. [ Inaudible ] I cannot see anything. I'm just not trying to be rude, but I cannot access dropbox or anything. Is it working for you?

[ Inaudible ] I am trying to get connected. Thank you.

Vice Mayor, do you mind if I go to the councilmember?

No. I just, I was not trying to be rude.

It is -- an yeah, we are looking at our phone for the agenda. For the public.

Thank you, Councilmember Hinton.

My question was , can you confirm, I recall that when we set up a climate action committee, there was a lot of numbers. A lot of those have not been on a regular basis. Can we talk about what the original number was? And is there a recommendation of where we should go and change those for the future?

Yeah. Thank you for asking. Those discussions are done in the motions -- I did not mention it. There have been discussions with the CAC about reducing the size. They have come to the conclusion that it will reduce the size and members can probably discuss this with much more accuracy than I can. I was not here but I mean, I was your lot back in the day, but I was not here when the CAC was established. It is my understanding it was established at 11 and then it went from 11-13, kind of arrangement that is been very difficult and specific categories that CAC members had to be, you know, so it has been very difficult ever have a full CAC that is been very difficult to have a quorum . So it is not functioning the way it is now. They need to be able to have a quorum and need to go report. So they are going to be recommending -- I don't know if that is going to be coming on the same.

Councilmember?

Yeah, to address this being a member of the committee. The committee voted to reduce the size of the group 27. And one councilmember. And as far as I know, they have ever known that as two years. I only thought one term. Yeah.

Thank you, Councilmember Maurer. Are there questions ?

I wanted to ask and I watched some of the meetings. The last cup old did not have a quorum. I mean, I watched a variety of them to understand what was going on. The question I have is, and -- you know, to change up. I'm just trying to figure out, as we set up here, we are wrestling over \$5000, \$10,000. All of these different dollars we try to say that everything. I'm just wondering. We have a lot of committees which will be looked at over the next months. Deciding -- I'm just trying to understand, you know, if this were to, I think, I'm sorry. The one

option has become a committee starter. I guess you said disband was the word you used. I'm trying to understand what we would lose if that became a community or committee. There are people, quite a few people it seems that do not even live in the city, to be honest. This committee. It is representing the greater -- in Sebastopol city. I'm trying to understand what would we lose if we became a type of community committee and we had a consult liaison? Just like we did with many of the organizations in the city in which we are cutting out and verifying the need. We're looking Stella, was whenever you said we would still be spending? I'm sorry but I have your paper now.

Was the number you said we would be spending? Annually?

It is not necessarily a number you are spending annually. Again, this is -- an the cost.

The calculated cost for holding the meetings, it is about 20,000. With everything altogether, staff support, at the level we did it last year, it is about 50,000 and calculated costs.

I'm trying to understand. I mean, I using they would be less effective if they were not connected with the city? I am just wondering how that would work and why it would not work if we had a council liaison. And have that as a community type of committee. Like was mentioned. What you see is losing with that? I am not understanding.

I think that CAC members expressed that being an unofficial committee, they thought they would lose a lot if they were unofficial.

Why would that be?

If the city Council disband as an official city sanctioned body.

What would they lose? I mean, because it would still be the same committee with the same people. But just not a city funded, you know, cost center for the city. It would still have the same liaison. And they advocate for those, you know, those organizations that we are liaisons. I'm trying to quantify that and understand why and what we would lose specifically. Doctors, I understand they would not be connected with the city.

I cannot answer that. I don't know because we have not done it. I don't know what specifically we would be losing. We would not be doing these kinds of meetings. So we are losing, perhaps, some transparency. They would not be a Brown Act body anymore. It would be a directory advisory. So they would be making recommendations to the director rather than recommendations to the city Council. But I think that is a great question for the committee members.

I one other question. I have meet the discussions about the fact that many people do not even understand what the Brown Act was put on different comments from the members but I'm failing to understand the importance of them being under the Brown Act and for members to understand the Brown Act credit aims kind of, I mean, I just -- to me, it seems more of an emotional connection. I do not want to speak for everyone, but I do believe in change. We need to, you know, have committees that are really, yeah, working on -- [ Inaudible ] . He met thank you, vice Mayor could any other questions from my colleagues?

I want to make a comment. I think we need to keep this in presentation mode. We'll probably have some opinions as well. I'm going to hold those back until it comes back to full council.

Thank you, Councilmember Hinton . Councilmember Maurer?

The chair is here but I'm wondering if you wanted to bring any questions?

Again, I will refer to our wonderful clerk. We had scheduled a certain amount of time for the average time of 10 minutes for the actual presentation. Anticipating questions and answers. So given the request, is that something we can entertain tonight?

Census is an informational item, I think we would want to have that during public comment. And then we could, when it comes back, we could put into the item that comes up, the ability for the chair and that CAC to talk about that item.

That sounds good. The gentleman said this to be brought back in a couple weeks thank you, Adam clerk, for steering us clear. With that, are there other questions before we go out to public comment? Seeing none, so Mayor, could you minister public comment

Thank you. This is public, John informational item provided on the employment action committee. If you like to make a public comment, it is a two minute public comment could we will do chambers first and then I will go out to Zoom. Kyle?

Hello. How is it going? I would love to help councilmember understand what would be lost by removing the power of the body such as this. I have watched many of our bodies failed to meet Cora. We have a leadership problem. We have the inability to both mentor, prepare, and hold our community members that are providing service to us through these bodies, both recruitment, on boarding, training. I'm not surprised there are many people that do not understand how Brown Act works giving up providing the resources or training for people to know that. So to suggest the idea of removing staff support from those bodies would radically reduce the effectiveness of those bodies get even tonight, there is a request to have part of the presentation and have that body speak it was denied. That is a reduction of the power of that body to present to this. The idea that somehow that liaison is going to be able to report out, you know how often you do not report out because you go to town? You do not put in written reports. Irregularly -- and are not producing verbal reports out. And you think that is okay. And you have the modification that changes that practice it you're not know what is happening because you are not reporting out on that. So to suggest disempowering a body, I'm trying to help you understand why that is not a good thing to do. And hopefully, you can understand and maybe do a little bit of research in that space to note that you are not the experts. You're not doing the ton of research yourself. And was our community that are. And we have entrusted those members of our community to be representatives for our city to do that work, and to bring you actionable items.

I'll come you have about 10 seconds.

I would like to know what actionable items any of the actions have come in the committee which have been effective as a result of that body. Where your priorities are.

Thank you for your public comment. Linda, can you unmute yourself, please? Thank you. Go ahead with your public comment.

As usual, it needs to be done. Instead of talking about transparency, we actually need that. We need to have a Mayor who will actually listen and listen to suggestions. Kyle, that was very good. You know, I do know much about the CAC or action committee. -- Briefly. It was a mess. In my opinion, they were trying to figure out who they were going to let on the committee [ Inaudible ]. So in my opinion, it is a useless bureaucratic group that needs to be disbanded. And like Kyle said. They do not know anything about climate. Does not recognize the -- all this traffic. The population density and what it is doing to this town. Anyway, my suggestion is to -- to save the money, save the town more money. What is to be done in its place or even without in its place, Kyle. Another people. That we need to have a citizen advisory committee that will be heard and that needs to --

Linda, you have about 25 seconds.

Or something like that. God knows this town, the leaders need to have oversight. You know, they do not listen to us. Thank you.

Thank you for your public comment. Next, I will go back in chambers .

[ Inaudible ] the City of Sebastopol. [ Inaudible ]

Thank you for your public comment. I will go out to Zoom. If you like to make a comment on the climate action committee, please raise your hand virtually. Seeing none, I will come back in chambers. If anybody would like to make a public comment?

I do not have prepared remarks. I am the chair of the climate action committee. I would like to follow up remarks by saying there is something you lose if you take an appointed body and

get rid of it. We have learned a lot. We started meeting in 2021. For those of you have done a term on council, in other was a long -- and learning how government works. And we are just getting to the point that we are positioned to reformulate ourselves as a smaller committee with clear goals. And request more clear direction from council to do things that are effective. We have already -- the passage of a climate action framework for the city. The first ever. Have engaged many, many community members in climate education through public events. So we have been providing a great service to the city. Only implementing engagement, but in the provision of expertise around climate issues to any and all staff of councilmembers who requested that support. We also -- I lost my train of thought. Sorry. We are, if you have watched the past few meetings, I will say, I would not be thinking we get to keep going.

You have about 20 seconds. Over and over with the need to figure out how we are going to move forward and save money for the city. We have deeply invested in figuring out how to move forward in the saving money mode. And the staff hours budget proposal -- thank you so much to Jennifer for helping with that proposal. That is one where it saves money and preserves the expertise.

Thank you for your public comment. Next, I will go out to Zoom. If anybody would like to make a public comment, please raise your hand virtually. Next, I will go back in chambers.

I have been helping out the committee since it was formed. Formalizing the committee in the beginning. I think we have struggled to find our place in the city. Quite honestly, the city has not really requested much -- in the years. For instance, I appreciate the work the planning department has given us. But actually, they have not come before us to ask any advice this whole time. I know that sounds a little bit odd. Other than the framework that we ourselves know. We did vote on that. The department asked for that. That is a bit odd. And then we had other circumstances over the years where there was a large investment the city was looking at putting in chargers. And the main lot -- we had no idea this was going on. We had no, the city never came to us to ask. What you guys think about this? What we did find out, we were actually able at the last minute when the Council was wedding, to say, you know, this should really be looked at in more detail. And the Council ended up deciding, yeah, there are a lot of open questions. So we are resource that the city, and that any use for dealing with? For one, we do not have a budget other than the staff time that is for the meetings. I like --

You have about 25 seconds.

Unlike the public art thickets some funding of in lieu fees but we do not really have a budget to do anything but we managed to pull out the framework. There is a lot of work we can do. I will give you a for instance. Right now, we have this active transportation plan. There are a bunch of things in the tier one and none is prioritized with none of it is figured out. What can we do? What is the low hanging fruit? That is a prime example. Thank you.

Thank you for your public comment. Next, I will go out to Zoom. Please raise your hand virtually if you would like to make a public comment. Seeing none, I will come back in chambers. Seeing none, public comment is closed on this item.

Thank you. Councilmember Maurer?

I think the climate action committee was partly responsible and they are responsible for obtaining the ATP grants. Is that correct? No? Some grant? No? Oh, I thought that -- right.

If they're going to be questions and people are going to address it -- if they're going to be questions to someone, then they need to come up and use the microphone for the purposes of transparency.

I will skip that. I will support what the climate committee action is asking for. Reversing the staff time to 10 hours.

Councilmember Maurer, other questions or discussion? This is for informational but I think the request was for direction. In council for the next time. Is that correct?

For comments.

It is agenda eyes.

Thank you. Are there comments, councilmember?

Yeah, I sit on the climate subcommittee. And, you know, we also have not had meetings. They have gotten canceled for various reasons. And so, you know, I am interested and especially with the planning director coming on, really kind of saying how climate action at this level. I'm interested in the two proposals but I'm going to wait for a final decision, of course but I think we have a real opportunity with the new person coming on that could get involved with this organization. And hopefully, help us stay in line with our climate goals. I have asked our CPA how many cities have climate action committees that I know it is a fair number but I do not think it is 100%, but I think it is very close. I'm going to clarify that but it would be a shame, in my opinion, waiting until they get the full information. But I know this is really important to all the people that live here. I've seen a lot of the work, especially that -- has done it like events as we are talking about teaching people. How do we cycle? Well, we are recyclers. You know, what can be taken in that? So I look forward to you guys coming back in two weeks. Hopefully, I would recognize the framework be part of that agenda item so we can also see that and be familiar with it.

Is everything okay in the back of the room? It looks like -- that's good. All right. Other comments? Vice Mayor?

Starting with my comments and questions. The purpose of me bringing this up is just that, you know, when you are under -- and present limitations. Again, all of the information comes back. Just looking at how to be effective and communicate with each other. There are so many -- when you're more of a committee, a community committee, you have more leeway and more opportunities to have discussions. That is where I am going with this, in addition we are constantly scrambling over \$10,000, \$5000. \$750,000, you know? Everything we do right now is a question of money. Again, I know this is coming back to my comments. I'm just saying that, you know, being under the gun does not necessarily always, you know, the end-all be-all. I just -- and I know there is a community planner coming on. I just see there is different,, from the out side, I see there might be different ways to be more effective. That is my thought for now.

Okay. Other comments? I just want to make sure everybody gets a chance to say something. I am not 100% sure if I should say anything or not. Being on the climate action committee. It is fine for you to share your thoughts.

Oh, okay. So my understanding is we have accomplished quite a bit. And while we have been in a bit of a unique situation for the past three or four months, trying to figure out -- is a group, what we have to do is we have to get to zero. That is what we decided we were going to do several years ago. And to get to zero, you have to have a plan. And how are we go -- going to incorporate that plan into the city? The climate action committee, you actually have 7-10 very professional individuals. They are very busy doing a lot of jobs. And it is free labor. Free [ Inaudible ] and the ability to communicate with the city and actively participate in decisions and planning for sidewalks or however with transportation. [ Inaudible ] anything like that. That can come down to a specific group. We can provide some assistance. Just generally -- something that gets us toward our goals. And a lot of people think that because we are a small town, that we are not going to have an impact. And even though we are a small town, the climate does not care where the gas comes from. Whether it is -- and we can show other governments in the county how to do things. As a small community, we have a little bit better ability to actually get something because we do not have quite the same bureaucracy. What is important is that we become a little bit -- with the county. [ Inaudible ] responsibilities.

Thank you. I will time in Tulsa. Yes, I am definitely looking forward to the full presentation. I hope and, again, the -- will be there the list of accomplishments and what the goals are should this continue.

I want to make clear, the staff report for the next meeting will look very much like the staff report for this meeting. The expert with the CAC on all of the financials -- he is not going to be with us but she said this is basically her swansong. We wanted to make sure we got this item on the agenda tonight so she could be available and could present. This is our third community development directive this year. And we are starting with the fourth one. The contract amount that I do not want to ask to go back and learn everything prior to -- so if there are questions, I guess, I would strongly encourage you to ask them tonight. If they are not in the reporting of questions, nobody will likely be able to answer them. In two weeks anytime after that.

Thank you for that had [ Inaudible ] it sounds like -- to ask questions and answer before it sounds like we are going to get the exact same.

I believe it is attached in the packet.

Yeah, there is an attachment.

The framework.

And also, we are going to burn a lot of time because there are number of public items and we will try to get through city business on our template. So having said that, are there questions from my colleagues?

I think we have already invited the -- committee. A fly -- they would like to put -- I hope the city could accommodate that. And they could openly provide some of their work to advocate for themselves. So I understand we may not have city staff do it. But I would like that to become part of the staff report. It does not have to be super final.

Thank you, councilmember.

That was going to be my question. Why couldn't we put something together that was --? I find this very confusing in the sense, I mean, we're doing half -- have data.

This is what [ Inaudible ] looks like. I agree it is confusing. Unfortunately, I'm also having engagement with -- for if it is certainly easy to add it to others produced to the packet. And supplement to do that. In terms of staff expertise and time, trying to understand and what the savings of staff time would be and how that would change. That has been a lot of work that the predecessor engaged in an we do not want to re-create that was somebody new.

I'm looking to the end of the dais. Vice Mayor?

So when we come back for this, what exactly is going to present it?

Some combination. [ Inaudible ] approving the contract . And -- may join us as well. We'll see how the conversation might look to best -- that is what we have available.

Thank you. All right. I will also --

I have request that the -- chair would also share a short presentation on behalf of the group. That is the request I have

Thank you. That information will be taken up tomorrow at 9:30 with the agenda review as far as the process about how to get everything presented. Usually, I can see the presentations are here for 10 minutes with another question-and-answer period that is our goal when we put together the agenda items to make sure that everything that is genderized gets completed by the end of the Council meeting. That is usually 10:30 a. Thank you. Any additional comments before we move on? I am seeing shaking heads. No. Moving on, correct? That is all to do on this?

Correct. You said thank you to the presenter and make want to the next item.

Thank you to everybody who came in attendance. We will move on to other informational items. That is number eight. And I think that is the police chief. As a reminder, a place that is



not really been specified by each of the presentations are agenda reviewed for 10 minutes but in that way, we go through Westin and answer. -- 10:30. Thank you.

Good evening, Esther Mayer. Madame vice Mayor, Council, and audience members. -- In person. I'm here to present an update, and updated status report on the report that was offered by Mr. Jerry Threet. In 2020, the contractor -- he was the former contractor. He is independent officer of law enforcement and oversight with Sonoma County PD was contracted by the city to take a look at our policies, procedures, practices, and culture Intralipid that was occurring because some issues had come to light within the police department. Regarding a lot of things that were going on. There was some dysfunction. Mr. Jerry Threet concluded his report to city Council in June of 2021. This is actually the fourth report on the status of these recommendations. At the time, Mr. Jerry Threet presented his original report, a lot of recommendations had already been identified by police management at that time. We had already started implementing a lot of those recommendations. We were not surprised to see those in Mr. Jerry Threet's report for the last report was presented by me last December. At that time, about 131 of the 104th recommendations in Mr. Jerry Threet's report had been completed. Staff committed to reviewing and implementing an additional eight recommendations at that time. Since that time, I am pleased to say that all eight of those recommendations have been implemented with the recommendations included some policy changes regarding officers to to keep cameras on at all times, which included transport to the jail and to the jail facility. Language and body camera policy with inactivation would be considered a serious disciplinary matter and subject to serious discipline. Language on the complaint first to understand that retaliatory acts and lodging a complaint were prohibited and serious discipline. The transparency statement in the body policy stating the department is committed to leasing body camera footage at the earliest possible time following a critical incident. Link to our complaint accommodation forms to be placed on the sled as well as an anonymous method for the public to provide any feedback to the police department.

Before we move forward, can you let me know when to move the slide? I think we are in the sun, right?

Yes, we are. Next slide, please. For the current status, which is why I am here. 139 of the 101st recommendations have been completed, implemented, and are part of our policy and culture. This equates to a 95% completion total on those recommendations. Seven of those recommendations, I apologize for that on this particular bullet point. Seven recommendations are not prudent either due to significant public safety considerations. One of those items is not feasible to physical concerns. That be something that would have to be taken up by council. And decided during goalsetting, primarily if they were interested in hiring a full-time police auditor to audit practices. The processing and results of the audit have been reported and successful. They have implement a positive change within the police department. They modernized it and got the police department on track and in the place it needs to be to be responsive to the community, successful, and a modern police department operating under best practices. A recommendation provided by Mr. Jerry Threet was given to consideration and thought, and recommendation that could reasonably be implemented and be reasonably implemented was. Next slide, please. Moving forward. Where we at? What is the status? This audit process began four years ago. That is a considerable amount of time. The fact that nearly all of these recommendations have been implemented. It is my personal opinion that, in a way, the useful lifespan of this particular audit has reached its conclusion. A lot of time is spent by staff compiling these reports. At this point, there is not much more to be done as a result of this police audit did Edison successful and produced results I think council is looking for at the time. Within the police department. We stabilize our sellers and are in a good place. We are committed to continuously evolving, evaluating ourselves. We are committed to changing with community needs, wants, and desires. Feedback mechanisms

to critique, offer suggestions, and provide transparency are in place and will help guide us in meeting our commitment to our community. Our city Council and city leadership will continue to provide feedback, suggestions, and directives to help our department meet our community expectations and safety concerns. Welcome that from the public any time. And also from our city leadership. We are committed to transparency and being responsive. As I said, you can always contact us but you can email myself at our Nelson at City of Sebastopol.gov. You can call the police department asked for me. If I am available, I will pick up the phone. If not, I will return your phone call. Jim's is the same as mine. So that is where we stand right now.

Thank you, chief. Questions from our colleagues? If that is the case, then I do have some questions. Chief, I did email this ahead of time to try to save time. I am not sure I got a response back. The last time this was before us, there are questions that I had about when these policies were last updated. And I am still not clear if a member of the public for the look of these policies, but they last no they were actually updated so that they could actually make increase about changing loss since that time? Or changing climate? How best would you answer that?

So the way our policy management system works is the entire manual is placed on the city website. I currently have Holly Hansen working on her website to make some of the additions that were requested to provide additional information regarding complaints regarding use of forces and data that have taken place over the past several years. Our current policy manual that is on their it's from 2022. We get constant updates from Lexa Pohl who provides us with policy recommendations that would make up those updates, we implement them, but it is difficult if it is one or two policies a month. That would mean we would have to update the entire policy and pull it off the website and put it back on. The website, the policy manual that is on the website right now is somewhat out of date. But what I will let you in the public know is at this point, we have been given a complete revision of the policy manual to affect all of the policies, all of the current changes. We are about 75% of the way through that. I'm committed to making sure that the most current policy manual is posted on the website no later than March 1st. I'm actually hoping to have it completed by the end of January.

Thank you. Yes, that March 1st deadline would be great. Again, people have an idea if they googled something or searched something, when a specific policy was last updated. Because then if they have questions, differences of opinion and whatnot, the young gal -- the legality of something, they will know. Thank you for saying the fact that the math seem to be a little - what you said here was that seven of the recommendations. They were not implemented because they were not -- is that correct?

Correct.

My question to him email was, one. It seemed to be unclear whether seven were to be reviewed to public safety concerns. Or whether some were physical concerns. If any of them were because of public safety, what standard are we using to determine what is public safety? Or why the community?

Is a combination of both, generally. There were several recommendations that were asking for blanket prohibitions. Use of chemical weapons. The use of less lethal force projectiles. It would be extremely unlikely, and I do not think, and I certainly hope that a situation like that that was so riotous for people committing arson, tiering up downtown, injuring other people. Essentially, you have anarchy that had ensued. Particularly in our downtown area and around town. The only way to reaping some type of civil order and that situation is to utilize those tactics and sometimes those emissions and such. That would also prohibit us from being able to have mutual aid and respond. Leading to an active link in prohibition with the use of some of these tactics and whatnot. Would be less on our own to try to restore all of it but it would be impossible. I am here to tell you it cannot be done. The good news on this is with all of

these types of tactics, munitions, et cetera. It is all been implemented into the Penal Code now. There are six four guidelines and restrictions on the use of these, the deployment of these. How they can be used, when they can be used. Warnings that have to be applied. I believe it addresses what Mr. Jerry Threet is concerns were back in 2021 per the landscape has changed entirely as a result of the protest we saw. Along that time. So generally, it is overall, it is safety for officers. It inhibits our ability with mutual aid and safety for our community members as well.

Okay. The reason I ask is there is, the fourth paragraph could refer to it as nationwide best practices when it comes to -- but where would a person go on the Internet to find these best practices?

You might check with the international Association of Chiefs of police. They set a lot of policy. Various police organizations throughout. Generally, you know, there is no governing body nationwide that says, okay. This is a list of best practices for police. The present recordation in 21st-century policing incorporates a lot of recommendations that most agencies nationwide have enacted. You can refer to those. You know, some of the national bodies.

Okay, so those are the --

Correct.

You're saying the fact that seven of them cannot be implemented for either a combination of -- or safety concerns. Okay. Thank you. Any other questions before we go to public comment? Seeing none -- vice Mayor?

There are a lot of residual issues in this. I'm wondering how they interact with the unhoused or people who are causing a disturbance around the downtown area. This training or these policies have helped your interactions, or [ Inaudible ]

I would not say any of it has inhibited our ability. What I would say if the results kind of of the overarching theme. And as a result of some of these policies have been implemented statewide, frankly. Some of the laws of change but I think what has occurred in policing in California and that City of Sebastopol is that we realize the best tool we have is communication, compassion, and empathy. To try to resolve situations peacefully. Try to resolve situations and utilize every tool we have without resorting to use of force. We try to solve it in the most peaceful manner we possibly can anytime we can. We use force as an absolute last resort. The most urgent guidelines for when and how we can utilize force. We are required to give warnings. That was actually one of the recommendations in here. Mr. Jerry Threet recommended we do not say, hey, you need to stop what you're doing and use force. Well, now that is appropriate in the field. We are required to give that were in it. You need to stop. Force may be used against you. That is absolutely required by law that we see those type of things but I think it has changed our cultural little bit. There is a better way to do business.

Thank you.

Just a follow-up. Can you identify what force means?

So force on the state of California is identified as anytime you put hands on somebody you put a controlled hold on anybody. Anytime you try your firearm or Taser use an impact weapon. Strike somebody. That covers most of it. Verbally, yelling at somebody is, it is not a type of force where it is reportable. That pretty much any time there is any kind of physicality. That could be as simple as, hey, we have to force you to the ground to restrain you. That is a use of force. It is pretty low level but it did not used to be.

If there are no other questions, we will go to public comment is an thank you, Mayor. This is public comment by the police department. If you would like to make a public comment, I will go in chambers first. Kyle?

First, I really believe the chief is advocating for what he believes is best for the city as well as the department. He made a really a lot of great points to his justification for not enacting the seven points. What is missing from his presentation and the discussion clearly identifying their are seven items and what they are pretty year ago, we heard similar arguments against enacting those things. And we're also hearing that even some of the things that were agreed upon a year ago have not come forward. Basically, we still had to have a website update. There is a long history about what is going on in the City of Sebastopol. That goes back to the summer of 2020. It was this body that and acted Mr. Jerry Threet's report. That was completed months before it presented. I'm not surprised that many of the things were completed by the time the report came to light. The city had plenty of time to enact this before that policy. But we still need to see. Council agreed upon that the report states citizen oversight. We need to return to a conversation about citizen oversight. That is not a physical issue here. That is not a public safety issue here. Radical, radical views of eight agreement that resulted in overtime charges that caused our city budget to be 50% hope appeared we need oversight. We need transparency on that. I'll often array going on mutual aid request? Specifically the agencies that might not allow the valleys are a city. Specifically evidencing all of our officers -- protest along the lines against -- he met Kyle, you have 20 second Street We are talking about it -- my love. At one point in place. None of that has materialized. We have returned to that conversation. And finally, transparency. The website. Radically reporting, clear underreporting for both council updates, the city receiving updates with our police department, as well as transparency to the public.

Thank you, Kailee. I will go out to Zoom. Mayor, can you unmute yourself, please? Go ahead with your public comment, please .

Can you hear me?

Yes. Can you see the timer?

Go ahead, please.

I've a question. In any of the recommendations deal with juveniles? And also, I wanted to say thank you to our chief for always prompt response to any of my increase. That's it. Thank you.

Thank you for your public comment. Next, I will go back in chambers . If anybody would like to make a public comment, please?

[ Inaudible ] the officer here -- but my main reason for spanking is I want to say thank you. I really want to say thank you for you staying extra beyond your original time. You are -- my name is -- I am a Sebastopol citizen and I have been here for decades. I am [ Inaudible ] to assist honest people. It all matters to me. And -- Angie has become a good friend of mine. And helping me with some of the things I need. She and one of the -- [ Inaudible ] thank you. That is all I have to say. You're welcome.

Thank you for your public comment. Next, I will go back -- Linda, can you go ahead and unmute, please? Thank you. Go ahead with your public comment.

Suzanne. She, more than anybody else that I know of has given an enormous amount of time and money to my neighbors, you know, people occupying RVs. She is just gone way beyond the call of anything. Taking me into her home and doing things like painting her kitchen. She is also, I'm sorry to say, several thousand dollars to one person who went down to the casino and, you know, gambled it away. Anyway, about the topic, thank you so much for doing what you are doing. As I understand it, you said you would be here for two years. That is come and gone. [ Inaudible ] in my opinion. Every single council that fails to line up and get somebody else on board to replace you. On October 26. And also, under Diane's regime as mayor, former mayor, we have lost five officers. People do not, the police, you know, you know -- they are underfunded, understaffed, and underappreciated. They are not appreciated by the city Council. The city Council members, they do not know what they are doing. They

do not talk to you. I have the benefit of being able to talk with several officers when I am out shopping or on the street. Does -- Sebastopol [ Inaudible ] Sebastopol is head and shoulders above the Sheriff's Department.

Linda, that is two minutes.

They often get sued

Thank you for your public comment. Next, I will go back in chambers. If anyone in chambers would like to make a public comment? Seeing none, I will go out to Zoom but if you would like to make a public comment on this presentation, please raise your hand virtually. Seeing none, public, and is closed on this item.

Thank you. I can answer a couple of questions but in chief, I think in your report, if you could come up to the microphone. You indicated in your report which ones you did not implement for the various reasons you stated, right? [ Inaudible ] the seven you did not, correct?

Correct. And actually, I can list them verbally in case anybody wants to take notes and look those up.

Okay. It is 46. 19, 47. 4, 48. 5, 48. 6, 48. 9, 49. 7. And 58.

Okay. Great. The other question from the public was, about juveniles? I did not see any. Could you answer that?

Went back to the whole report. I recall there was one that addressed interrogation of youth. We have implemented that recommendation, but it has been codified. Essentially, now we cannot interview you unless they have the opportunity to have a parent and/or attorney present.

Anything else from my colleague before we wrap up this informational item?

Yeah. I just wondered, for the chief, for the report. We have made some changes. [ Inaudible ] more closely. I think that helps address until illness but I was into the council and one sitting at the table that was on the council. And to a member of the public, I remember we received a report that we made no promises to report every single item. It is really important at the time for us to look up policies. I appreciate -- that you have done that every time. I just wanted to say I really appreciate that. I understand the reasons why a couple of these items are really hard for us to implement in a small city. Thank you very much.

Thank you. Any other comments before we wrap this one up?

I just wanted to say thank you to you and your staff for this report that I know it is a lot of work. It is been a lot of work over the four years that I am happy that you will be freed up for some other duties. I just appreciate her service to the city. Thank you.

Thank you. I will close with this. This actually has been a labor of love. I was here one -- was here but I helped him get what he needed. It was a great process. I learned a lot. We had some great conversations about policing. It was a labor of love from the standpoint of these things needed to happen. I believe in our profession, and I want us to be the best we can be and serve the public the best we can be. It has been a lot of work, but it has been worthwhile. Thank you.

Take you, chief. So we will wrap this item up. I will look for the status of my colleagues we have two more hours guaranteed for sure. We have one, two, three items. Do we want to take a break, or should we move ahead? Okay. We are moving along. So we are moving onto the public regular calendar agenda items number nine. This has to do with consideration of approval of amendment to electronic device policy, newly named city College -- Council policy number 11. The responsible person presenting is -- you met thank you, they are. Yes. This item is on the agenda for the last meeting. It was pulled from consent. It was on for discussion tonight. This is to amend the current policy for the electronics policy. Currently, this, the original policy we have in place was to provide a stipend if a city councilmember would like to purchase -- are provided to be issued without the stipend, of course. And then

we would have ITB responsible for maintaining the city issued laptops. What we would like to do is amend that. In the budget this year, we have provided for the purchase of city laptops for city Council meetings. And that would be our I.T. department that would uproot providing a stipend if somebody wanted to their own personal, we are not saying you cannot use your own personal, but we will not be supporting those but in the policy, their statements as to what, you know, you can and cannot do and all of that. On your laptops. This helps to keep -- down without having to reinstitute this. So we can be paperless pretty much for Council packets that we provide them in a drop box. Having the laptops and councilmembers without paper up at the dais. We have -- for protections. The way we are amending the policy is we prefer city laptops are use rid of their not use, the city would not be taking care of personal computers. That is in a nutshell.

Understood. Up at the dais, questions?

I'm a new councilmember, but I would like to give a reason why I pulled it. And I would like to go to, you know, have a discussion about it. First, I do not think this was appropriate on consent calendar without a discussion. Number two. I have -- in the first place. And we had a number of councilmembers on council at the time that wanted to use their own devices. And I was one of those people. So I used the \$600 stipend for the current -- the computer I am using now. I believe the policy, as it is written, it is only allowing you to get a tablet. That is different than what I just said which was a city provided -- computer.

It would be a city laptop.

Okay. And so you either get the city laptop or you purchase your own stuff. Okay. So I want to note I have had a -- to discuss. Because I feel like there was talk at one time about actually having -- some training to councilmembers about keeping that safe, et cetera. And that has been stalled out. I do not understand why we cannot implement that as part of council training. So we spent a lot of time to do this. So I would think we could work that in. I am not in favor of this new council. I think that -- having worked at the New York Times and curing two cell phones and laptops, I just, I find that difficult. And I think by the time we spend it -- it would be -- and it should be easy and we should have choices. I open it up for discussion.

Thank you. [ Inaudible ] whoever is first? Councilmember Maurer .

I resent Lee -- recently had a problem exchanging emails. The email for the city. And so then when I.T. was able to, I asked -- of the city and they connected me with I.T. And they helped me to fix that problem. And it was something that happened when we switched from ductwork to.gov. And the password in my email backs. But anyway, so the problem is fixed, but my concern is that with this new policy, and something like that happened, my understanding. This is my question. If something like this happened in the next couple of years, what I have to cover the cost of that problem? With this new policy?

If it is related to our city email or something like that, then our I.T. would do it. But if is something, they would not be able to log into your computer remotely like they do with laptops with any issue. So if it is, and is something they can cracked from the web and it is our issue, then the city will take care of it.

So the way you fix this is there was an absent that with the remote thing. He got, and I was doing the computer, but he was telling me what to do. So is that what will not be -- I'm using my own personal computer. So will that not be allowed?

I am not sure which application he is using. So our thing is the safety and security. So I would be concerned if we are allowing you with a personal laptop. But I guess, I will leave that to the attorney but I think it is a security issue in my opinion. I don't know -- I am not a computer expert.

I am certainly not an expert either. It sounds like it is an act that allowed him to remotely access that. Through our server. It does not sound like it is a security risk.

I'm sorry. So are you saying that this would not be allowed under the new policy? So this, if it was an issue with the email, and you are allowing it, it does not access your laptop. It is only accessing the email? Or the issue with the email for the password going through our servers?

I don't know if it went through the servers. I don't know. He something called open to start support

Maybe this will clarify it. What the policy says is that the device. You will not get any support for the device, the hardware. So something goes wrong with your computer itself, that is when the city is not going to be providing service.

But my problem was with accessing the exchange emails. That is the city emails. But I'm using a personal device. So I do not really quite have clarity as to whether this policy would allow that kind of I.T. help. Or would it not?

This would not --

Okay, thank you.

Vice Mayor, you were next.

I'm just wondering. When we have this policy, can we continue to use our own device? Did I miss something? It does not explicitly state that as far as I can tell it. I want to have clarity on that. The way I read it, it is just that, I do not see anything that said we can actually use our own. Did I miss that?

I do not believe there is.

I had to search and then I thought maybe I missed it. Does it?

So I am seeing the last paragraph at the bottom of page one. It says you can use your own device. However, it is to get the stipend for it. If you want to purchase your own device. And I -- I will just say -- I think we should have the ability.

It says the current policy. But if we are looking at changing a policy, I just, it does not clearly state that is the right option.

We had talked about putting some protections in place. Let me see if I can find that really quick.

Okay.

We can change that -- we had originally because we had purchased laptops. That was going to mandated that councilmembers can only we did hear feedback after the consent calendar item. Some councilmembers would like to use their own personal devices. We did put some protections in here about you cannot be hooked up to city networks. So that is one of the protections in here we can make it work solicit and bring it back if the Council would like to see that.

A follow-up to that. We are staying the network, not necessarily using the Wi-Fi of the city? Correct.

Okay.

Any other questions for my colleagues? The question I have was in the fact that, I understood this was being brought before us because of concerns, correct? So that is maybe you can do a better job explaining it. If you could explain that briefly to the public about the insurance. You did mention there are some concerns. Could you explain that briefly?

So basically, when you are using the city use she would laptops, or any city, you are more protected. They are the California and the government agency that protects us for any type of cyber fraud. If somebody, they are the ones that helped us within the county. We have the issue. Any type of cyber security issue. Awareness training. By doing all of that, it protects our premiums from going higher. It also separates the PRA's. So city issued laptops, admin, of course, all communications -- but this also allows the city, without having the councilmembers spend time through their personal computers, being able for the city to go in and do it globally without getting access into a councilmember computer put on a personal

computer, you have the potential of providing public and private together. So for the training, we could have the training from I.T., but trying to keep ours separate, we cannot control that. There could be a possibility if you're on a personal computer that is not -- the city would have no control over that. It would be a risk to the city. That is where -- stands with us for they would prefer not to have personal computers. That is a risk the city would need to take.

Any other questions for Mary Gourley ? Seeing none .

Thank you print

This is for public comment on the use of the -- policy. Kyle?

Hello. I'm excited because I am an education technology expert at a state university. I really appreciate Councilmember Maurer's question in this space. What it does is it highlights the I.T. department and applicable users. The type of support they are able to use. Based on the contract they have with vendors. The contract they have with cities and things like that. I was radically surprised when I first started to get involved with council. There are many council -- many councilmembers using personal emails. There is a Hillary Clinton joke in here I'm not going to make the use of personal devices for city devices put U.S. individuals at higher risk. Not to mention the risk you are providing the city by accessing city records on a personal device. There is an option for you to be using a city device. For sure, a city email. Official city tools that you should be using those things. There are certain things happening here. Our city is not great when it comes to litigation. Lots of legal costs in litigation. You might want to be cognizant of that as you move forward in this type of work. It puts the city at financial risk. If you have kind of seen millions of dollars being lost in a scheme, you have to make a decision. As to-, no, you should not get compensation for the use of your own device when the city is providing you with the rough access to a city approved, city supported device that is supporting the tech knowledge he. Is supporting the hardware and software, all of those things. The closed box system. Use that. Do not put that at risk by using personal devices. You do not want to carry two laptops. Sure. You know, there is some consideration there. There are options that will make it low-impact in terms of the ability to manage multiple devices. Thank you print

Kyle, Thank you for your public comment. I will go out to Zoom. If would like to make a comment, please raise your hand virtually. Linda, can you unmute yourself, please? Go ahead with your public comment, please, Linda .

I am not computer savvy at all. [ Inaudible ] and I am talking to you on a fully supported landline phone. -- A ground wire on land. So anyway, what Kyle said sounded good to me. You know, it wanted to remind you that right here -- so people will get canceled at some time in their lifetime. [ Inaudible ] an increasing amount of radiation from satellite sent -- and wireless devices. [ Inaudible ] people tell me stuff.

Excuse me, Linda. I'm going to interject but if we could keep it focused on the actual agenda item, we would like to hear that feed back on the actual agenda item. Thank you.

I request more time because of his interruption. So anyway, my main thing here is -- we need to use layer devices as much as possible. That includes the laptops you are talking about.

Linda, you have about 20 seconds.

Anyway, the point is this is a big health issue that we need to address. And Sandy, of all people, she started the whole organization Internet safety network. And now she needs to abandon due to --

Linda, that is two minutes. Thank you for your public comment. Next, I will go back in chambers. Of if anybody in Chambers would like to make a public comment? Seeing none. I will -- I will go out to Zoom. Seeing none, public, is closed.

Thank you. Back up to the dais. Vice Mayor?

I just had some thoughts about this. In talking about the closed-loop systems in all of that but I've a Masters degree in information systems. I understand -- unless the city is providing us



all the cell phones, we still need to access our email through Outlook. There is not a close system because we are still going to be using personal devices to actually use our phones and everything else. I just wanted to say that it is not a completely closed session because of that. I would like to see in there that it states explicitly that we can use our own devices. I would be more apt to do that. But knowing we have these holes, I just -- that is my comment.

Any discussion amongst my colleagues?

Yeah.

Go ahead.

I just want to say I understood and I heard a member of the public when I started on council in 2017. When I was told use the personal email address but I was not sure why but I just did what I was told that we all know city email addresses -- that is how the peer I requested -- my understanding is the city has access to that. And again, I just feel like Councilmember Maurer . When I.T. was on site, each and every week, and I feel like councilmembers should get some training or some updates regarding cybersecurity. But I also really do not appreciate the big brother of now all of a sudden for no good reason, we're going to not be able to use our personal devices can thank you for pointing out we all have access on our cell phones. I'm not sure how that would play out. So it would make sense to me that we cannot use our personal devices for this work. If we need it, request an education. So not -- this policy. I feel like it came down. Like I said, it was kind of buried in the consent calendar. I think it is really important to discuss it.

Councilmember Maurer my stomach I want to agree with what was being said about the cell phones for the people using cell phones for the work, and like, if I am out of town, I'm on the cell phone and I have the cultural email come that email so I can stay in touch. But there is no security with that. That is a private device, a personal device. I don't know. I wanted to agree with Councilmember McLewis on that. I have a question for Councilmember Hinton. My question is , specifically, what part on the policy are you in disagreement with?

Well, first, I think the \$600 reimbursement, which save the city money, which is why we put that in there, should be allowed for either a tablet, I think, or tablet reimbursement. I would like to see, as part of the I.T. policy, which requested by city council, from I.T. experts. Those things are always changing. I felt like we could be better at our jobs. I also represent zero. I would also have to investigate that more thoroughly about whether they really have concerns in how many cities covered by that allow personal devices. Allow, or have city converters. Because I suspect not every city has issued personal computers. But I have not been part of this agenda item. I do not know the answer to that.

So another question I will jump in. I sing in the staff report the computer is supposed to take the advice has already been purchased, right?

We have a lease agreement with the I.T. for purchase of the laptop. We have not purchased them yet, but we have adjusted them for the lease equipment but would never go to purchase them, yes. I do remember the budget process would allocate that amount of money based on that advice did what you're saying is, we have not purchased that hardware?

Right. We have not purchased them yet, but we have the funding set aside for that.

Okay. Any other things or a motion?

I am just curious how other people feel. I mean, you feel like you need, where do you stand? With a new device? City device or using your own? I am happy to just use my own. I mean, I am willing to try to use -- but most of the time, I am happy to my own. I appreciate it as being included in the policy. That is why I say.

Thank you. Vice Mayor?

I personally think we should be able to use our own devices. I just spent the last week out of the country but I cannot travel with two laptops it is either completely disconnect from the city and not be available, or be able to use my own, you know, phone or computer or

whatever. I see it as -- being able to stay connected. It is not a closed system. If I'm using my phone -- and using my laptop. Personally, I don't know. I'm not supportive of -- if someone wants to use it, that I think that is a good option. I think there should be options based on the fact we do not have a complete, you know, policy for all or none.

I am checking with my other councilmembers.

I completely understand being isolated for government where security is an issue. But I feel like the level of government we are in, maybe we can isolate through different browsers or arm some way with devices that can be a little bit more secure to solve that issue. Using our own devices where we have a specific firewall. I don't even know if that is possible. But just some other way to not mix up emails or be able to access secure documents.

Can I make a suggestion? I think would be helpful for staff if we can get a consensus where the you want All-City laptops or personal. If we are going to personal, I would like to bring this item back with more stringent recommendations. And work with you directly to get some -- and also come back with information as to what other cities use with their own devices and what their city states.

Is an all right, legal council?

Yes, that is fine.

Okay. About trying to use our own devices.

I am fine with that but I want to remind the staff and the Council that I requested this last March. And no, I have heard the feedback. I'm willing to fine-tune it. But I think that the points brought up tonight are excellent about the phone. We should have flexibility. I understand also trying to protect the city. I escalate all my emails when there is not PRA request would I allow you guys to go in and look for what you need and pull it that is because we use a unique email and. Minor all isolated in my Outlook. I know there are ways to work around this. I just think we are still a really small city and we need to protect. There is not been up problem with councilmembers with the problem we had was with staff. It can happen with anybody. Whether they are using a device at City Hall or a personal device. I am willing to have it come back, but I think we should allow flexibility and take a look at the old policy as well so that we can all, you know, all of us are using our personal devices tonight. I am just saying. I do not want necessarily a city issued laptop.

Simply thumbs up for taking the suggestion of bringing this back to explore these nonpersonal devices. And also getting the feedback about what language needs to be corrected to provide as much security as we can. And still -- if we use a personal device. And as Councilmember Hinton said, doing an examination of what is happening. What are they doing? In reference to this issue. If I clearly stated that? Can I get a thumbs-up? Yes, yes, yes, yes. Okay. So that direction.

The one other thing I think with the clarification direction is whether there would be stipends that are for using a personal device.

It looks like in the -- unless I am looking at the old posse, says there is still a stipend for a tablet. Am I wrong?

No. The old --

That is not been omitted yet. It says yes for the 600 but if we went to city issued laptops, we would say no to the 600. But if we are looking at both, again, we can bring that back with the option of having it in your --

I mean, I think it should be in there. And I think it should be going back to the old policy bit of the little frustrating to understand this was discussed in money set aside at the budget level when we have never discussed the policy change until tonight. We just moved forward with this new plan without ever bringing it to council for a change. So to understand there is a situation in all of this stuff, it is a little frustrating to meet. And it was on consent. So I just want to state that. I think it feels wrong.

I just have a clarification. Right now, as it stands, I think I know this answer but I want to make sure I am clear but as it stands now, I use the Outlook app. [ Inaudible ] right now, it can access Outlook at any time, right? That is my understanding.

That is correct. So let me just go one step further. This is also if a councilmember download the document onto their own personal device but it is not just about emails. If a councilmember downloaded a sensitive document and got, yes, it could happen to a city issue as well as a computer but it is not just emails and I want to make that clear but is also about if there's a document on someone's hard drive and some of computer got hacked or something and that access to that, it is overall security. It is not just the emails. And as more than just an email policy. With the city it could be the same thing with cell phones. We do not require you to download the emails onto your cell phones. I mean, so we don't -- we cannot go to our cell phones and correct that.

I know. I'm saying it could paralyze you all. If we are going to become this stringent, that if I am not using my phone and I am gone for a week, I am gone for a week. There is no contact with us. Right now, we are constantly communicating with you morning, noon, and night, and available. There are downsides to this as well. They should be talked and discussed further. I mean, we are always using our cell phones for this stuff. I am just saying. I hear you. I'm just saying, like, it is not as cut and dry as that. There is also, you know, the benefit of each of us at any time and having us look at items. So.

I think we had -- on the first one and then about direction on the stipend itself. Is it okay to do a thumbs-up or thumbs down? Yes. Okay. So do we understand about the stipend? Are we all kind of clear? I am seeing heads down. Yeah. All right.

Just to clarify. The stipend is only applied to Councilmember McLewis and Councilmember Hinton, correct?

Records

Okay. Can you restate that? I want to make sure [ Inaudible ].

So the stipend issue is for a new councilmember's term. Within a four year term, you are provided \$600 if you purchase your own laptop or have your own laptop. So the current policy as the city will give you \$600. So with the two new councilmembers, that would be a new full-year -- four year term.

[ Inaudible ]

And a question. Is this in the budget?

The stipend?

Is it budgeted?

It is only budgeted for laptops. We have not purchased, so we could allocate. We have not, no, [ Inaudible ]

Okay. Well, it is over the entire four years. So it could be not this year. Next year.

Do we get a thumbs-up then? Go ahead.

Doesn't only affect two of us, what about the remaining three that have marginal security? This is for isolated security issues. So three people have not chosen the \$600. Is that correct? It feels marginally unfair. But I am not really sure. You know, like if I were to get my own laptop, would this be a flat policy? Maybe we we look at a -- to download?

So the [ Inaudible ] so your emails are accessed through the web.

You know, being able to access --

But that goes to the, yes for that goes to the security issue we were discussing.

That is that -- an security is the primary issue. So the documents, you know, yes. Emails downloaded onto your laptop. We would be -- we have a security system in place for city staff. But as far as the 600, that is open to all councilmembers when they come on. It is not an unfair thing. Whether they choose to take it or not, that is a different issue. It is available to councilmembers if they want the stipend.

Councilmember Maurer?? I wanted to clarify for Council member Carter, the \$600, I received it. And I assume the others received it. And councilmember, Councilmember Hinton, received it four years ago, I am assuming. So we, it lasted four years. So I wanted to clarify that for you. And the current culture members have it there in a four year term, then [ Laughter ]

What is happening here?

Orientation.

To clarify, it is no different than we also can take health insurance or not, right? So it is whatever you see fit.

[ Inaudible ]

Thumbs-up. Okay.

We have the direction from staff. Will return this item at a later time.

Oh, yeah. [ Inaudible ]

Recording stopped.

[ No audio] [ Captioner standing by ]

Okay, I think we are getting close to the five minute mark.

Recording in progress.

We are going to have the public resume seats and all those in the foyer, okay. Okay, so I.T., every ready? We are resuming. I.T., are you ready? Is the staff ready? Is staff ready? Is it staff ready? Mayor? Mayor? Are you ready? Yes, we are ready. I checked everything . So we are moving on to agenda item number 10. To make sure for the public I will read up in consideration of approval of contract of community director -- the human resources city manager. So I do not see human resources. The general manager is not really available. And we need to have that person for item number 11. So I am asking for thoughts. Mayor? I will go ahead and do the report if you like until he gets back .

Here comes the general manager. We are a number 11. The consideration of her love contract for community development director. Kicking us off for us.

Okay. Thank you. I am very pleased today to introduce you to and request for approval of a contract for a new community development director. This'll be the first person in this newly created position. They have been waiting patiently throughout the evening and hopefully have a chance to meet each of you. We have the contractor for you. Regraded the physician but is basically the planning director role

As an economic development component to it. Then has an extensive background in both planning and also economic development roles. They are very close -- I think the foundational partner on the development is to have a strong planning function. An organization that looks for a way to say yes instead of different ways to sate no. An organization that is flexible and responsive to business needs. Existing ones and new ones. She is, I do not recall exactly, the chair of the economic development division of the American Institute for --. Thank you. So to me, that speaks to economic development credentials. And a strong planning background as well. A variety of local jurisdictions. So the contract is before you tonight. Let's read this out loud before we present a motion. The animal-based cellular baby \$101,000 464. The city provision would have helped, medical, dental, and vision. Those that are provided to other city management employees. And the city portion of the employee and premium as determined by the city or management of employees. The director will be eligible to approve the occasion hours in accordance with the rules, caps, and maximums described. And that accrual will be 10 working hours per month. And they will accrue sick leave as laid out in the city personal rules would provide 120 hours per year, or 10 hours per month for appointments -- in a pay period. In fiscal year five, the current fiscal year, the new director will have 50 hours of administrative leave beginning in fiscal year 2026. Actually granted a total of 100 hours of administrative leave in the fiscal

year. 50 hours approved on July 1st, and 50 hours approved January 1st. Termination without cause and severance read termination of the director employment without cause may be affected by the city manager given 30 days prior written notice to the director. The concept termination, the director shall be entitled to additional salary equal to that. -- Calendar days following the director termination date. Suspect the cash equivalent of all accumulated inclusion as of the day of generation. The director acceptance of said severance pay shall constitute the final settlement and satisfaction of all against the city arising -- of employment. With that, and happy to answer any questions. I will turn it back to now.

Thank you, general manager. Questions from my colleagues? Looking to the right? Looking to the left. Vice Mayor?

I'm just curious because I do not know. Is the 50 hours of them is right of leave , is that a pretty standard practice?

I believe it is for us.

Okay.

Thank you. This is public comment on the employment contract for the Trinity development director position. If you like to make public comment, we will, Chambers first. Kyle?

A lipid that we are really late in the process. I'm not expecting any changes to this agreement to happen at this point. But I do want to make a brief comment about the city approach it takes to these positions, particularly in the way the salaries are being calculated and used. The last five years, I have watched this council multiple times seat management positions come Ford. There is this kind of approach of taking kind of an average approach. I think it has been really, really great content in my statistics course get give the definition between the mean and the median. We have to understand in California that the mean, the average, is going to be cynically higher than the median as a result of just inflated wages that are resulting in California. A lot of major cities in California. So as a result, we need to go on the direction of extreme values but it would be my suggestion is in the future, you really start looking at that median. We had recently arguments for salary increases for upper management in our city as a result of comparable wages across other upper management positions for their management salary -- as a result of the two different ideas. The idea that somehow you have an equitable salary with an upper management across the organization. That is not really a thing to be codified. But it has in the city. The second society about using the mean value. But really, it is not responsible for our city, which I'm hoping are trying to do but looking at the median never possible. That is a more reflective vest and of what the -- estimate of what the middle-of-the-road salaries are in our area. Please do a little statistics in making those decisions and maybe talk to -- in the future too. Thank you.

Kyle, Thank you for your public comment. Next, I will go out to Zoom. Linda, Can you unmute yourself, please ? Thank you. Go ahead with your public comment, please .

[ Inaudible ] my question is, does she live in this town? If so, for how long? You know, we have had a real problem with one of our planning directors who acted in the interest of business. And there was a group of us that noticed he was not, well, actually, presenting hard evidence of his altering traffic survey. To the previous city manager. The city manager looked at it and, the whole purpose of our presenting it to him, was to get him fired. But the city manager decided he was afraid he would sue the city. So he never did that. So this person has gone on to, he is working for a private business now. In my opinion, he is a person who is behind orchestrating all of this -- for which we have no infrastructure. So I am hoping you will look at infrastructure in these reports. The reports that it been made and totally ignored. The traffic, the -- problem. The water systems. The source systems, the drain systems, all of that. Please take that into consideration when you are encouraging more development and on the other hand, we have got five -- an Linda, you have about 20 seconds.

At one time, vacant commercial stasis across the RV village at the Redwood marketplace. But the city just -- to have its revenue by having them vacant in it would be really a nice thing if you could --

Letter, that is two minutes. Thank you for your public comment. Next, I will go back in chambers . If there is anyone in chambers, seeing none . I will go out to Zoom. If anybody would like to make a public comment ? Seeing none, public comment is closed

And bring it back up to the dais. Discussion? A possible motion?

First, I want to address a member of the public who might not think we look at all these things. I can assure that member we look at these things in depth. I look at my colleagues and I see nothing of the heads. I appreciate that feedback. With that, I'm going to go ahead and make a motion to move approval of the contract and the agreement for the community development director position.

Second.

Thank you. So moved by Councilmember Hinton and a second bite Vice Mayor Zollman to approve the community development director. Councilmember Carter? Councilmember Hinton.

Stephen Zollman .

Mayor?

Yes.

The motion passes unanimously.

Thank you. Moving on to item number 11. Consideration of approval of contract for public works director/city manager. Welcome aboard.

[ Laughter ]

She starts in about 10 hours.

[ Inaudible ]

It is your night.

Yes, thank you. I will work on my manners. Welcome aboard. It is nice to have you pit back to agenda item number 11.

Thank you but I'm very pleased to present your consideration this evening the contract for -- they would be the new public works director and city engineer who has been waiting patiently online. I think you still with us this evening. With the taste of Sebastopol. The market for senior-level talent with experience is extraordinarily tight. We were told it pretty clear that this position, this is by other public works director. They said good luck. So the talent at the top. And I feel like we really -- and finding Mark and him finding us. An absolute start to join us but he'll be joining us at the first half of January. Mark comes with an extensive background in doing the job we have with the water and sewer systems. Streets and roads and storm water and everything that happens he has basically touched in depth. So I am thrilled to have the opportunity to present them as a candidate for public's work director city engineer. Really a combined condition -- position for respiratory the section that must be read aloud for the annual base salary will be \$202,464. The provision of the same health plan, medical, dental, and vision that are provided for other city management employees. That portion of the employee and about or premium as determined by the city employees with the director will be eligible to approve vacation hours in accordance with the rules, caps, and maximums described in the rules. Initially, that it will be 10 working hours per month. The director, I'm sorry. It is laid out in the city personal roles which can provide 120 hours per year, or 10 hours per month, which is 4.6154 hours per pay period. There will be 50 hours of administrative leave getting in FY 2026 with the director will have \$100 of administrative leave with pay each year -- 50 to be accrued on July 1st and 50 hours accrued on January 1st for the termination without cause and severance. The termination of the director employment without cause be affected by the city manager. 30 days prior written notice to the director and

upon such termination, the director shall be entitled to additional salary equal to that which accrued during 30 calendar days, spanning the date plus the cash equivalent of all accumulated vacation. -- Of said severance. To the final settlement and satisfaction against the city arising his employment. Before I turn it back, I want to also express my appreciation to -- and to the attorney to help draft and issue the contract as well as much more. He let the recruitment as well. The contract negotiations in preparation. His hiring Tyler is [ Inaudible ] cement thank you. Any questions from my colleagues? Going once, going twice? Okay.  
Public comment?

Thank you. This is for the employment contract for the public works director,/city engineer but if you would like to make a public comment, I will go to Chambers first. Seeing none, I will go out to Zoom. Thing done, public comment is closed

Thank you. Up at the dais, any questions or colleagues from my colleagues?

Councilmember Hinton?

I'm excited. Work is a ton of experience and is feeling a role we need that was filled by two people. So you cannot beat that bid with that, I will go ahead and make a motion to approve the contract employment director for the director of public works and city engineer. [ Inaudible ]

I will second that.

Roll call? Cement thank you. So moved by Councilmember Hinton and a second by Councilmember Maurer to approve the employment contract of the public's work director/city engineer. Will deliver Carter? Councilmember Hinton.

Yes.

Vice Chair McLewis.

Yes.

Mayor Zollman.

Yes Prince

That passes unanimously.

Thank you. We are on item number 12.

If we do that, we need to do the additional public comment period.

Okay.

This is for public comment, this is the second public comment period for items not in the agenda. Within the jurisdiction of the city but if you did not speak of the first public comment, here is your opportunity.

Quickly, with the 50 grand for the plan of action. [ Inaudible ] implications of getting this wrong. So I have to say I am disappointed. The plan of action committee, though Brown acts are supposed to be working with the Council. They actually are showing up to tell us, you know, what they do. And they leave -- taking care of regular council business. To me, that is a big black mark on them. 50 grand, as I say, the I.T. issue is very important and expensive. So where that money should be going. Thank you.

Thank you for your public comment. Next, I will go out to Zoom. There is anybody that did not get to speak at the first public comment and would like to do so, please raise your hand. Seeing none, Next, I will go back in chambers.

The last things I remember hearing from Kari before she left was about some, this is also in conjunction with rethinking -- there is some stipulation there about when the road gets torn up for whatever reason. There would be some sort of other fine or some sort of, just making sure the road gets back into the condition it was. We had a brand-new road and we want to make sure it lasts for a very long time. There have been two instances on the big Avenue. Primarily at the intersection from the park site. One was a giant sinkhole that happened in the middle of the intersection. More recently, the one I believe was a utility league of some sort. There is some sort of -- that needed to be done. I want to make sure we are actually holding

our vendors and partners accountable for the repairs of the road. What was done as a result of that utility repair was not sufficient in terms of the actual repair for the road. The same standard that it was. And that happened to a brand-new road here. I want to make sure that whatever that fee is in place, that we have an accountability for that fee. And they really are just holding those individuals up to standard. Taking sure that road gets repaired in a way that is equitable. Two or three more of these and some of it will be the same issue we have had for many, many years. There is going to be a leaking through and will end up with potholes like we had before. I think it is really the responsibility. We do not have a really good track record with infrastructure and repair. Has the opportunity for us to change our tune and make sure we are really caring about our road infrastructure to make sure, especially when it is in like that. It is really unacceptable we would allow that to be kind of halfway solutions in terms of repair. Thank you.

Kyle, Thank you for your public comment. Next, I will go out to Zoom. Would like to make a public comment and items out of the agenda. Seeing none , I am coming back to Chambers. Seeing none , public comment is closed.

The second time. After our motion to bring him aboard. Yay! Welcome, Mark. [ Applause ] Now we will move on to item number 12. That is a city manager and city clerk reports for I will turn it over now to John Prince

Thank you but I'm a few things to let you know about tonight. A lot more detail will be coming soon. Our prior mayor noted that essentially the people that have come in to sign a final agreement. The city attorney has talked to Alex briefly this evening. He will be reviewing some of those road there is the standard from the state but that is moving forward and we are also getting some science of permit applications coming early next year. It will be more thoroughly for you in writing sometime within the next week or two. The farmers market certainly has been a lively issue lately. I believe we have ironed out the wrinkles can we let you know we never said there cannot be -- vendors there for the rest of the year. And I think we are on a good path to have the permit revisited in January with the planning commission. And hopefully find a solution that works now for all concerned. We had a few questions and got some clarification today on the -- project. I want to know the city had a very minimal role including entitlements for that. All the standards, all the funding, all the vacancies are filled. Who occupies. Those are all set federally. We do not have any official role in any of that. And that project. But we are trying to assist the developers in advertising the units appropriately. And James is working with the Woodmark side of things to help get that, get the word out. This is not a project the city had any kind of significant role or control in. There is an expectation and understanding we have a bigger voice in this thing and we really did not. Finally, I hope you all received an email yesterday calling up the conversation of a couple weeks ago on budget. I have worked public works or try and find some additional capacity. Some part-time staffing. Staffing from temporary agency to come in and help in any way they can. To improve particularly downtown for the holidays. I do not know they have been successful in doing that. I know Dante spoke with him earlier today. It has been in process for a while. I mention how that turns out. They are making an effort to bring in reinforcements, if you will, for a while. That is what I have but I do not know if Mayor has anything she wants to add to that?

There are no questions for the general manager based on that report. Going once, going twice? No. So I think I'm moving on to agenda item number 13. That is the city Council reports. Any of the many committees that you serve on. So should I just go down the line for whoever? Councilmember Maurer .

Okay. I will just highlight a few things first, recently, we did Sebastopol walks. I called up this with our mayor, Mayor Zollman. He was the main organizer for this. He was the lead. We went to the community center. We walked over to the -- to the museum. Went to the



center for the arts. Had a tour of -- and then went to the senior center. And at the community center, we had the farmers market there representative. The senior center, there was the -- coalition. And the time being. It was very inspiring. And we had a lot -- in the room. He brought Fiona. It was really a feel-good day. And I wanted to say thank you to Mayor Zollman for recording that, and for including me on this walk. And then let's see. Zero waste. Sonoma was awarded the solid waste Association of North America gold chapter outstanding public agency award. And they finished up their reusable cup program. And then they asked the board for approval for them to apply for another grant to extend that program. I made a request that they considered bringing it to Sebastopol next time. We also, as a board, we voted to approve next step for a zero waste reuse and education facility. And then lastly, I wanted to talk about the wetlands preserved. I met with the foundation staff, Brent Reed, and a Tremont resident would violate the needs of the Sebastopol wetlands preserved area. This is over on Morris Street. And there feeling was this area has been neglected and not taken care of. They pointed out a couple of things. They are asking to prioritize and celebrate the preserve. To consider subcontracting with the river keepers -- regular removal of trash. To work with the foundation on a preserved management plan, including eradicating invasive plants. To consider a sheep grazing program. To remove or replace any of the railroad ties that have exposed rebar in them. They're kind of dangerous and that area. To consider moving the large cardboard dumpster. And replace grass around the community center and youth Annex with alternator plans for it and to work with the foundation and the federal Indian -- and how to best honor the indigenous peoples. And then to add links about the southern -- who lived in this area to that site. That is my report. Thank you.

Going down the line.

I just got here.

I just wanted to give you airtime. If you wanted to say anything about the land him or anything else but I don't know. I looking forward to including your pet going down the line, I will briefly jump in. The committees I serve on, I am on the budget many with Councilmember Maurer. We are trying to position , this will be the recommendation of the budget committee for our next budget meeting. To definitely understand the timing for our class comp study. We understand from the staff for the budget committee that that is on schedule to arrive prior to whenever we do our goal setting. It is very clear with the budget committee that that would be useful information for all of us when we are going into our goal setting. Where we stand in reference to others. Feminist apologies when it comes to class and conversation study. That addresses -- this came up tonight in the public. Also, the staffing report. The staffing assessment. There have been prior discussions and we understood there was a thumbs down on not doing one until midyear. Well, and we came to the realization that we are at midyear. So the agenda report, the agenda item that would come for the next time we meet will be to have a full city council decide if you think that would also be something you would be interested in. Again, leading up to going into our full council and strategy session. That is scheduled for sometime in February. That is the outcome from the budget committee, and left I missed anything, Councilmember Maurer? Anybody else? Okay. So moving on to the library at Hawkeye servant. Where is still finding money to be able to do the feasibility study that the Council has asked us to do within the last year. Since at least June and we are were foreign. There is a request made to our branch and also to central administration. We are working on trying to figure that all out. We can use that as seed money for the feasibility study. In the meantime, we know the needs are out there. We are not necessarily saying we are going to pull out hope for a new building. Were talking about having deconstructed areas within our own community at the high school. Like the community center or the library, to bring out a librarian oozing the laptop to be able to provide the needs recommended. There is that but also, the EIFD I servant but we are going

to have a meeting with them on Thursday. I will hear back from all of my fellow councilmembers with questions about the dollar to dollar match we are hoping to have some - from the county about that with follow-up request but aside from all of that, will be having read of updates but I will say from the child conal -- we learn the status of our on host foster youth. I'm going to put it out there again. Talking numbers are there is over 1000 homeless foster kids in what is been identified, the office of education and we are trying to, like, rally resources to make sure that department gets more funding. And is able to keep the funding it currently has. There you go.

Okay. A couple of things. I am the liaison they are. They are currently working through, we have made -- who is working with the Japan Society in California. They contacted me. I got them connected. They are going to have a grassroots summit in June. Sebastopol will be participating in and hosting individuals from Japan. That is in addition to what they typically do. This is a big anniversary for that. In addition, there is a delegation from Sebastopol going to Japan in March. I will be attending that. We pay our own way. It is the 40th anniversary for Sebastopol. We are sister cities. I will be there representing. In addition, let's see. The fire ad hoc is very busy. Very busy and working very hard. I would say up until think giving, they were meeting sometimes two or three meetings per week. Right now, they are working through, let's see. We have a financial analysis happening. There is a potential analysis of the fire code. The fire hose being assessed. And then we will also meeting with -- regularly to discuss details about all of these things. Having the application done after the first of the year. So that has been taking a lot of time. Sending a lot. And then I am trying to see if there's anything else you know, the legislative committee -- so I did not attend that. I think that is pretty much it. That is pretty much from our department everything. Today, many, many meetings. -- To the restaurant. We are not even done that. Anyways. The restaurant block. It is very [ Inaudible ].

Yet. So as was said, yes, we met the week of Thanksgiving for the fire ad hoc. We have another meeting next Tuesday. Those include not only our subcommittee, but also -- fire district board members. There are two people assigned to the subcommittee. And trying to iron out those details. Working on our financial recommendations and our firehouse update that are needed. I do have a CTA, our CPA meeting next Monday. If we have time, that is on the 17th. I will try to get written reports for those. And about the agenda items, ice serve as an alternate on these active board. Those meetings, for me, will be doing the executive director evaluations for the meeting 20 will start at 12:30 a. -- We get to our closed session -- back in Sebastopol. If you want to go back to the restaurant walk, because we did not report out on that, we did it together. That was around September 21st. The Sebastopol walks. I think we had 11 participating restaurants. Almost 40 walkers. And that continues to grow each and every year. It is a walk and eat block. Occasionally, we have some folks from Burbank Heights when we walked down to -- and then joined our walk back to downtown. It is always great to have those very long hike folks as part of that walk. I think that is it for now. Thank you.

[ No audio ]

That is it. You adjourn the meeting.

Recording stopped.

[Event Concluded]