From: [redacted]
Sent: Monday, November 16, 2026 11:51 AM
To: Public Comment Received For City Council <citycouncil@cityofsebastopol.gov>
Subject: City Staffing and Agenda Item 15

Dear City Council Members,

I am writing regarding the vacancies in our City departments and specifically Agenda Item 15. I strongly oppose using consultants to head our departments. Consultants are more expensive and less effective than permanent dedicated staff. Agenda Item 15 asked for approval of $250,000 for a consultant to work 1/2 time while our listing for a FULL TIME Planning Director lists the salary at $140,000 to $170,000 per year. That's 50% more money for half the work. We have been without a Planning Directory for many years and I think our City has suffered for it. Projects have been poorly handled, codes misinterpreted, and chain businesses approved when they are not allowed by code. I believe the lack of Planning Staff resulted in the Rotary Club wasting thousands of dollars on plans for Ives Park that do relate to our approved park master plan. We can't allow this type of bungling to go on. We can't afford it financially and the community cannot afford having our codes, ordinances and approved plans to go ignored or misinterpreted. I urge you to deny the request for money to spend on a Planning consultant and instead authorize the City to increase the salary of the Planning Director position to make it more desirable. We need full time staff people, not part time consultants.

Best regards,

Ted Luthin
[redacted]