

Mayor
Lisa Motoyama
Mayor Pro Tem
Tessa Rudnick



Councilmembers
Paul Fadelli
Gabriel Quinto
Carolyn Wysinger

TUESDAY, MAY 16, 2023

REGULAR CITY COUNCIL MEETING (6:00 PM)
City Council Chambers - 10890 San Pablo Ave, El Cerrito

Join Via Zoom:

<https://us06web.zoom.us/j/83735232236?pwd=ZG11bUFUbTZSZFIIMEF1dDdkTS9CZz09>

Meeting ID: 837 3523 2236 **Password:** 622192 **Dial in:** 1-408-638-0968

View:

1. Cable T.V. Broadcast on KCRT Channel 28
2. Livestream Online at www.el-cerrito.org/CouncilMeetingMaterials

Accommodations: In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, please contact the City Clerk at 510-215-4305. Notification 48 hours prior to the meeting will enable the City to make reasonable accommodations. Closed Captions available via zoom.

Conduct: This meeting shall be conducted pursuant to the El Cerrito [City Council Rules of Order and Procedure](#), including adjourning by 11:00 PM unless extended to a specific time determined by a majority of the Council.

Public Comments:

1. *In-person* by submitting a request to speak to the City Clerk.
2. *Via Zoom* using the "[Raise Hand](#)" icon to request to speak.
3. *By Phone* at 1-408-638-0968, dial *9 to "raise your hand".
4. *By Email* to cityclerk@ci.el-cerrito.ca.us identified in the subject line as **Public Comments – Agenda Item #.**

Written comments received by **2:00 p.m. the day of the meeting** will be provided to the City Council and posted [online](#) in advance of the meeting. Comments received after the deadline will be provided to the City Council and will be posted **after the meeting**.

6:00 PM ROLL CALL – CONVENE REGULAR CITY COUNCIL MEETING

1. **CONSIDER AND TAKE ACTION ON ANY REQUEST FROM A COUNCILMEMBER TO PARTICIPATE IN THE MEETING REMOTELY DUE TO EMERGENCY CIRCUMSTANCES PURSUANT TO AB 2449**
2. **PLEDGE OF ALLEGIANCE TO THE FLAG OR OBSERVATION OF A MOMENT OF SILENCE**
3. **TELECONFERENCE AND PUBLIC COMMENT INSTRUCTIONS**

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4. COUNCIL/STAFF COMMUNICATIONS

Reports of closed session, commission appointments and informational reports on matters of general interest which are announced by the City Council and staff.

5. ORAL COMMUNICATIONS FROM THE PUBLIC

Remarks are typically limited to 3 minutes per person. The Mayor may reduce the time limit per speaker depending upon the number of speakers and may limit the total time for public comment to facilitate the completion of business on the agenda. Comments regarding non-agenda, presentation and consent calendar items will be heard first. Comments related to items appearing on the Public Hearing or Policy Matter portions of the Agenda will be heard prior to the City Council taking action on each item.

6. PRESENTATIONS

7. ADOPTION OF THE CONSENT CALENDAR

All items on the consent calendar shall be acted upon in one motion, unless a member of the City Council or staff request separate consideration.

A. Approval of Minutes

Action Proposed: Pass a motion to approve the minutes from the meetings of April 11, 18, May 2, and 9, 2023.

Contact: Holly M. Charléty, City Clerk, City Management

8. PUBLIC HEARINGS

9. POLICY MATTERS

A. Adoption of a Resolution Approving a Memorandum of Understanding between the City of El Cerrito and the Public Safety Management Association (PSMA)

Action Proposed: Adopt a resolution approving an agreement between the City of El Cerrito and the Public Safety Management Association (PSMA) modifying language on salaries, benefits, and creating a new Memorandum of Understanding.

Contact: Shannon Bassi, Senior Human Resources Analyst, Human Resources

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B. Financial Advisory Board Work Plan

Action Proposed: Receive an overview from the Financial Advisory Board on their 2021-22 accomplishments and 2022-2024 Work Plan, with discussion and possible direction from the City Council.

Contact: Farhad Farahmand, Chair, Financial Advisory Board

C. FY 2022-23 3rd Quarter General Fund Update

Action Proposed: Receive and file the FY 2022-23 General Fund Budget Quarterly update through March 2023.

Contact: Will Provost, Assistant to the City Manager, City Management

10. CITY COUNCIL LOCAL & REGIONAL LIAISON ASSIGNMENTS

Mayor and City Council communications regarding local and regional liaison assignments, committee reports, and any required reporting under AB 1234 for meetings (as defined by the Brown Act) attended at the public's expense.

11. ADJOURN REGULAR CITY COUNCIL MEETING

The next regularly scheduled City Council meeting is Tuesday, June 6, 2023 at 6:00 p.m.

The City of El Cerrito serves, leads and supports our diverse community by providing exemplary and innovative services, public places and infrastructure, ensuring public safety and creating an economically and environmentally sustainable future.

Mayor
Lisa Motoyama
Mayor Pro Tem
Tessa Rudnick



Councilmembers
Paul Fadelli
Gabriel Quinto
Carolyn Wysinger

EL CERRITO CITY COUNCIL DRAFT MINUTES

TUESDAY, APRIL 11, 2023

SPECIAL CITY COUNCIL MEETING (4:30 PM)

Hillside Conference Room - 10890 San Pablo Ave, El Cerrito

Join Via Zoom:

<https://us06web.zoom.us/j/85046747861?pwd=WTRkZXc5ZDBHWW0rbVE3K1hTR3RDdz09>

Meeting ID: 850 4674 7861 **Password:** 149046 **Dial in:** 1-408-638-0968

Accommodations: In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, please contact the City Clerk at 510-215-4305. Notification 48 hours prior to the meeting will enable the City to make reasonable accommodations. Closed Captions available via zoom.

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4:30 PM ROLL CALL - CONVENE SPECIAL CITY COUNCIL MEETING

Mayor Motoyama called the meeting to order at 4:40 PM .

Present: Mayor Motoyama, Mayor Pro Tem Rudnick, Councilmember Fadelli, Councilmember Quinto, Councilmember Wysinger **Absent:** None

1. ORAL COMMUNICATIONS FROM THE PUBLIC

All persons wishing to speak should sign up with the City Clerk. Remarks are typically limited to 3 minutes per person and to items on the special meeting agenda only.

None

2. CONSIDER AND TAKE ACTION ON ANY REQUEST FROM A COUNCILMEMBER TO PARTICIPATE IN THE MEETING REMOTELY DUE TO EMERGENCY CIRCUMSTANCES PURSUANT TO AB 2449

3. CLOSED SESSION - PUBLIC EMPLOYEE PERFORMANCE EVALUATION
Pursuant to Government Code Section 54957

Title: City Manager

Contact: Lisa Motoyama, Mayor

City Council Convened to closed session at 4:45 PM. No Reportable Action.

4. CLOSED SESSION - CONFERENCE WITH LABOR NEGOTIATORS
Pursuant to Government Code Section 54957

Agency designated representatives: Two members of City Council to be designated.

Unrepresented employee: City Manager

Contact: Sky Woodruff, City Attorney, City Management

Action: The city council appointed an ad-hoc subcommittee comprised of Mayor Pro Tem Rudnick and Councilmember Quinto to discuss and negotiate labor considerations for the City Manager.

5. ADJOURN REGULAR CITY COUNCIL MEETING
The special meeting adjourned at 6:20 PM

Lisa Motoyama, Mayor

This is to certify that the foregoing is a true and correct copy of the minutes of the City Council meeting of April 11, 2023 as approved by the El Cerrito City Council.

Holly M. Charl  ty, MMC, City Clerk

Mayor
Lisa Motoyama
Mayor Pro Tem
Tessa Rudnick



Councilmembers
Paul Fadelli
Gabriel Quinto
Carolyn Wysinger

EL CERRITO CITY COUNCIL DRAFT MINUTES

TUESDAY, APRIL 18, 2023

REGULAR CITY COUNCIL MEETING (6:00 PM)

City Council Chambers - 10890 San Pablo Ave, El Cerrito

Additional In-Person Location:

5900 Lower Honoapiilani Rd. Unit 315 Lahaina HI 96761

Join Via Zoom:

<https://us06web.zoom.us/j/81199602149?pwd=WW5lZzdVUHAxUEVlT2hRWXAvQUZRUT09>

Meeting ID: 811 9960 2149 **Password:** 592380 **Dial in:** 1-408-638-0968

View:

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6:00 PM ROLL CALL – CONVENE REGULAR CITY COUNCIL MEETING

Mayor Motoyama called the meeting to order at 6:01 PM.

Present: Mayor Motoyama, Mayor Pro Tem Rudnick, Councilmember Quinto, Councilmember Wysinger **Present Remotely:** Councilmember Fadelli **Absent:** None

1. **CONSIDER AND TAKE ACTION ON ANY REQUEST FROM A COUNCILMEMBER TO PARTICIPATE IN THE MEETING REMOTELY DUE TO EMERGENCY CIRCUMSTANCES PURSUANT TO AB 2449**

2. **PLEDGE OF ALLEGIANCE TO THE FLAG OR OBSERVATION OF A MOMENT OF SILENCE**

3. **TELECONFERENCE AND PUBLIC COMMENT INSTRUCTIONS**

4. **COUNCIL/STAFF COMMUNICATIONS**

Reports of closed session, commission appointments and informational reports on matters of general interest which are announced by the City Council and staff.

City Manager Pinkos - announced the upcoming Budget Town Hall on Saturday April 22, and the budget survey currently available on the city's website.

Mayor Motoyama - announced Bike to Work Day on May 18, Hillside Festival on May 6-7, reported out from Closed Session on April 11, 2023 the appointment of a subcommittee comprised of Mayor Pro Tem Rudnick and Councilmember Quinto to discuss labor negotiations for the City Manager.

Councilmember Fadelli - shared seeking contributors and sponsorships for the El Cerrito July 4th event and announced today is Jewish Holocaust Remembrance Day.

5. **ORAL COMMUNICATIONS FROM THE PUBLIC**

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Comments related to items appearing on the Public Hearing or Policy Matter portions of the Agenda will be heard prior to the City Council taking action on each item.

All written comments submitted prior to and during the meeting were posted online as supplemental materials and incorporated into the official meeting record. Written public comments for matters not on the agenda were received from Cordell Hindler and David Weinstein; and presentation item #6A from Al Miller and Michael Fischer.

Oral Public Comments:

Dave Weinstein - spoke on behalf of Trail Trekkers and organization and trail needs to be considered in the upcoming budget process.

Buddy Akacić - commented on El Cerrito stands united against hate and feeling targeted by hate speech.

Phyllis Whiteman - spoke regarding the aesthetics of the Mayfair Building, and the senior center at Hana Gardens.

Cordell Hindler - spoke in favor of Management Partners contract, the need for speed bumps on Ashbury, and requested discussion of plans at the Port of Oakland.

Ryan Lau - representative of AC Transit seeking responses to agency survey asked for input on services in the wake of the pandemic.

6. PRESENTATIONS

A. El Cerrito Library Update and National Library Week Proclamation

Action Proposed: Receive and file an update from the El Cerrito Library and pass a motion to approve a proclamation declaring April 23-29, 2023 as National Library Week in the City of El Cerrito and encourage all residents to visit the library.

Contact: Heidi Goldstein, Senior Community Library Manager, Contra Costa County Library

Presentation and Discussion: Presenters and staff responded to comments and questions raised by members of the council regarding increase in the El Cerrito Branch visits, declaration of democracy, and the local effects of book bans.

Moved/Seconded: Mayor Pro Tem Rudnick/Councilmember Wysinger **Action:** Approved Proclamation. **Ayes:** Mayor Motoyama, Mayor Pro Tem Rudnick, Councilmember Fadelli, Councilmember Quinto, Councilmember Wysinger **Noes:** None

B. Marin Clean Energy (MCE) Presentation

Action Proposed: Receive and file a presentation from Marin Clean Energy highlighting programs available in El Cerrito.

Contact: Sebastian Conn, Senior Community Development Manager, MCE

Presentation and Discussion: Presenters and staff responded to comments and questions raised by members of the council regarding electric vehicle charging stations, renter programs offered in the future, types of local jobs created, what would MCE operations look like if more customers opt into deep green, financial assistance parameters, west contra costa projects, effect of the court overturning the City of Berkeley's natural gas ban.

Oral Comments:

Harry Lava - inquired on the federal and state funding for green renewable hydrogen plans or programs.

7. ADOPTION OF THE CONSENT CALENDAR

All items on the consent calendar shall be acted upon in one motion, unless a member of the City Council or staff request separate consideration.

Moved/Seconded: Councilmember Quinto/Councilmember Wysinger

Action: Approved the consent calendar as indicated below.

Ayes: Mayor Motoyama, Mayor Pro Tem Rudnick, Councilmember Fadelli, Councilmember Quinto, Councilmember Wysinger **Noes:** None

A. Approval of Minutes

Action Proposed: Pass a motion to approve the minutes from the meetings of March 21 and April 4, 2023.

Contact: Holly M. Charléty, City Clerk, City Management

Action: Approved minutes with the following revisions. 1) 3/21/2023 page 7, modify Mayor Motoyama's report to read "reported on attendance at a meeting with the government liaison to the California Public Utilities Commission..." and 2) 4/4/2023 page three, modify Councilmember Fadelli's report to read "record swap at the Downtown Home Music store..."

B. Monthly Disbursement and Check Register Report for March 2023

Action Proposed: Receive and file the Monthly Disbursement and Check Register Report for the month of March 2023.

Contact: Sandra Dalida, Finance Director/City Treasurer, Finance Department

Action: Received and filed

C. FY 2022-23 Third Quarter Cash and Investment Report

Action Proposed: Receive and file the City's second quarterly cash and investment report for the period January 1, 2023 through March 31, 2023.

Contact: Sandra Dalida, Finance Director/City Treasurer, Finance Department

Action: Received and filed

D. Adopt Landscape and Lighting Assessment (LLAD) for Fiscal Year 2023-24 and Adopt Resolution of Intent to Order Improvements; and Set the Public Hearing as May 2, 2023

Action Proposed: Accept the Engineer's Report specifying assessments for the Landscaping and Lighting Assessment District No 1988-1 for Fiscal Year 2023-24 and adopt a Resolution of Intention to order improvements pursuant to the Landscape and Lighting Act of 1972, and set the time, date, and place of the public hearing as May 2, 2023 at 6:00 p.m.

Contact: Sandra Dalida, Finance Director/City Treasurer, Finance Department

Action: Approved Resolution No. 2023-30

E. Amendment to Consulting Services Agreement with Management Partners / Baker Tilly to Develop a Strategic Plan

Action Proposed: Adopt a resolution authorizing the City Manager to execute an amendment to the consulting services agreement with Management Partners (now Baker Tilly US, LLP) to assist the City in development of a Strategic Plan in an amount not to exceed \$37,990, with the total contract amount not to exceed \$74,390 in Fiscal Year 2022- 2023, and extending the term of the agreement to December 31, 2023.

Contact: Will Provost, Assistant to the City Manager, City Management

Action: Approved Resolution No. 2023-31

F. Calendar Year 2020 and 2021 Contra Costa Transportation Authority Growth Management Compliance Checklist

Action Proposed: Adopt a resolution approving the Calendar Years 2020 and 2021 Growth Management Program (GMP) Compliance Checklist for allocation of Fiscal Years 2021-22 and 2022-23 Measure J, Local Street Maintenance and Improvement Funds by the Contra Costa Transportation Authority (CCTA).

Contact: Yvetteh Ortiz, Public Works Director/City Engineer, Public Works Department

Action: Approved Resolution No. 2023-32

8. PUBLIC HEARINGS

9. POLICY MATTERS

10. CITY COUNCIL LOCAL & REGIONAL LIAISON ASSIGNMENTS

Mayor and City Council communications regarding local and regional liaison assignments, committee reports, and any required reporting under AB 1234 for meetings (as defined by the Brown Act) attended at the public's expense.

Mayor Pro Tem Rudnick - reported on attendance at RecycleMore meeting, and City Earth Day Festival.

Councilmember Quinto - reported on attendance at Cal Cities Leadership Summit.

Councilmember Wysinger - reported on attendance at the City Earth Day Festival, and Women's Policy Summit.

Mayor Motoyama - reported on attendance at ribbon cutting at California Fish Grill, Tom Bates Field JPA meeting, Advisory Body Ad-hoc meeting, Mayor's Conference meeting, St. Peters Christian Methodist Episcopal Church breakfast, Cal Cities Leadership Summit, and City Earth Day Festival.

11. ADJOURN REGULAR CITY COUNCIL MEETING

The regular meeting adjourned at 7:27 PM

Lisa Motoyama, Mayor

This is to certify that the foregoing is a true and correct copy of the minutes of the City Council meeting of April 18, 2023 as approved by the El Cerrito City Council.

Holly M. Charl  ty, MMC, City Clerk

Mayor
Lisa Motoyama
Mayor Pro Tem
Tessa Rudnick



Councilmembers
Paul Fadelli
Gabriel Quinto
Carolyn Wysinger

EL CERRITO CITY COUNCIL DRAFT MINUTES

TUESDAY, MAY 2, 2023

REGULAR CITY COUNCIL MEETING (6:00 PM)

City Council Chambers - 10890 San Pablo Ave, El Cerrito

Join Via Zoom:

<https://us06web.zoom.us/j/81644758253?pwd=YndPdGhEcFVveEw0TWdzd3VjcmZydz09>

Meeting ID: 816 4475 8253 **Password:** 839822 **Dial in:** 1-408-638-0968

View:

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Written comments received by **2:00 p.m. the day of the meeting** will be provided to the City Council and posted [online](#) in advance of the meeting. Comments received after the deadline will be provided to the City Council and will be posted **after the meeting**.

6:00 PM ROLL CALL – CONVENE REGULAR CITY COUNCIL MEETING

Mayor Motoyama called the meeting to order at 6:00 PM.

Present: Mayor Motoyama, Mayor Pro Tem Rudnick, Councilmember Fadelli, Councilmember Quinto, Councilmember Wysinger **Absent:** None

1. **CONSIDER AND TAKE ACTION ON ANY REQUEST FROM A COUNCILMEMBER TO PARTICIPATE IN THE MEETING REMOTELY DUE TO EMERGENCY CIRCUMSTANCES PURSUANT TO AB 2449**

2. PLEDGE OF ALLEGIANCE TO THE FLAG OR OBSERVATION OF A MOMENT OF SILENCE

3. TELECONFERENCE AND PUBLIC COMMENT INSTRUCTIONS

4. COUNCIL/STAFF COMMUNICATIONS

Reports of closed session, commission appointments and informational reports on matters of general interest which are announced by the City Council and staff.

Fire Chief Saylors - provided an update regarding the County change to identification of the El Cerrito/Kensington Fire Stations. Station 71 to 51, Station 72 to 52, and Station 65 to 55.

Councilmember Fadelli - announced Trail Trekkers Hillside Festival on May 6-7, and May 18 West Contra Costa Transportation Advisory Committee event regarding Bike to Wherever Day.

Mayor Motoyama - offered condolences to the family of Sincere Martin.

5. ORAL COMMUNICATIONS FROM THE PUBLIC

Remarks are typically limited to 3 minutes per person. The Mayor may reduce the time limit per speaker depending upon the number of speakers and may limit the total time for public comment to facilitate the completion of business on the agenda. Comments regarding non-agenda, presentation and consent calendar items will be heard first. Comments related to items appearing on the Public Hearing or Policy Matter portions of the Agenda will be heard prior to the City Council taking action on each item.

All written comments submitted prior to and during the meeting were posted online as supplemental materials and incorporated into the official meeting record. Written public comments for matters not on the agenda were received from Cordell Hindler.

Oral Public Comments:

Buddy Akacić - spoke regarding the need for a location for senior programs.

Cordell Hindler - commented on the need for installation of speed bumps on Ashbury, announced upcoming mixer, and challenges with cars speeding on Ashbury.

Ira Sharenow - spoke regarding the Ohlone Greenway master plan and need to make the Greenway safer for bikes and pedestrians, commented in support of the addition of pickleball courts in the city, and spoke regarding the annual audit.

Howdy Goudey - commented in support of purchasing electric vehicles when replacing city vehicles.

6. PRESENTATIONS

7. **ADOPTION OF THE CONSENT CALENDAR**

All items on the consent calendar shall be acted upon in one motion, unless a member of the City Council or staff request separate consideration.

Moved/Seconded: Mayor Pro Tem Rudnick/Councilmember Wysinger **Action:** Approved items A-C and E-H on the consent calendar as indicated below.

Ayes: Mayor Motoyama, Mayor Pro Tem Rudnick, Councilmember Fadelli, Councilmember Quinto, Councilmember Wysinger **Noes:** None

A. Asian Pacific American Heritage Proclamation

Action Proposed: Approve a proclamation declaring the Month of May 2023 as Asian Pacific American Heritage Month in the City of El Cerrito.

Contact: Shannon Bassi, Senior Human Resources Analyst, Human Resources Department

Action: Approved proclamation updating the percentage to the current census data in the fifth whereas clause.

B. Jewish American Heritage Month Proclamation

Action Proposed: Approve a proclamation declaring the Month of May 2023 as Jewish American Heritage Month in the City of El Cerrito.

Contact: Shannon Bassi, Senior Human Resources Analyst, Human Resources Department

Action: Approved proclamation

C. National Public Works Week Proclamation

Action Proposed: Pass a motion approving a proclamation designating May 21 through 27, 2023 as National Public Works Week in El Cerrito and encouraging all residents, businesses, and community organizations to recognize the substantial contributions Public Works personnel make to protect our health, safety, and quality of life.

Contact: Yvetteh Ortiz, Public Works Director/City Engineer, Public Works Department

Action: Approved proclamation

D. Affordable Housing Month Proclamation

Action Proposed: Approve a proclamation designating May 2023 as Affordable Housing month in El Cerrito.

Contact: Aissia Ashoori, Housing Manager, Community Development
Pulled from Consent by Councilmember Fadelli

Moved/Seconded: Councilmember Quinto/Mayor Pro Tem Rudnick
Action: Approved with an amendment to add a clause noting the City's State Prohousing Designation. **Ayes:** Mayor Motoyama, Mayor Pro Tem Rudnick, Councilmember Fadelli, Councilmember Quinto,

E. Bike to Work Day Proclamation

Action Proposed: Approve a proclamation recognizing May 18, 2023 as Bike to Work Day in El Cerrito.

Contact: Jennifer Bright, Management Assistant; Melanie Mintz, Community Development Director, Community Development Department

Action: Approved proclamation

F. Proclamation Recognizing East Bay Municipal Utility District's Centennial Anniversary

Action Proposed: Approve a proclamation recognizing East Bay Municipal Utility District's centennial anniversary.

Contact: Holly M. Charlét, City Clerk, City Management

Action: Approved proclamation

G. Revisions to Citywide Records Retention Schedule

Action Proposed: Adopt a Resolution to approve an update to the Citywide Records Retention Schedule and rescind Resolution No. 2018-54.

Contact: Holly M. Charlét, City Clerk, City of El Cerrito

Action: Approved Resolution No. 2023-33

H. Execute an Agreement for the Lease Purchase of Two Replacement Command Vehicles in an Amount Not to Exceed \$150,000

Action Proposed: Adopt a Resolution to authorize the lease-to-own purchase of two (2) Chevrolet Tahoe SSV command staff vehicles from California Automotive Retailing Group, INC DBA Dublin Chevrolet of Dublin, CA.

Contact: Eric Saylor, Fire Chief; Joseph Torres, Battalion Chief; Anthony Dawson, Engineer, Fire Department

Action: Approved Resolution No. 2023-34

8. PUBLIC HEARINGS

A. Public Hearing on Master Fee Schedule Revisions for Fiscal Year 2023-24

Notice Published 4/22/23 & 4/28/23

Action Proposed: Conduct a public hearing, and upon conclusion adopt a resolution approving the Fiscal Year 2023-24 Master Fee Schedule.

Contact: Sandra Dalida, Finance Director/Treasurer, Finance Department

Presentation and Discussion: Presenters and staff responded to comments and questions raised by members of the council regarding planning fees, paratransit cost reduction, facility rental fees, business license fees, pools and tennis fees, if sufficient funds are available for the need for David Hunter memorial program funds, the parking program, and the solar permit fee.

Public Hearing: Mayor Motoyama opened the public hearing.

Public Comments: All written comments submitted prior to and during the meeting were posted online as supplemental materials and incorporated into the official meeting record. Written public comments for this item were received from Jennifer Kaczor, as the Chair of the Park and Recreation Commission.

Oral Public Comments:

Howdy Goudey - commented on the fee for solar permits.

Moved/Seconded: Councilmember Quinto/Councilmember Fadelli

Action: Closed the public hearing. **Ayes:** Mayor Motoyama, Mayor Pro Tem Rudnick, Councilmember Fadelli, Councilmember Quinto, Councilmember Wysinger **Noes:** None

Moved/Seconded: Councilmember Quinto/Councilmember Wysinger

Action: Adopt Resolution No. 2023-35 with exhibit A updated to reflect the 4% increased fee for government entities rental fee for Council Chambers. **Ayes:** Mayor Motoyama, Mayor Pro Tem Rudnick, Councilmember Fadelli, Councilmember Quinto, Councilmember Wysinger **Noes:** None

B. Public Hearing regarding Fiscal Year 2023-24 Storm Drain Annual Report and method of collecting storm drain fees

Notice Published 4/22/23 & 4/28/23. 2/3 vote required to pass.

Action Proposed: Conduct a public hearing and upon conclusion adopt a resolution approving the Fiscal Year 2023-24 Storm Drain Annual Report and directing that Storm Drain Fees be collected on the property tax rolls.

Contact: Sandra Dalida, Finance Director/Treasurer, Finance Department; Yvetteh Ortiz, Public Works Director/City Engineer, Public Works Department

Public Hearing: Mayor Motoyama opened the public hearing.

No Public comments

Moved/Seconded: Councilmember Quinto/Mayor Pro Tem Rudnick

Action: Closed the public hearing. **Ayes:** Mayor Motoyama, Mayor

Pro Tem Rudnick, Councilmember Fadelli, Councilmember Quinto, Councilmember Wysinger **Noes:** None

Moved/Seconded: Councilmember Fadelli/Councilmember Wysinger
Action: Approved Resolution No. 2023-36 **Ayes:** Mayor Motoyama, Mayor Pro Tem Rudnick, Councilmember Fadelli, Councilmember Quinto, Councilmember Wysinger **Noes:** None

C. Public Hearing to Confirm the Diagram and to Levy the Assessment for Fiscal Year 2023-24 for Landscape and Lighting Assessment District No. 1988-1

Notice Published 4/22/23

Action Proposed: Conduct a public hearing, and upon conclusion adopt a resolution setting the annual Landscape and Lighting Assessment for Fiscal Year (FY) 2023-24 as \$72 per single-family residential parcel, and as noted in the Engineer's Report for other classes of properties.

Contact: Sandra Dalida, Finance Director/City Treasurer, Finance Department; Yvetteh Ortiz, Public Works Director/City Engineer, Public Works Department

Presentation and Discussion: Presenters and staff responded to comments and questions raised by members of the council regarding considerations for sustainability of the infrastructure, and the process for property based elections under proposition 218, amount of support from the general fund to provide the current level of services, lack of inflation to the fee, cost of parks and landscape maintenance covered by the general fund, .

Public Hearing: Mayor Motoyama opened the public hearing.

No public comments.

Moved/Seconded: Councilmember Quinto/Councilmember Fadelli
Action: Closed the public hearing. **Ayes:** Mayor Motoyama, Mayor Pro Tem Rudnick, Councilmember Fadelli, Councilmember Quinto, Councilmember Wysinger **Noes:** None

Moved/Seconded: Mayor Pro Tem Rudnick/Councilmember Fadelli
Action: Approved Resolution No. 2023-37 **Ayes:** Mayor Motoyama, Mayor Pro Tem Rudnick, Councilmember Fadelli, Councilmember Quinto, Councilmember Wysinger **Noes:** None

9. POLICY MATTERS

A. Fiscal Year 2023-2024 Budget Study Session

Action Proposed: Conduct a study session on the Fiscal Year 2023- 2024 Budget including:

- Feedback from the April 22, 2023 Community Budget Town Hall
- Discussion of priorities for FY 2023-24 Budget
- City Council Budget

Contact: Karen Pinkos, City Manager, City Management

Presentation and Discussion: Presenters and staff responded to comments and questions raised by members of the council regarding a focus on equity, discussed the council travel and training budget requested, benefits of participation of state and national caucuses, and council salary.

Public Comments: All written comments submitted prior to and during the meeting were posted online as supplemental materials and incorporated into the official meeting record. Written public comments for this item were received from Jennifer Kaczor, the Chair of the Park and Recreation Commission, and John Stashik.

Oral Public Comments:

Linda Cain - commented on the lack of necessity for the amount of travel by councilmembers for the residents.

Moved by Mayor Pro Tem Rudnick, a \$5,000 annual allotment per councilmember, and an additional \$8,000 allotment for the Mayor.

A request for a friendly amendment by Councilmember Wysinger to increase to \$8,000 per councilmember was rejected.

A request for a friendly amendment by Councilmember Fadelli to increase to \$6,000 per councilmember was accepted.

A request by staff for an additional \$5,000 to cover the cost of up to 4 members attending the New Mayor/Councilmember Academy was accepted.

Moved/Seconded: Mayor Pro Tem Rudnick/Councilmember Fadelli

Action: Passed a motion directing staff to include in the draft budget \$43,000 for City Council travel/training which includes a \$6,000 annual allotment per councilmember, \$8,000 allotment for the Mayor, and \$5,000 to cover the cost of attendees at the New Mayor/Councilmember Academy. **Ayes:** Mayor Motoyama, Mayor Pro Tem Rudnick, Councilmember Fadelli, Councilmember Wysinger **Noes:** Councilmember Quinto

10. CITY COUNCIL LOCAL & REGIONAL LIAISON ASSIGNMENTS

Mayor and City Council communications regarding local and regional liaison assignments, committee reports, and any required reporting under AB 1234 for meetings (as defined by the Brown Act) attended at the public's expense.

Mayor Pro Tem Rudnick - reported on attendance at an AC Transit breakfast event, and a Park and Recreation Commission meeting.

Councilmember Fadelli - reported on attendance at a Contra Costa Transportation Authority meeting.

Mayor Motoyama - reported on attendance at an East Bay Economic Development Alliance meeting, Association of Bay Area Government Executive Committee meeting, Cal Cities briefing on Sales Tax, City Community Budget Town Hall meeting, 50th anniversary celebration for the Wen Wu Martial Arts Academy, City Hall tour for the Wildcat 4-H club, addressed the El Cerrito Democratic club, Advisory Body Council ad-hoc meeting, West County Mayors and Supervisors meeting, and ribbon cutting ceremony for Edward Jones Financial Advisory Services.

11. ADJOURN REGULAR CITY COUNCIL MEETING

The regular meeting adjourned at 8:38 PM in memory of former Police Chief Patrice Reeve.

Lisa Motoyama, Mayor

This is to certify that the foregoing is a true and correct copy of the minutes of the City Council meeting of May 2, 2023 as approved by the El Cerrito City Council.

Holly M. Charléty, MMC, City Clerk

Mayor
Lisa Motoyama
Mayor Pro Tem
Tessa Rudnick



Councilmembers
Paul Fadelli
Gabriel Quinto
Carolyn Wysinger

EL CERRITO CITY COUNCIL DRAFT MINUTES

TUESDAY, MAY 9, 2023

SPECIAL CITY COUNCIL MEETING (6:00 PM)
Council Chambers - 10890 San Pablo Ave, El Cerrito

Join Via Zoom:

<https://us06web.zoom.us/j/82945771312?pwd=MTBPaVpLbDZiNWVsaWZZY0pqaVlxQT09>

Meeting ID: 829 4577 1312 **Password:** 545667 **Dial in:** 1-408-638-0968

View:

1. Cable T.V. Broadcast on KCRT Channel 28
2. Livestream Online at www.el-cerrito.org/CouncilMeetingMaterials

Accommodations: In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, please contact the City Clerk at 510- 215-4305. Notification 48 hours prior to the meeting will enable the City to make reasonable accommodations. Closed Captions available via zoom.

Conduct: This meeting shall be conducted pursuant to the El Cerrito [City Council Rules of Order and Procedure](#), including adjourning by 11:00 PM unless extended to a specific time determined by a majority of the Council.

Public Comments:

1. *In-person* by submitting a request to speak to the City Clerk.
2. *Via Zoom* using the "[Raise Hand](#)" icon to request to speak.
3. *By Phone* at 1-408-638-0968, dial *9 to "raise your hand".
4. *By Email* to cityclerk@ci.el-cerrito.ca.us identified in the subject line as

Public Comments – Agenda Item #.

Written comments received by **2:00 p.m. the day of the meeting** will be provided to the City Council and posted [online](#) in advance of the meeting. Comments received after the deadline will be provided to the City Council and will be posted **after the meeting**.

6:00 PM

ROLL CALL - CONVENE SPECIAL CITY COUNCIL MEETING

Mayor Motoyama called the meeting to order at 6:01 PM.

Present: Mayor Motoyama, Mayor Pro Tem Rudnick, Councilmember Fadelli, Councilmember Quinto, Councilmember Wysinger **Absent:** None

Mayor Motoyama shared comments and recognized the passing of former Police Chief Pat Reeve.

1. **CONSIDER AND TAKE ACTION ON ANY REQUEST FROM A COUNCILMEMBER TO PARTICIPATE IN THE MEETING REMOTELY DUE TO EMERGENCY CIRCUMSTANCES PURSUANT TO AB 2449**

2. **ADOPTION OF THE CONSENT CALENDAR**

All items on the consent calendar shall be acted upon in one motion, unless a member of the City Council or staff request separate consideration.

- A. **Public Service Recognition Week**

Action Proposed: Adopt a proclamation recognizing May 7-13, 2023 as Public Service Week in El Cerrito.

Contact: Karen Pinkos, City Manager, City Management

Moved/Seconded: Mayor Pro Tem Rudnick/Councilmember Fadelli

Action: Approved Proclamation **Ayes:** Mayor Motoyama, Mayor Pro Tem Rudnick, Councilmember Fadelli, Councilmember Quinto, Councilmember Wysinger **Noes:** None

3. **POLICY MATTERS**

- A. **Agreement with Pedro (Pete) Salazar for Finance Director/City Treasurer Services**

Action Proposed: Adopt a resolution authorizing the City Manager to enter into an agreement with Pedro (Pete) Salazar, as a CalPERS retired annuitant, to provide Finance Director/City Treasurer services to the City of El Cerrito.

Contact: Shannon Bassi, Senior Human Resources Analyst, City Management

Presentation and Discussion: Presenters and staff responded to comments and questions raised by members of the council regarding salary for this position versus IT Manager, as well as amount of hours remaining.

Oral Public Comments:

Cordell Hindler - spoke in support of approval.

Moved/Seconded: Councilmember Quinto/Councilmember Wysinger

Action: Approved. **Ayes:** Mayor Motoyama, Mayor Pro Tem Rudnick, Councilmember Fadelli, Councilmember Quinto, Councilmember Wysinger **Noes:** None

- B. **Fiscal Year 2023-2024 Budget Study Session**

Action Proposed: Hear from City departments and conduct a study session on the FY 2023-24 budget.

- Preliminary Department Overview
- Review of FY 2022-23 Department Highlights
- FY 2023-24 Department Focus and Workplan/Operations

Contact: Karen Pinkos, City Manager, City Management

Presentation and Discussion: Presenters and staff responded to comments and questions raised by members of the council for Administration/Finance regarding 115 Trust, new revenue options, and cyber security efforts; for Community Development regarding building official, streamlining inspections, rental registry participation levels, short-term rentals, support of low income and small businesses in the San Pablo Specific Plan, timing to issue permits, and status of development on San Pablo Ave; for Fire regarding diversifying recruitment outreach, addressing public safety building deficiencies, red flag warning day parking, Emergency Operations Center (EOC) drill, and coordinated efforts in fire safety; for Police regarding employee retention, parking plan and citations, community liaison officer role, traffic officers, retail theft, bike officers, mental health services, and canine officers; for Public Works regarding vacancies, technology enhancements for permit processes, reimbursements and grants; and for Recreation regarding increasing services to black and indigenous youth, senior services, meal services, and scholarships.

Public Comments: All written comments submitted prior to and during the meeting were posted online as supplemental materials and incorporated into the official meeting record. Written public comments for this item were received from Robin Mitchell, Cathy Bleier, and Jennifer Kaczor.

Oral Public Comments:

Cordell Hindler - commented regarding concern with speeding on Ashbury.

Robin Mitchell - spoke in support of funding an update to the inventory of city trees.

Action: None

4. ADJOURN REGULAR CITY COUNCIL MEETING

Councilmember Fadelli requested the meeting be adjourned in memory of Chris Strachwitz. The special meeting adjourned at 9:49 PM

Lisa Motoyama, Mayor

This is to certify that the foregoing is a true and correct copy of the minutes of the City Council meeting of May 9, 2023 as approved by the El Cerrito City Council.

Holly M. Charl  ty, MMC, City Clerk



AGENDA BILL

Agenda Item No. 9.A.

Date: May 16, 2023
To: El Cerrito City Council
From: Shannon Bassi, Senior Human Resources Analyst, Human Resources
Subject: Adoption of a Resolution Approving a Memorandum of Understanding between the City of El Cerrito and the Public Safety Management Association (PSMA)

ACTION PROPOSED

Adopt a resolution approving an agreement between the City of El Cerrito and the Public Safety Management Association (PSMA) modifying language on salaries, benefits, and creating a new Memorandum of Understanding.

BACKGROUND/ANALYSIS

On July 21, 2020, the City Council approved a one and a half year agreement with the Public Safety Management Association (PSMA) - Police Management Unit, making the current Memorandum of Understanding effective January 1, 2020 through June 30, 2022. On April 21, 2020, the City Council approved a three-year agreement with the Public Safety Management Association (PSMA) - Battalion Chief Unit, making the current Memorandum of Understanding effective July 1, 2019 through June 30, 2022. The PSMA - Police Management Unit represents the Police Lieutenants and the Police Captain in the El Cerrito Police Department. The PSMA- Battalion Chief Unit represents the Fire Battalion Chiefs in the El Cerrito Fire Department. During negotiations, both PSMA units decided to merge their MOUs into one document. The following is a summary of the agreement with the Public Safety Management Association for both units:

- Duration: The agreement will be effective July 1, 2022 through June 30, 2024.
- Salary:
 - Effective the first full pay period in November 2022, all Fire Battalion Chiefs, Police Captains, and Police Lieutenants shall receive a 3.0% salary increase.
 - Effective the first full pay period in July 2023, all Fire Battalion Chiefs, Police Captains, and Police Lieutenants shall receive a 4.75% salary increase.
- Compaction Salary Adjustments:
 - Effective the first full pay period in January 2023, all Fire Battalion Chiefs shall receive a compaction salary adjustment of 4.9%.
 - Effective the first full pay period in January 2023, all Police Captains and Police Lieutenants shall receive a compaction salary adjustment of 2.0%.
 - Effective the first full pay period in July 2023, all Fire Battalion Chiefs shall

- receive a compaction salary adjustment of 4.9%.
 - Effective the first full pay period in July 2023, the Police Captain shall receive a compaction salary adjustment of 1.35%.
- PERS Retirement Contribution:
 - Effective the first full pay period in July 2023, all “Classic Members” who are in the Fire Battalion Chiefs, Police Captains, and Police Lieutenants classifications shall contribute an additional 1.0% to the Public Employees Retirement Systems for a total of 13.0%. Employees hired after December 31, 2012, who are not “Classic Employees” as defined by PERS and are receiving retirement benefits as per the Public Employees’ Pension Reform Act (PEPRA), shall pay 50% of the normal costs of their retirement as determined by PERS.
- Post-Employment Health Plan (Retiree Medical):
 - Effective the first full pay period in July 2023, the MOU implements a City-paid contribution of \$300 per month to an RHS account for the Police Captain and Police Lieutenant employees.
 - Effective the first full pay period January 2024, the City shall contribute \$475 per month into each employee’s Post Employment Health Plan account within the PSMA Battalion Chief and Police Units.
- New Hire Vacation Accrual: Employees hired into this bargaining unit, who were not City employees, shall be allowed to use up to 20 years of public sector service to determine their vacation accrual. The City Manager has the ability to provide additional service years at their sole discretion.
- Tuition Refund Plan: Currently, only Police Management employees receive a master's degree reimbursement up to the maximum of \$3,500/year. Language was added to include the Battalion Chief classification to the MA degree reimbursement plan and mirror the Police Management maximum.
- Education Incentive Program: The MOU adds language for Battalion Chief employees to receive an education incentive (AA/AS- 3%, BA/BS- 5%, MA/MS- 6%). For Police Management employees, the Education Incentive is increased by 0.5% (BA/BS 4.5% to 5.0% and MA/MS 5.5% to 6.0%).
- Uniform Allowance: Modifying the uniform allowance from an annual pay to a biweekly payroll amount for both units. Additionally, if the ECPEA receives an increase in their uniform allowance during the term of this MOU, then the ECPEA uniform allowance increase shall be applied to the BC and the Police Management uniform allowances.
- Additional miscellaneous changes were agreed upon such as: 1) Clarifying the language for an auto allowance in the event that the City cannot supply an automobile to incumbents, 2) Updating the language from Kaiser to the "lowest

cost" plan in the medical plan provider section, 3) Updating and clarifying the language in the Benefit Relationship to Rank and File language section, and lastly 4) Updating the Columbus Day Holiday to Indigenous People's Day for Battalion Chief employees and adding the Juneteenth Holiday to the list of holidays for both units, which was previously approved by City Council.

STRATEGIC PLAN CONSIDERATIONS

Adopting the Resolution for the PSMA - Battalion Chief and Police Management Units fulfills Goal A, Deliver Exemplary Government Services, including the strategies of "Recruiting and retaining a talented and effective workforce" and "Maintain emphasis on providing excellent customer service"; and, Goal B, "Achieve long-term financial sustainability."

ENVIRONMENTAL CONSIDERATIONS

This section is not applicable to this agenda item.

FINANCIAL CONSIDERATIONS

Below is a summary of the total cost impacts for the following areas upon implementation of these proposed changes:

- The total cost for the proposed base salary increases over two years is approximately \$136,895 (based on current salaries).
- The total cost for the proposed one-time compaction salary adjustments is approximately \$111,802 (based on current salaries).
- The total cost savings for the additional ongoing 1.0% PERS Retirement Contribution is approximately \$13,976.
- The Post-Employment Health Plan (Retiree Medical) will cost approximately \$25,500 to implement over two years.
- The cost for implementing the educational incentive program for the Battalion Chiefs is \$16,000 annually.
- There is no cost to modify the uniform allowance payment schedule, new hire vacation accrual, implement the Education Incentive Program for Battalion Chiefs, clarify the auto allowance language, update the medical plan language to "lowest cost" plan, or update Columbus Day Holiday to Indigenous People's Day. The cost of adding the Juneteenth Holiday was already realized in the FY 2022-2023 budget.

LEGAL CONSIDERATIONS

The City Attorney has reviewed the resolution and MOU and found that legal considerations have been addressed.

Reviewed by:

A handwritten signature in blue ink, appearing to read "Karen Pinkos".

Karen Pinkos, City Manager

Attachments:

1. Resolution
2. Exhibit A to Resolution

RESOLUTION 2023-XX

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF EL CERRITO APPROVING AN AMENDMENT TO THE EXISTING MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY AND THE PUBLIC SAFETY MANAGEMENT ASSOCIATION, (PSMA) TO MODIFY LANGUAGE ON SALARIES AND BENEFITS FROM JULY 1, 2022 THROUGH JUNE 30, 2024.

WHEREAS, the Meyers-Milias-Brown Act allows employee units within the City to represent themselves on matters concerning salaries, hours and working conditions; and

WHEREAS, the Employer-Employee Relations Ordinance of the City of El Cerrito provides the methods and procedures for meeting and conferring in good faith; and

WHEREAS, the Public Safety Management Association is recognized as the majority bargaining unit for the Police Chief, Police Captain, Police Lieutenants, Fire Chief and Fire Battalion Chiefs; and

WHEREAS, representatives of the City of El Cerrito and the Public Safety Management Association (Police Management and Battalion Chief Units) have met and conferred in good faith; and

WHEREAS, Resolution 2020-31 approved the current Memorandum of Understanding with Public Safety Management Association- Battalion Chief Unit and Resolution 2020-43 approved the current Memorandum of Understanding with Public Safety Management Association- Police Management Unit; and

WHEREAS, the City of El Cerrito and Public Safety Management Association (Police Management and Battalion Chief Units) representatives have agreed to modify the salaries and benefits through June 30, 2024.

NOW, THEREFORE, BE IT RESOLVED, that the City Council does hereby approve the Memorandum of Understanding, attached hereto as Exhibit A, between the City of El Cerrito and Public Safety Management Association (Police Management and Battalion Chief Units) effective through June 30, 2024. The current Memorandum of Understanding with Public Safety Management Association- Battalion Chief Unit and the current Memorandum of Understanding with Public Safety Management Association- Police Management Unit and amended and consolidated into a single Memorandum of Understanding for both units.

BE IT FURTHER RESOLVED that this resolution shall become effective immediately upon passage and adoption.

I CERTIFY that at a regular meeting on May 16, 2023 the City Council of the City of El Cerrito passed this Resolution by the following vote:

AYES: COUNCILMEMBERS:
NOES: COUNCILMEMBERS:
ABSTAIN: COUNCILMEMBERS:
ABSENT: COUNCILMEMBERS:

IN WITNESS of this action, I sign this document and affix the corporate seal of the City of El Cerrito on_____.

Holly M. Charléty, City Clerk

APPROVED:

Lisa Motoyama, Mayor

Exhibit A

MEMORANDUM OF UNDERSTANDING

BETWEEN

THE CITY OF EL CERRITO

AND

THE EL CERRITO PUBLIC SAFETY MANAGEMENT ASSOCIATION

BATTALION CHIEF/POLICE MANAGEMENT

JULY 1, 20~~22~~¹⁷ THROUGH JUNE 30, 20~~24~~¹⁹

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE CITY OF EL CERRITO
AND
PUBLIC SAFETY MANAGEMENT ASSOCIATION – BATTALION CHIEF/POLICE
MANAGEMENT UNITS**

This Memorandum of Understanding is entered into pursuant to the Meyers-Milias-Brown Act (Government Code Section 3500 et seq). The parties to this Memorandum of Understanding are the City of El Cerrito, State of California, which hereinafter shall be referred to as “City,” and the El Cerrito Public Safety Management Association – Battalion Chief/Police Management, which hereinafter shall be referred to as “Battalion Chief/Police Management.” The parties have met and conferred in good faith regarding wages, hours and other terms and conditions of employment for the employees represented by the Association – BC and have freely exchanged information, opinions and proposals and have endeavored to reach agreement on all matters relating to the employment, conditions and employee relations of such employees.

This Memorandum of Understanding shall be presented to the City Council as a joint recommendation of the undersigned for salary, fringe benefits and other working conditions for the period July 1, 20~~22~~17 through June 30, 20~~24~~19, and shall be in full force and effect at such date as herein prescribed, upon ratification by both the City Council and affected members of the Public Safety Management Association – ***Battalion Chief/Police Management***.

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE CITY OF EL CERRITO
AND
PUBLIC SAFETY MANAGEMENT ASSOCIATION – BATTALION CHIEF/POLICE
MANAGEMENT**

This Agreement is entered into by and between the City of El Cerrito, hereinafter referred to as the “City,” and the El Cerrito Public Safety Management Association – Battalion Chief/Police Management, hereinafter referred as the “Battalion Chief/Police Management.” This Agreement establishes the salaries, benefits, and conditions of employment for the City’s public safety management employees – Battalion Chiefs/Police Management as follows:

**CHAPTER 1
MANAGEMENT EMPLOYEES**

- 1.1 Management employees are, for purposes of this section, those actively involved in the following classification: Battalion Chief, Police Captain and Police Lieutenant.

CHAPTER 2

SALARIES AND BENEFITS

2.1 Salary

- Effective the first full pay period in November 2022-January 2023, all Fire Battalion Chiefs, Police Captains and Police Lieutenants shall receive a 3.0% salary increase.
- Effective the first full pay period in July 2023, all Fire Battalion Chiefs, Police Captains and Police Lieutenants shall receive a 4.75% salary increase.
- Compaction Salary Adjustments
 - o Effective the first full pay period in January 2023, all Fire Battalion Chiefs shall receive a compaction salary adjustment of 4.9%.
 - o Effective the first full pay period in January 2023, all Police Captains and Police Lieutenants shall receive a compaction salary adjustment of 2.0%.
 - o Effective the first full pay period in July 2023, all Fire Battalion Chiefs shall receive a compaction salary adjustment of 4.9%.
 - o Effective the first full pay period in July 2023, the Police Captain shall receive a compaction salary adjustment of 1.35%.

A. The following control points shall apply and serve as the midpoint of the approved monthly salary range. The Control Points effective December 31, 2022, shall be increased by the salary increases in Section 2.1 Salary and Compaction Salary Adjustments:

Fire Battalion Chief	<u>\$14,915</u>
<u>Fire Battalion Chief (Training Officer)</u>	<u>\$16,406</u>
Police Lieutenant	<u>\$15,942</u>
Police Captain	<u>\$17,313</u>

B. A salary range of 25% above and below the control point shall be created, within which a Department Head or the City Manager may approve salary adjustments of up to 5% or 10% per calendar year, respectively.

C. In order to preserve appropriate internal salary relationships and minimum salary compaction, the City Manager may from time to time adjust the salary range in order to reach a minimum of 15% base rate of pay separation between the control point for Fire Battalion Chief and top step Fire Captain/Paramedic. Further, the Fire Battalion Chief assigned to training receives an additional 10% added to salary for the assignment.

D. In order to preserve appropriate internal salary relationships and minimum salary compaction, the City Manager may from time to time adjust the salary range in order to reach a minimum of 15% base rate of pay separation between the control point for the Police Lieutenants and the top step Detective Sergeant.

2.2 Uniform Allowance

- BC

- o The uniform allowance for Fire Battalion Chiefs is ~~\$1,000~~⁷²⁵ per fiscal year. ~~Uniform allowance shall be paid on the first payroll date in December, covering the fiscal year beginning the prior July. Such payment shall be by check, separate from the normal payroll check.~~
- o Effective the first payroll date in July 2023, the Battalion Chiefs uniform allowance shall be paid each pay period in the amount of \$——38.46.

- Police Management

- o The uniform allowance for Police Management Unit is \$1,000 per year. Uniform allowance shall be paid on the first payroll date in December, covering the calendar year beginning the prior January. Such payment shall be by check separate from the normal payroll check. Any employee, who leaves City employment during the calendar year, shall be paid by the City for pro-rated uniform allowance only for months worked in that calendar year.
- o Effective the first payroll in January 2024, the Police Management uniform allowance shall be paid each pay period in the amount of \$38.46——.

If the ECPEA receives an increase in their uniform allowance during the term of this MOU, then the ECPEA uniform allowance increase shall be applied to the BC and the Police Management uniform allowances.

2.3 Auto Allowance

The City will supply an automobile to all incumbents in the Battalion Chief, Police Captain and Police Lieutenant classifications. -If the City is unable to supply an automobile to employees in the Battalion Chief, Police Captain and Police Lieutenant classifications, the City will meet and confer with the PSMA regarding potential solutions including providing a cash allowance of up to \$325 per month.

2.4 Pension Plan Benefits

- PERS Pickup

- o Effective the first full pay period in July 2023 all “Classic Members” who are in the Fire Battalion Chiefs, Police Captains and Police Lieutenants classifications, shall contribute and additional 1.0% to the Public Employees Retirement Systems for a total of 13.0%.
- o Employees hired after December 31, 2012, who are not “Classic Employees” as defined for PERS and are receiving retirement benefits as per the Public Employees’ Pension Reform Act (PEPRA), shall pay 50% of the normal costs of their retirements as determined by PERS.

- Classic Employees Retirement Plan

- o Effective June 30, 2001 the City's contract with PERS was amended to provide to employees the 3% at Age 50 Public Employees' Retirement System plan. The City's 3% at age 50 retirement plan has the PERS single highest year option, and service credit for unused sick leave

2.5 Flexible Benefit Plan

The City has a Flexible Benefits Plan which is consistent with Section 125 of the Internal Revenue Code. The plan is known as "Citiflex." For the duration of this agreement, the plan provides the following:

A. With the exception of the employee who chooses the "no medical plan" option, the City will contribute an amount equivalent to the lowest cost~~Kaiser~~ medical plan rate according to dependent status regardless of which medical plan is chosen. "According to dependent status" means that if an employee is single the employee shall receive the equivalent to the lowest cost ~~Kaiser~~ single premium in employee's flexible spending account. If the employee and a dependent are enrolled in a City medical plan, the employee shall receive the equivalent to the lowest cost~~Kaiser~~ two-party premium in employee's flexible spending account. If the employee and more than one dependent are enrolled in a City medical plan, the employee shall receive the equivalent to the lowest cost~~Kaiser~~ family premium in employee's flexible spending account.

If the City proposes to change medical plan providers, the City will meet and confer with representatives of the PSMA regarding the proposed changes to the medical plan provider.

B. The employee may select one of the following medical plans within their individual Flexible Benefits Plan:

- HMO Kaiser (S)
- Alternative HMO
~~PPO~~

C. In the event that the employee selects a medical plan which exceeds the City's premium contribution, the employee is responsible to pay the difference through payroll deduction.

D. In the event that an employee has alternate comprehensive group medical coverage through a spouse's medical plan or some other group medical plan, the employee may select elect to receive "cash in-lieu" of medical coverage after they provide proof of such medical coverage to the Human Resources Department. a "no medical plan" option. (Proof of alternate coverage is required.) In this event, the City shall contribute the Seven Hundred and Ninety-three dollars and Eighteen Cents (\$793.18) per month, equivalent to the lowest medical plan (Kaiser) single premium to their Flexible Benefit Plan and the employee may receive this amount in cash, in which case the amount is treated as taxable income, or the employee may reallocate it toward the purchase of

other benefits in the Plan, or a combination of both. The “cash in-lieu benefit amount shall be \$350 per month for: a) Employees hired after December 31, 2020; or b) existing employees who discontinue the City’s medical coverage and opt for “cash in lieu” of medical coverage at a later date as long as they meet the requirements as described above.

~~In the event that the employee has alternate comprehensive group medical coverage through a spouse’s medical plan or some other group medical plan, the employee may select a “no medical plan” option. (Proof of alternate coverage is required.) In this event, the City shall contribute the equivalent to the single Kaiser medical premium to their Flexible Benefit Plan and the employee may receive this amount in cash, in which case the amount is treated as taxable income, or the employee may reallocate it toward the purchase of other benefits in the Plan, or a combination of both.~~

E. The employee may contribute salary up to the IRS limits on a pretax basis in order to purchase the following benefits:

- Medical Premiums, Co-Payments, and Deductibles
- Dental Premiums, Co-Payments, and Deductibles
- Un-reimbursed Medical & Dental Expenses
- Dependent Care

Rules governing the allocation and distribution of such funds shall conform to applicable sections of State and Federal tax codes and the City of El Cerrito's Flexible Benefits Plan.

F. The health benefit programs recognize the participation of domestic partners of the eligible employee. Please refer to the City's Citiflex document for details.

G. During the term of the contract, the City may establish a City-wide task force for the purpose of exploring alternate health plans, including PERS Health, for both active and retired employees. The City or Association agrees to reopen negotiations for the sole purpose of implementing alternative medical coverage.

2.6 Dental Plan

The City will pay the full cost of employee plus dependent coverage effective July 1, 2002.

2.7 Retirement Health Plan

Retirees, survivors of retirees and survivors of deceased employees, unless prohibited by the carrier, will be permitted to maintain the current level of health plan benefits available to employees. Retirees, survivors of retirees and survivors of deceased employees may maintain such health plan benefits at their discretion and with no cost to the City.

2.8 POST Employment Health Plan (Retiree Medical)

- Effective July 2008 the City shall contribute \$300.00 per month into each Battalion Chief’s Post Employment Health Plan account.
- Effective the first full pay period July 2023, the City shall contribute \$300 per month into each Police Captain and Police Lieutenant Post Employment Health Plan account.

- Effective the first full pay period January 2024, -the City shall contribute \$475 per month into each employee's Post Employment Health Plan account.

2.~~98~~ Life Insurance

The City will provide a term life insurance policy for management employees. The principal sum shall be equal to the annual salary rounded to the nearest \$1,000 (up to a maximum of \$100,000).

2.~~109~~ LTD Insurance

The City shall provide employees with long-term disability insurance with coverage of two-thirds salary and a sixty-day elimination period. Like regular wages, this benefit is taxable.

2.1~~10~~ Benefit Status

- The salary and benefits contained within this Memorandum of Understanding are granted only to employees who are in a current pay status. The City shall incur no cost, nor shall benefits accrue for retirees, survivors, or employees in a non-pay status, unless the employee is granted medical leave of absence or military leave of absence.
- In the event an employee is in a non-pay status because of a disputed workers' compensation claim, benefits under this article shall be continued upon written agreement of the affected employee to repay to the City the amount of any premiums paid by the City during the non-pay status period if the employee's claim is denied by the Workers Compensation Appeals Board or withdrawn by the employee prior to a decision by the Board.

CHAPTER 3

SICK LEAVE, WORKERS' COMPENSATION, FAMILY SICK LEAVE, AND OTHER LEAVES

3.1 Accrual of Sick Leave

- BC
 - o For each completed month of service, employees in shift positions shall accrue sick leave credit of twenty-four hours per month. Sick leave for employees with twenty or more years of service shall accrue sick leave credit of thirty-six hours per month. Sick leave accrual while an employee is assigned to a (40) hour workweek is at the rate of 11 hours and 25 minutes per calendar month worked, provided the employee has worked or been authorized leave with pay for at least ten working days in the month.
- Police Management
 - o Employees shall accrue sick leave at the rate of 11 hours and 25 minutes per calendar month worked, provided the employee has worked or been authorized leave with pay for at least ten working days in the month.

3.2 Maximum Sick Leave Accrual

The maximum accumulation of sick leave is unlimited.

3.3 Activity During Sick Leave

No employee who is absent from work on sick leave shall engage in any work or other activity that would interfere with the employee's ability to return to work to perform regular duties.

3.4 Sick Leave Retirement Benefit

Upon retirement from City service, an employee shall be entitled to compensation for one-fourth of the accumulated sick leave on the books at the time of such retirement, with a maximum payment equivalent to 200 hours pay for the 40 hour per week employees and 10 shifts for the 56 hour per week employees, at the employee's option. Actual sick leave remaining on the books will be reported to PERS in accordance with PERS regulations governing the sick leave credit contract option. In no case will unearned sick leave be reported for the purpose of increasing the member's retirement as prohibited by PERS.

The date of disability retirement for employees may be established or determined to be effective prior to the expiration of sick leave benefits.

In reporting the number of days of accumulated sick leave to PERS, the City shall obtain clarification from and comply with PERS regulations.

3.5 On-The-Job Injury

Regular full-time sworn employees are eligible for benefits (salary continuance) for time off work due to on-the-job injuries as specified in Labor Code Section 4850.

3.6 Sick Leave as Life Insurance

- BC
 - o The value of the employee's accrued sick leave shall be paid (based upon the current hourly rate) to the surviving spouse or designated beneficiary, upon the death of a represented employee.
- Police Management
 - o Upon the death of a represented employee, the value of the employee's accrued sick leave, calculated at the employee's hourly rate, shall be paid to the employee's estate or designated beneficiary. Payment under this section is limited to 2,080 hours.

3.7 Family Sick Leave

Under Labor Code Section 233, employees may utilize accrued sick leave to care for an ill or injured child, spouse or parent. The City has extended this provision to include domestic partners and their dependent children. There is no requirement that the illness or injury reach the level of seriousness provided for under the Family and Medical Leave Acts. However, if the illness or injury qualifies under the Family and Medical Leave Act, it also satisfies the "family sick leave" criteria. The maximum "family sick leave" allowed

each calendar year that is subject to this provision is one half (1/2) of the employee's annual accrual of sick leave. Additional family sick leave may be taken subject to departmental regulations and approval of the Department Head~~Fire Chief~~ and City Manager.

3.8 Bereavement Leave

Employees are entitled to time off with pay when there is a death or anticipated death in the immediate family. Bereavement leave shall not exceed two shifts for 56 hour work week employees or~~or five (5) consecutive days for 40-hour employees~~ when death is anticipated.

Bereavement leave after death shall not exceed that period of time between death and the day of the funeral, providing the funeral is held within five days following death. Bereavement leave is not chargeable to sick leave. Additional time may be granted and charged as sick leave when, in the opinion of the department head, unusual circumstances identify the need for additional time off.

Immediate family is defined as spouse, domestic partner, child, parent, parent-in-law, sister, brother, sister-in-law, brother-in-law, grandparent, spouse's grandparent, grandchild, son-in-law, daughter-in-law, or any other relative of the employee or employee's spouse residing in the same household, or who has resided with the employee in the same household for three or more years. In cases where death has occurred involving someone other than the immediate family, the department head shall make the decision as to qualification for bereavement leave.

3.9 Administrative Leave

Management employees shall receive administrative leave in recognition of extraordinary working hours and conditions. The City Manager will annually approve the number of leave hours by individual employee based on the amount of overtime performed and the quality of work produced. The annual amount of time assigned shall not exceed eight (80) hours. Unused administrative leave cannot be carried over from year to year or cashed out at year-end or upon separation.

3.10 Family and Medical Leave

Pursuant to State and Federal law, the City will provide family and medical care leave for eligible employees. The City Family Care and Medical Leave policy sets forth employees' rights and obligations with respect to such leave. Rights and obligations which may not be specifically set forth in the City's policy are set forth in the Department of Labor regulations implementing the Federal Family and Medical Leave Act of 1993 ("FMLA") and the regulations of the California State Pregnancy Disability Act and the California Fair Employment and Housing Commission implementing the California Family Rights Act ("CFRA") (Government Code Section 12945.2). Unless otherwise provided by the City's policy or this Memorandum of Understanding, "Leave" under this article shall mean leave pursuant to the FMLA.

CHAPTER 4

VACATION

4.1 Eligibility

Employees shall be eligible to take a paid vacation upon accrual of vacation.~~at the end of the first year of continuous service, and annually thereafter, unless otherwise provided by the City Manager.~~

4.2 Scheduling

The scheduling of annual vacation leave and the amount to be taken at any one time shall be determined by the department *head* in accordance with departmental regulations and with regard for the needs of the City and the preference of the employee.

4.3 Vacation at Termination

The scheduling of annual vacation leave and the amount to be taken at any one time shall be determined by the department *head* in accordance with departmental regulations and with regard for the needs of the City and the preference of the employee.

4.4 Effects of Extended Military Leave

A management employee who interrupts his/her City service because of extended military leave shall be compensated for accrued vacation at the time the leave becomes effective.

4.5 Sick Leave During Vacation

Vacation leave may be converted to sick leave subject to the review and approval of the department head and the City Manager if an employee is injured or sick during the vacation for a period in excess of 24 hours.

4.6 Vacation Cap

- Effective January 1, 2015, the vacation cap shall be two (2) times the employee's annual vacation accrual rate. Thereafter, at any time an employee reaches the maximum accrual, the employee will cease accruing vacation hours until such time as the balance falls below the cap. After January 1, 2015, no employee will be allowed to accrue vacation hours above the cap, unless an employee has a work-related injury and is on 4850.
- ~~BC Only~~
 - o ~~Effective January 1, 2015, any employee who has vacation hours in excess of two (2) times the annual accrual rate, the excess hours will be placed in a separate vacation bank.~~
 - o ~~Separate Vacation Bank~~
 - ~~Effective January 1, 2015, any accrued vacation in excess of two (2) times the annual vacation accrual rate will be placed in a separate Vacation Bank for each affected employee. This will be a single, one time process. Employees shall be entitled to use or sell the hours in the Bank for vacation in the same manner as regular vacation hours. The hours shall be paid out at the employee's current rate of pay.~~

4.7 Vacation Cash Out

Effective August 1, 2014, employees may annually cash-out up to 16 days (128 hours) of vacation provided that they have taken a minimum of 16 vacation days (or administrative leave for management employees) in the previous fiscal year and maintain a vacation balance of 40 hours at the time of vacation cash out. Employees may elect to cash-out a maximum of two (2) times annually and each cash-out request must be a minimum of 8 days (64 hours). ~~Employees must reduce their separate vacation bank first when cashing out vacation.~~ All requests must be in writing to the Human Resources Manager for initial review with final approval by the City Manager.

If an employee wants to request an irrevocable vacation cash-out, they must provide written notice to the Human Resources Manager, or designee, no later than December 15th of the calendar year before the calendar year in which the employee wishes to cash-out vacation leave. The amount requested cannot exceed the amount stated above. An employee can cash-out during the months of May and December. The notice shall indicate how many vacation leave hours the employee wishes to cash-out the following year.

4.8 Accrual

Unless otherwise provided by the City Manager, vacation leave will be accrued from the first day of employment when a management employee is in a pay status and will be credited on a monthly basis. Municipal holidays shall not be counted during vacation.

Vacation Benefit Shift Battalion Chief

<u>Service Yrs</u>	<u>Annual Shifts/Hours</u>
Accrue during 1 through 5 yrs	6 shifts/144 hours
6 through 15 yrs	9 shifts/216 hours
16 through 25 yrs	12 shifts/288 hours
26 through 30 yrs	13 shifts/312 hours

The vacation schedule for the training Fire Battalion Chief is on the next page.

Vacation Benefit
Police Captain, Police Lt., and Training Battalion Chief

<u>Service</u>	<u>Hrs. Earned/Year</u> <u>(40-hour week)</u>
Accrue during 1st year	88
2	96
3	96
4	104
5	112
6	120
7	120
8	128
9	128
10	136
11	136
12	144
13	144
14	152
15	152
16	160
17	160
18	168
19	168
20	176
21	184
22	192
23	200
24	208
25	216
26	224
27	232
28	240
29	248
30	256
31	264
32	272
33	280
34	288

4.9 New Hire Vacation Accrual

Employees hired into this bargaining unit, who were not City employees, shall be allowed to use up to 20 years of public sector service to determine their vacation accrual. The City Manager has the ability to provide additional service years at their sole discretion.

CHAPTER 5

WORK SCHEDULE/OVERTIME

5.1 Workweek

- BC

- o The workweek for Fire management employees is as required by the City.

The work schedule for Fire Battalion Chiefs assigned to emergency response operations shall consist of twenty-four hour duty shifts, not to exceed two hundred sixteen hours in a twenty-seven-day period.

Fire Battalion Chiefs who are not assigned to emergency response operations shall work a standard 40 hours per workweek.

- Police Management

- o The workweek for management employees is as required by the City. The normal workday is from 8: 00 a.m. to 5:00 p.m.

5.2 Overtime Calculation for Battalion Chiefs only

The 24-hour shift rate is calculated by multiplying the base salary by twelve months and dividing by the yearly 56-hour rate of 2,912 hours (56 hours by 52 weeks). Overtime under the 24-hour shift rate shall be paid for all overtime assignments on emergency response operations greater than eight consecutive hours and for all non-on-call overtime.

CHAPTER 6

EDUCATION BENEFITS

6.1 Tuition Refund Plan

Management employees are eligible for educational cost reimbursement up to a maximum of \$1,000 per year for work-related studies at a recognized college, university or professional school. Management employees are eligible for education reimbursement up to a maximum of \$3,500 per year while pursuing a master's degree. These reimbursements limits are not compounding. Course content should relate to one of the following:

- Knowledge or skills needed by an employee in his/her present job;
- Preparation for promotional opportunities or advancement in the same or different field within the City organization.
- The requirements of a program leading to a degree, at an approved institution, which enhances the employee's job knowledge or on-the-job skills.

Procedures for obtaining reimbursement and limitations regarding reimbursement may be found in the City of El Cerrito administrative procedure on educational expense reimbursement.

~~Police Management Only~~

~~The City will reimburse Police Management employees up to a limit of \$3,500 per year while pursuing a master's degree. These reimbursement limits are not compounding.~~

6.2 Education Incentive Program

Effective January 2022, Police Captains and Lieutenants employees who are eligible or become eligible for the education incentive program shall receive one of the following:

- An employee who has a BA/BS degree from an accredited college or university shall receive a differential of five ~~four and one half~~ percent (5.0%~~4.5%~~) of base salary.
- An employee who has a MA/MS degree from an accredited college or university shall receive a differential of six ~~five and one half~~ percent (6.0%~~5.5%~~) of base salary.

The incentives are not compounding. An employee can only receive one of the incentives listed above.

Effective first full pay period after adoption, all employees in the bargaining unit who are eligible or become eligible for the education incentive program shall receive one of the following:

- A Battalion Chief who has an AA/AS degree from an accredited college or university shall receive a differential of three percent (3.0%) of base pay.
- A Battalion Chief who has completed 60 semester units from an accredited college or university and completes 6 semester units every 24 months shall receive a differential of three percent (3.0%) of base pay.
- An employee who has a BA/BS degree from an accredited college or university shall receive a differential of five percent (5.0%) of base salary.
- An employee who has a MA/MS degree from an accredited college or university shall receive a differential of six percent (6.0%) of base salary.

The incentives are not compounding. An employee can only receive one of the incentives listed above.

CHAPTER 7

MISCELLANEOUS POLICIES

7.1 Continuing Education

It is the policy of the City that management employees take part in some educational or training course each year, and the City Council will attempt to provide funds in each budget for such purpose.

7.2 Membership

It is the policy of the City to provide paid membership in approved professional associations for management employees. This policy shall include publications associated with membership and other educational materials as may be approved.

7.3 Conferences

It is the policy of the City that each management employee attend (as a member) a professional conference of his or her peers each year at City expense; however, travel outside the state of California may be discouraged due to budgetary restraints.

7.4 Benefit Relationship to Rank and File

- ~~If new or deleted material benefits and/or cost sharing mechanisms are agreed to with the Firefighters' Association, they would apply to the Fire Battalion Chief. If a new benefit, that previously did not exist in the Police Employees Association MOU, the City will provide the new benefit to the~~ Police Lieutenant and Police Captain classifications.
- ~~If a new benefit, that previously did not exist in the Firefighters Association (Local 1230) MOU, the City will provide the new benefit to the~~ Battalion Chief classification.

BATTALION CHIEFS BENEFITS ONLY

8.1 Holidays

The number of designated holidays for Fire Suppression personnel shall be ~~fourteen~~~~thirteen~~-(14~~3~~). The following holidays are designated "holidays" and shall be the basis for benefits associated with this section:

New Year's Day

~~Columbus Day~~Indigenous People's Day

Martin Luther King Jr. Day

Veteran's Day

Lincoln's Birthday

Thanksgiving Day

Washington's Birthday

Day after Thanksgiving

Memorial Day

Christmas Day

Juneteenth

Employee's Birthday

July 4th

Labor Day

For the Fire Battalion Chief assigned to training, the recognized municipal holidays are as follows:

New Year's Day

Labor Day

Dr. M. L. King Jr. Birthday

Veteran's Day

(3rd Monday in January)

Thanksgiving

Presidents' Day
(3rd Monday in February)
Memorial Day
Juneteenth (June 19)
Independence Day (July 4)

Day after Thanksgiving
½ Day Christmas Eve
Christmas Day
½ Day New Year's Eve

In the event that any of the recognized holidays for the Fire Battalion Chief who is assigned to training falls on a Sunday, the following Monday shall be considered a holiday for pay purposes. In the event that any of the aforementioned days fall on a Saturday, the preceding Friday shall be considered a holiday for pay purposes. (Department heads may make changes in the above schedule in accordance with the needs of their departments.) The afternoons of Christmas Eve and New Year's Eve, commencing at 12 noon, shall be considered holidays for pay purposes. In the event Christmas Eve and New Year's Eve fall on a Sunday or a Monday, the preceding Friday afternoons shall be considered holidays for pay purposes. Some adjustments may be made if necessitated by an alternative work schedule.

In addition to the recognized municipal holidays, the Fire Battalion Chief assigned to training shall receive annually three floating holidays, subject to the same requirements for scheduling vacation. For a Battalion Chief newly assigned to training, the floating holidays are pro-rated quarterly based on date-of-assignment. Floating holidays must be taken during the fiscal year they are received and may not be carried over and accumulated.

Employees are allowed an additional holiday on their birthday or another day at the convenience of the City.

8.2 Eligibility

An employee on leave of absence without pay shall not receive any compensation for holidays occurring during such leave.

An employee returning to a pay status from a non-pay status shall be eligible for holiday compensation only if the employee was in a pay status on the workday preceding the holiday.

8.3 Compensation for Municipal Holidays

Fire Battalion Chiefs, who are shift personnel, shall receive compensation equal to one-half of shift salary (i.e., twelve hours at 24-hour rate) for paid holidays.

8.4 California Fire Service and Rescue Emergency Mutual Aid

Consistent with the El Cerrito City Council Resolution 2015-28 for portal to portal overtime reimbursement for all personnel assigned to emergency incidents through the California Fire Assistance Agreement, Battalion Chiefs will be compensated portal to portal while in the course of their employment and away from their official duties and assigned to an emergency, in support of emergency incidents or prepositioned for emergency incidents.

The City will compensate the Battalion Chiefs for any time worked outside of their regular 56-hour or 40-hour workweek. This compensation will be at the overtime rate of time and one-half (1-1/2).

POLICE MANAGEMENT BENEFITS ONLY

9.1 Longevity Bonus

Each December 1, the City shall make longevity bonus payments to those employed with the City as of the day of the payment as follows:

- A. For employees with 5 years of service with the City but less than 10 years, the annual longevity bonus payment shall be three percent (3%) of their annual base rate of pay.
- B. For employees with 10 years of service with the City but less than 20 years, the annual longevity bonus payment shall be six percent (6%) of their annual base rate of pay.
- C. For employees with 20 or more years of service with the City, the annual longevity bonus payment shall be nine percent (9%) of their annual base rate of pay.

Longevity bonus payments shall be paid by separate check on the first payroll date in December.

9.2 Holidays

The following holidays are recognized as municipal holidays for pay purposes:

New Year's Day
Dr. M.L. King Jr. Birthday (3rd Monday in January)
President's Day (3rd Monday in February)
Memorial Day
Juneteenth (June 19)
Independence Day (July 4)
Labor Day
Veteran's Day
Thanksgiving Day
Day after Thanksgiving Christmas Eve Day Christmas Day
½ Day New Year's Eve

In the event that any of the aforementioned days falls on a Sunday, the following Monday shall be considered a holiday for pay purposes. In the event that any of the aforementioned days fall on a Saturday, the preceding Friday shall be considered a holiday for pay purposes. (Department managers may make changes in the above schedule in accordance with the needs of their departments.) The afternoon of New Year's Eve, commencing at 12 noon, shall be considered a holiday for pay purposes. In

the event New Year's Eve fall on a Sunday or a Monday, the preceding Friday afternoon shall be considered a holiday for pay purposes.

9.3 Birthday Floating Holidays

In addition to the recognized municipal holidays, employees shall receive annually three floating holidays, subject to the same requirements for scheduling vacation under Section 4.2 of this agreement. For new employees, the floating holidays are prorated quarterly based on date-of-hire and will also be prorated upon separation from the City. Floating holidays must be taken during the fiscal year they are received and may not be carried over and accumulated.

Employees are allowed an additional holiday on their birthday or another day at the convenience of the City.

9.4 Compensation for Municipal Holidays

An employee on leave-of-absence without pay shall not receive any compensation for holidays occurring during such leave.

Regular employees must be in a pay status on the workday preceding a holiday to be eligible to be compensated for the holiday.



FISCAL YEAR 2022-24 WORK PLAN

AND 2022 ACCOMPLISHMENTS

Financial Advisory Board

Staff Liaison

Sandra Dalida | 510-215-4312

SDalida@ci.el-cerrito.ca.us

Chair **Farhad Farahmand**; Vice-Chair **William Ktsanes** Members **Ruth Cazden, Dick Patterson, Kimberly White**

MISSION STATEMENT: Budgeting and long-term financial planning review and recommendations. ECMC 2.04.300

HISTORICAL BACKGROUND: Established in 2000 with ordinance amendments in 2007, 2010, 2012.

FISCAL YEAR 2022-24 WORK PLAN

	Goal/Objective	Proposed Activities	Priority Ranking	Timeline For Completion
1.	Increase communication between City Council and FAB via a joint Finance Subcommittee	Finance Subcommittee formation and regular meeting including Council and FAB members	Highest	Summer 2023
2.	Develop process for the City Council and staff to refer projects to FAB.	Standing agenda topic in FAB/Council Finance Subcommittee. FAB Subcommittee has been formed (Cazden, Ktsanes)	Highest	Fall 2023
3.	Develop process to better achieve the seven goals specified in ECMC 2.04.300	Standing agenda topic in FAB/Council Finance Subcommittee	High	Winter 2023
4.	Develop recommendations for increased transparency during budget development by increased information sharing and earlier public engagement/input	Working with the Council and staff to instill participatory budgeting principles, town halls	High	Ongoing/recurring
5.	Develop recommendations for prioritizing the allocation of surplus among General Fund Reserves, EDRF, and Section 115 Trust.	FAB Subcommittee has been formed (Farahmand, Patterson) developing Comprehensive Financial Policy amendment	High	Summer 2023
6.	Evaluate the state auditor's report and develop recommendations for the Council to address the most serious deficiencies cited in the report.	FAB Subcommittee has been formed (Patterson, White) developing actionable procedures to compliment City efforts in meeting state auditor recommendations	High	Summer/Fall 2023

7.	Review pros and cons of recommending that the City Council increase FAB size to 7 members.	To Be Determined	Medium	Winter 2023
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PRIOR YEAR ACCOMPLISHMENTS

	Goal/Objective	Activites Supporting Goal	Status
1.	Socially responsibly investing	Investment policy amendment adoption	Complete
2.	Financial transparency, compliance with state auditor recommendations	Comprehensive financial policy amendment requiring quarterly statements to council	Complete
3.	Financial planning to reduce unfunded pension liabilities	Participated in joint study session with Council and subcommittee	Ongoing

ONGOING PROJECTS

	Project	Activites
1.	Budget review and recommendation	FAB Meetings
2.	Review and discuss ACFR and audits	FAB Meetings
3.	Review and discuss 5-10 year financial forecasts	FAB Meetings
4.	Review and discss investment reports, disbursement and check register report, TRAN	FAB Meetings
5.	Review and discuss the Comprehensive Financial Policy. In 2023 we will consider additions regarding fiduciary activities; donations; unclaimed money; and Money Market Secure Account	FAB Meetings.
6	Discuss Councilmember compensation	FAB Meetings, FAB subcommittee (Patterson, White) formed that is reviewing compensation at similar jurisdictions and forming a recommendation



AGENDA BILL

Agenda Item No. 9.C.

Date: May 16, 2023
To: El Cerrito City Council
From: Will Provost, Assistant to the City Manager, City Management
Subject: FY 2022-23 3rd Quarter General Fund Update

ACTION PROPOSED

Receive and file the FY 2022-23 General Fund Budget Quarterly update through March 2023.

BACKGROUND/ANALYSIS

The El Cerrito City Council adopted an annual Budget for FY 2022-23 on June 21, 2022 and adopted amendments to the Budget for FY 2022-23 as part of a Fiscal Year (FY) 2022-23 Midyear Budget Update on March 7, 2023. The Council has closely monitored the City's budget and financial position and directed City staff to submit quarterly General Fund financial update reports.

The attached FY 2022-23 Third Quarter General Fund Update Report reflects the actual revenues and expenditures through March 31, 2023 at the Citywide and Department levels, and includes comparative information for the prior fiscal year at the same point-in-time.

Revenue

The FY 2022-23 General Fund amended revenues are budgeted at \$46.9 million. FY 2022-23 revenues are trending on budget, with tax receipts and charges for services largely aligning with projections.

Expenditures

General Fund expenditures are budgeted at \$46.9 million for FY 2022-23 as amended. Departments are on track through March 31, 2023, utilizing 66% of budgeted expenditures. Personnel is the largest component of General Fund expenditures (72%), and it is expected that due to the level of current vacancies, some departments will incur greater costs for professional services and/or overtime budgets, which will offset potential salary savings. Staff will continue to monitor these expenses. Overall, expenditures are on track for Fiscal Year 2022-23.

Conclusion

The City of El Cerrito is well positioned to meet its FY 2022-23 budget and staff are committed to fiscal responsibility, maximizing revenue opportunities, and maintaining expenditures within approved budgets.

STRATEGIC PLAN CONSIDERATIONS

The report is consistent with the City's Strategic Plan Goal B to achieve long-term financial stability and provides essential information to develop plans to ensure the Citywide revenue meets the cost of providing Citywide services, including adequate reserves in the face of significant unanticipated revenue shortfalls. In addition, providing financial information represents best practices in fiscal management.

ENVIRONMENTAL CONSIDERATIONS

This section is not applicable to this agenda item.

FINANCIAL CONSIDERATIONS

The Quarterly General Fund Update Report provides an overview of the City's budget revenue and expenditure status through March 31, 2023. FY 2022-23 General Fund revenues are budgeted at \$46.9 million, and expenditures are budgeted at \$46.9 million, including the on-going and one-time expenditures approved on March 7, 2023.

Overall, year-to-date actual revenue (\$27.9 million) and expenditures (\$31.1 million), and projection trends through fiscal year-end, results in the City being well positioned to remain within budget.

LEGAL CONSIDERATIONS

This section is not applicable to this agenda item.

Reviewed by:

A handwritten signature in blue ink, appearing to read 'Karen Pinkos', is written over a faint, light blue circular stamp.

Karen Pinkos, City Manager

Attachments:

1. Third Quarter General Fund Update



City of El Cerrito
Quarterly General Fund Budget Update
Fiscal Year (FY) 2023 through March 31, 2023

INTRODUCTION

The City of El Cerrito is pleased to submit the quarterly budget report through March 31, 2023. The Update Report provides a high-level overview of the City's budget status. Funding from the American Rescue Plan Act is managed and tracked from a special revenue fund and, thus, is not reflected in this report.

SUMMARY

The City of El Cerrito is currently on track to meet its FY 2022-23 budget goals. FY 2022-23 revenues are trending on budget, slightly lower than year-to-date (YTD) revenues received by the same point in time last year. Similarly, expenditures are on track, with departments spending approximately 66% of their annual budget through the third quarter of FY 2022-23.

GENERAL FUND REVENUES

FY 2022-23 General Fund revenues are budgeted at \$46.9 million as amended. The chart below reflects year-to-date actual revenue collections, percent of collections compared to the budget, and provides comparison to FY 2021-22 actual revenue collections at the 03/31/22 point-in-time.

Revenues	FY 21-22 Audited	2023 Amended Budget	YTD Actual 03/31/23	% of Amended Budget	Prior Year YTD 03/31/22
Property and Other Taxes	\$32,844,740	\$28,894,817	\$18,793,852	65%	\$17,631,980
Licenses & Permits	\$1,440,972	\$893,864	\$748,272	84%	\$1,074,456
Fines & Forfeitures	\$152,343	\$140,000	\$76,817	55%	\$124,335
Use of Money and Property	\$153,515	\$434,456	\$504,449	116%	\$323,562
Intergovernmental Revenues	\$4,844,428	\$9,228,206	\$5,081,307	55%	\$5,039,126
Charges for Services	\$7,405,175	\$5,947,881	\$4,532,502	76%	\$4,397,198
Other Revenue	\$183,566	\$261,000	\$502,454	193%	\$132,985
Interfund Transfers		\$1,104,450			\$715,405
Total	\$47,024,739	\$46,904,674	\$27,921,379	60%	\$29,439,047

The following chart displays the General Fund revenues received by Department and shows how the majority of General Fund revenues are “Non-Departmental”, coming from general taxes and revenues that are not related to a specific Department within the organization. In addition, some

Quarterly General Fund Budget Update
FY 2023 through March 31, 2023

departments, such as Community Development, have seen relatively higher than anticipated revenues by March 31, 2023 (96%), due in part to the number and size of permits being processed.

Revenues	FY 2022-23 Amended Budget	YTD Actual 03/31/23	% of Amended Budget	Prior Year YTD 03/31/22
Administration	\$137,900	\$26,616	19%	\$38,577
Police	\$214,000	\$170,825	80%	\$159,394
Fire	\$5,639,269	\$3,460,424	61%	\$3,541,376
Public Works	\$407,400	\$301,381	74%	\$458,751
Community Development	\$1,912,214	\$1,829,475	96%	\$2,358,614
Recreation	\$4,960,688	\$3,421,028	69%	\$2,768,015
Non-Departmental	\$33,633,203	\$18,711,631	56%	\$20,114,321
Total	\$46,904,674	\$27,921,379	60%	\$29,439,047

PROPERTY AND OTHER TAXES

Tax revenues as of March 31, 2023, are at 65% of the Amended FY 2022-23 budget. This is within budget estimates for the fiscal year. The City receives the second biannual payment of property taxes in April, which comprises the largest portion of City revenues. Property taxes and specifically real property transfer taxes had been trending favorably, though with a slow down in economic activity may not increase further.

LICENSES AND PERMITS

Licenses and permits are currently 84% of the budgeted revenues. These licenses include building permits, parking permits, and tobacco retailer license fees. Licenses and permits are on track to meet or exceed the budget.

FINES AND FORFEITURES

The City has collected 55% of the budgeted revenues in the fines and forfeitures category. These items include parking citations, penalties, and moving vehicle citations. Fines are lower than the previous fiscal year but are expected to stabilize or increase in future years with an increasing focus by the Police Department on traffic safety.

USE OF MONEY AND PROPERTY

Use of money and property is currently at 116% of the budgeted revenues for FY 2022-23. This primarily consists of short- and long-term rental fees from City properties and interest income. Due to rising interest rates, interest income has already exceeded the FY 2023 estimate. Rentals are trending higher due to increasing facility rentals.

Quarterly General Fund Budget Update FY 2023 through March 31, 2023

INTERGOVERNMENTAL REVENUES

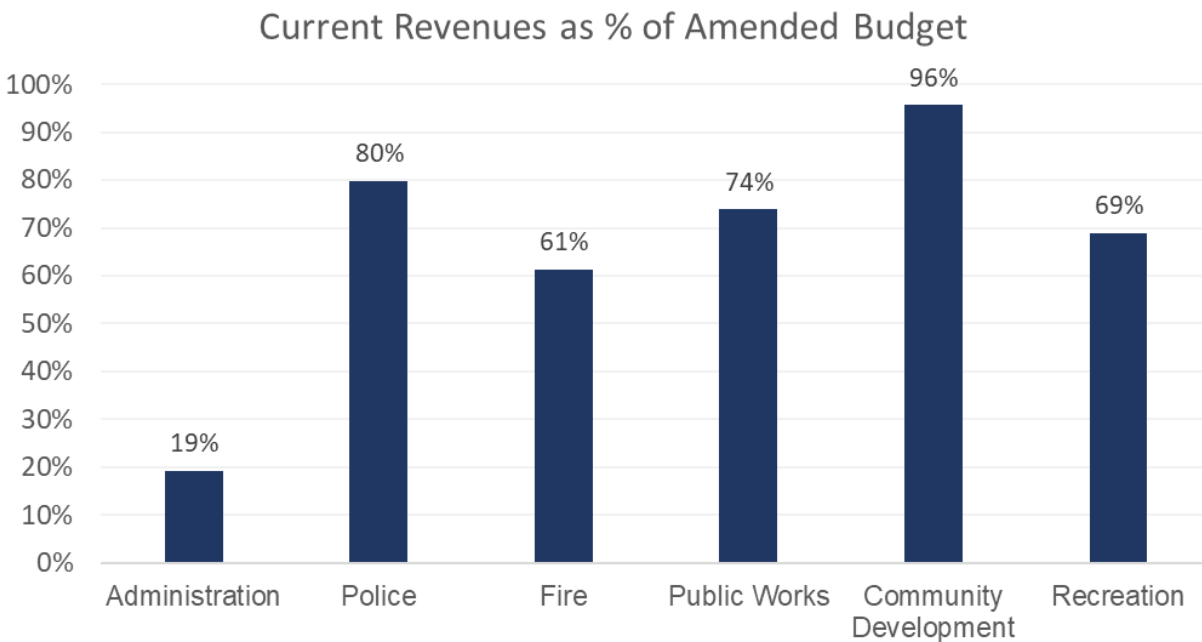
Intergovernmental revenues are currently at 55% of the annual budget. These revenues include grants and intergovernmental transfers and reimbursements. This line item is trending behind the budget due to the timing of the receipt of the Kensington Fire District contract payments. Revenue is trending similar to the previous fiscal year with similar amounts received by both March 31, 2022, and 2023, respectively.

CHARGES FOR SERVICES

Charges for services encompass program fees and charges for doing business with the City of El Cerrito. This includes community development fees for functions such as permitting and inspections, and recreation fees for City programming. The City has received 76% of the budgeted revenues in this category and is trending with the current year collections. Childcare services and recreation programs continue to be in high demand.

OTHER REVENUE/OTHER FINANCING SOURCES

Other revenue includes donations and other miscellaneous revenues. These types of revenues comprise a small portion of the City's budgeted revenues and operating transfers in. Other Financing Sources refers to loans and indirect transfers.



GENERAL FUND EXPENDITURES

General Fund expenditures are budgeted at \$46.9 million for FY 2022-23. Departments are on track through March 31, 2023, utilizing 66% of budgeted expenditures. Personnel is the largest

Quarterly General Fund Budget Update FY 2023 through March 31, 2023

component of General Fund expenditures (72%), and it is expected that due to the level of current vacancies some departments will have higher professional services and/or overtime expenses which will offset potential salary savings. Staff will continue to monitor these expenses. The chart below shows the year-to-date actual expenditures by department, the percent expensed compared to the budget, and the previous fiscal year's expenditures for comparison.

Expenditures	FY 2022-23 Amended Budget	Year to Date (YTD) Actual 03/31/23	% of Amended Budget	Prior Year YTD 03/31/22
Administration	\$7,271,258	\$5,009,944	69%	\$4,426,899
Police	\$12,987,536	\$8,765,743	67%	\$8,480,248
Fire	\$14,168,533	\$9,249,324	65%	\$8,841,642
Public Works	\$2,661,666	\$1,537,831	58%	\$1,392,908
Community Development	\$3,181,129	\$2,161,725	68%	\$2,085,956
Recreation	\$5,559,574	\$3,598,784	65%	\$3,028,009
Non-Departmental	\$1,106,857	\$739,316	67%	\$825,595
Total	\$46,936,553	\$31,062,668	66%	\$29,081,256

ADMINISTRATION

The Administration's budget is at 69% of the adopted FY 2022-23 budget. This is within budget estimates for the fiscal year. Human Resources costs are trending higher due increased legal services related costs for labor contract negotiations, and increased premium for workers compensation, general liability, and other coverage. The department is trending slightly above actual expenditures for the same point-in-time in FY 2021-22.

POLICE

The Police Department is at 67% of the expenditure budget and projects to remain within budget for the fiscal year. Overall, the Department's expenditures are slightly higher than the same period in FY 2021-22.

FIRE

The Fire Department is at 65% of the expenditure budget, which is higher than the same point-in-time last fiscal year. Increased expenditures related to the new labor agreement, including a 4.5% COLA, retroactive to October 2022 required additional appropriation and was included in the FY 2022-23 Mid-Year Update.

PUBLIC WORKS

The Public Works Department is 58% expensed for the current budget and on pace for the fiscal year. The budget is trending higher than the previous fiscal year due to operating at near full capacity through March 2023.

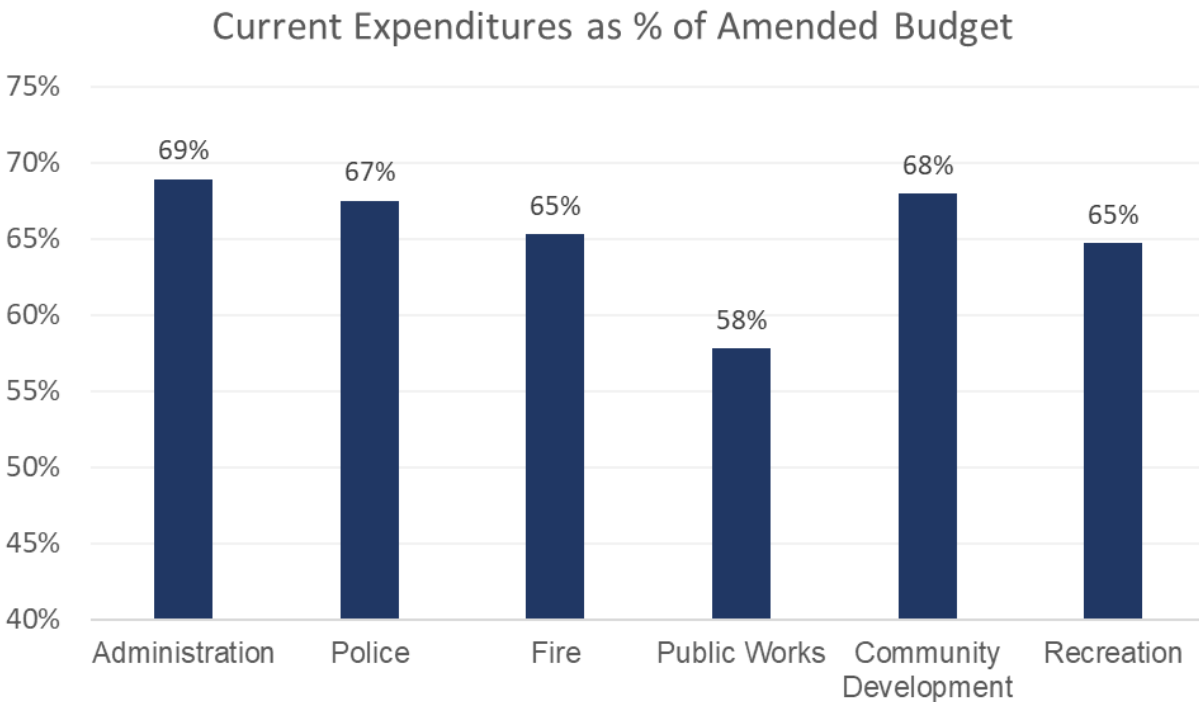
Quarterly General Fund Budget Update
FY 2023 through March 31, 2023

COMMUNITY DEVELOPMENT

The Community Development Department is at 68% expensed for the current year with expenditures trending slightly higher than the same point-in-time in FY 2021-22.

RECREATION

The Recreation Department is 65% expensed for the current budget and on pace to meet its budget. The budget is trending higher than the previous fiscal year due to operating at a more “normal pre-pandemic” program schedule.



Expenditures by Category

The chart below shows the year-to-date actual expenditures by category, the percent expensed compared to the budget, and the previous fiscal year’s expenditures for comparison. As shown, expenses are at 66% across all categories, with variation in the amounts expensed by March 31, 2023, ranging from 47% of the amended budget for Financing costs to 100% for other Financing Uses. As noted previously, the largest cost category for the City is personnel.

Quarterly General Fund Budget Update
FY 2023 through March 31, 2023

Expenditures	2023 Adopted Budget	2023 Amended Budget	YTD Actual 03/31/23	% of Amended Budget	Prior Year YTD 03/31/22
Personnel	\$32,777,811	\$33,923,404	\$22,676,918	67%	\$21,762,028
Professional Services	\$4,421,343	\$5,101,171	\$2,995,277	59%	\$2,385,946
Purchased Property Services	\$2,297,704	\$2,448,054	\$1,216,319	50%	\$1,066,004
Other Services	\$2,950,883	\$3,025,203	\$2,370,951	80%	\$2,172,210
Supplies	\$773,131	\$780,031	\$429,472	55%	\$350,720
Property & Capital	\$443,147	\$458,647	\$453,280	99%	\$347,882
Financing Costs	\$532,280	\$532,280	\$252,687	47%	\$330,854
Other Financing Uses	\$667,763	\$667,763	\$667,763	100%	\$665,612
Total	\$44,864,062	\$46,936,553	\$31,062,668	66%	\$29,081,256

CONCLUSION

Based on the City's overall revenue and expenditure percentages, the City of El Cerrito is well positioned to meet its budget for FY 2022-23. Staff are committed to fiscal responsibility and ensuring that each department's expenditures remain within approved budgets.



SUPPLEMENTAL AGENDA MATERIALS

May 16, 2023

(Revised May 17, 2023)

REGULAR CITY COUNCIL MEETING

PUBLIC COMMENT INDEX

1. Public Comments received

Agenda Item 4 – Council/Staff Communications

1. Multilingual Climate Action & Adaptation Plan outreach materials

Agenda Item 9B – Financial Advisory Board Work Plan

1. Presentation



SUPPLEMENTAL AGENDA MATERIALS PUBLIC COMMENT INDEX

**REGULAR CITY COUNCIL MEETING
May 16, 2023**

The following Public Comments were **received by 2:00:00 p.m. 5/16/2023**, were provided directly to City Councilmembers in advance of the meeting, and were posted online as supplemental materials at www.el-cerrito.org/CouncilMeetingMaterials

Public Comments – Items Not on the Agenda

1. Cordell Hindler
2. Sue Duncan, Jim Dolgonas, Gary Prost, Michael Fischer, Make El Cerrito Fire Safe

From: [Cordell Hindler](#)
To: [City Clerk](#)
Subject: Public Comments
Date: Thursday, May 11, 2023 2:51:20 PM

Hello Mayor Motoyama, Council Members and Staff,

Here are some of the Items to be placed on the Next Agenda

1. Is to Invite Sabrina Landreth to Provide a Presentation on the Plans for East Bay Regional Park
2. Also To Have Either Danny Wan or Rep To Provide an Overview On the Plans for the Port of Oakland

Sincerely
Cordell

May 16, 2023

Mayor Motoyama and
El Cerrito City Council

We are writing to request that El Cerrito implement a small, one-year pilot parking restriction program to prohibit parking on narrow streets on Red Flag Days. The purpose of preventing parking on narrow streets on Red Flag Day is to reduce the threat to human lives by allowing residents to evacuate quicker due to fewer obstructions from parked vehicles and by providing unrestricted access by emergency response vehicles should El Cerrito ever experience a wildfire, especially in our Very High Fire Hazard Severity Zone where some of our narrowest streets exist.

In the seventy years between 1923 and 1993, eleven Diablo wind-driven fires burned in the East Bay Hills, on average once every 6.36 years. Over 30 years have passed since the last Diablo wind driven fire in the Oakland Hills burned 750 houses in the first hour and over 3,300 houses before the wind direction changed and the fire was contained. Not only are we long overdue for a Diablo wind-driven fire but also the density of houses and vehicles has increased in the El Cerrito Very High Fire Hazard Severity Zone, resulting in challenges to safe evacuation and unimpeded access by emergency fire suppression vehicles.

The program as we propose would consist of the following, based on our review of similar programs implemented elsewhere in the State and completion of a survey, at the request of the Fire Chief, of 31 residents on narrow portions of Contra Costa and King Drives, between Shevlin and Buckingham. The survey was conducted jointly with the ECFD and MECFS. Of the 31 residents surveyed, 11 responded and only one indicated that the household would have nowhere to park if they could not park on the street during red flag days. This has not been verified but it may require that the City make some accommodation for this and potentially other residents

1. Notice- on days declared as Red Flag Days by the National Weather Service or in response to such declaration by the El Cerrito Fire Chief, signs designating Red Flag Days shall be posted at appropriate locations at the entrance to the pilot test area, as determined by the Fire and Police Chiefs. Additionally, notice shall be provided via Nixle and other electronic means identified by the City.
2. Posting of No Parking signs-Signs declaring the specific parking restrictions on Red Flag Days shall be posted by the City on the affected portions of Buckingham, Contra Costa and King.
3. Enforcement-during the first Red Flag event during the pilot, and in subsequent years if the pilot is to adopted as a permanent program, vehicles parking in restricted areas

would receive warnings. During all subsequent Red Flag notifications, vehicles parking in restricted areas would be towed.

Once the pilot program is completed the City should evaluate it and assess whether it can be extended to all streets less than 27 feet in width.

Sincerely,

Sue Duncan
Jim Dolgonas
Gary Prost
Michael Fischer

Make El Cerrito Fire Safe

EL CERRITO CLIMATE ACTION & ADAPTATION PLAN

JOIN US!



Let's **decide together** how to create an economically and environmentally sustainable future in El Cerrito.
Visit **el-cerrito.org/ClimateActionPlan** to learn more.



What is a Climate Action and Adaptation Plan?

The City of El Cerrito is developing a Climate Action and Adaptation Plan (CAAP) to create an economically and environmentally sustainable future. The CAAP builds on the City's initial Climate Action Plan adopted in 2013 and provides a roadmap of strategies and actions to reduce our community's greenhouse gas emissions and prepare for the unavoidable impacts of climate change.

PLAN FOCUS AREAS



**Buildings
& Energy**



**Transportation
& Land Use**



**Water & Natural
Systems**



**Consumption
& Waste**



**Community Resilience
& Adaptation**



**Municipal
& Policy**

What You Can Do

Your actions are critical to reducing emissions in our community. For a list of actions you can take, visit www.cleanercontracosta.org.



Tell us what YOU think! Your input will help determine which actions we take and where we focus our resources.

- Participate in our **community workshops**
- Learn and weigh in at el-cerrito.org/ClimateActionPlan
- Stay up-to-date at el-cerrito.org/greenhappenings
- Connect with us at cleard@ci.el-cerrito.ca.us



CLIMATE ACTION & ADAPTATION PLAN

for the City of El Cerrito



Join us in creating a more livable, sustainable, and resilient El Cerrito



The City of El Cerrito is developing a Climate Action and Adaptation Plan (CAAP). The CAAP will be a planning document that builds upon the City's initial Climate Action Plan, adopted in 2013. It will provide a roadmap of strategies and actions for reducing our community's greenhouse gas emissions and preparing for the unavoidable impacts of climate change.



WHY SHOULD WE TAKE ACTION?



Healthy, livable communities



Resilience to economic and climate change



Local green jobs



Thriving, beautiful natural systems



Efficient and clean transportation options



Long-term cost savings

WHAT YOU CAN DO



Your actions are critical to reducing emissions in our community. For a list of actions you can take, visit www.cleanercontracosta.org.

Your input will help determine which actions we take and where we focus our resources. Be a part of the solution as we implement the plan!

- ▶ Save the date for our first **community workshop**
 - **When:** Saturday, June 3rd at 10:00 am
 - **Where:** El Cerrito City Hall
- ▶ Sign up for our monthly newsletter at el-cerrito.org/greenhappenings
- ▶ Connect directly with us via email at cleard@ci.el-cerrito.ca.us



We want to hear from you!

Visit el-cerrito.org/ClimateActionPlan to complete our survey and learn more.



CLIMATE ACTION & ADAPTATION PLAN

for the City of El Cerrito



PLAN FOCUS AREAS



Buildings & Energy

Expanding renewable energy sources, reducing energy use, and promoting green buildings.



Consumption & Waste

Reducing community waste generation, increasing recycling and composting, and working towards sustainable purchasing.



Transportation & Land Use

Improving vehicle fuel efficiency and clean, accessible modes of transport such as electric vehicles, bicycling, walking, and public transit.



Community Resilience & Adaptation

Reducing greenhouse gas emissions and ensuring that all communities and infrastructure are prepared for climate impacts.



Water & Natural Systems

Preserving and enhancing green space, tree canopy cover, natural habitats, and drainage systems.



Municipal & Policy

Leading in climate action by developing and promoting innovative local and regional climate change solutions and forging new partnerships.

PLAN TIMELINE

SPRING/SUMMER 2023

Gather community input

Conduct greenhouse gas emissions inventory

Identify "early win" actions to reduce emissions

FALL/WINTER 2023

Identify top strategies and actions to meet our targets

Draft and adopt the plan

...AND BEYOND!

Continue to work with the community to implement the plan!



We want to hear from you!

Visit el-cerrito.org/ClimateActionPlan to complete our survey and learn more.



气候行动与适应计划

用于El Cerrito市



加入我们，创造更宜居，可持续发展的和有适应力的 El Cerrito市

El Cerrito市正在开发一个气候行动和适应计划 (CAAP)。CAAP 将是一份规划文件，是于2013年通过的、在城市的初始气候的行动计划。它将提供战略和行动路线图以减少我们社区的温室气体排放，以及为气候变化所产生的不可避免的影响做准备。

我们为什么要采取行动？



健康、宜居社区



适应经济 and 气候变化



当地的绿色工作



兴旺的，美丽自然的系统



高效的干净的运输选项



长期节约成本

你可以做什么

您的意见很重要用于确定我们将采取哪个行动和我们资源的分配。当我们实施计划的时候，你也作为解决方案的一部分！

参加我们的社区研讨会

了解更多信息并回答调查问题，请访问 el-cerrito.org/ClimateActionPlan

在以下链接注册我们的每月时事通讯 el-cerrito.org/greenhappenings

通过电子邮件直接与我们联系 cleard@ci.el-cerrito.ca.us



我们希望听到您的意见！

访问 el-cerrito.org/ClimateActionPlan 完成我们的调查并了解更多信息



气候行动与适应计划

用于El Cerrito市



计划重点领域



建筑与能源

扩大可再生能源资源，减少能源使用，促进绿色建筑。



消费与浪费

减少社区垃圾的产生、增加、回收、堆肥，以及致力于可持续发展的购买。



交通与土地使用

提高车辆燃油效率和干净，无障碍模式的交通工具，例如电动车辆、自行车、步行、和公共交通。



社区活力适应性

减少温室气体排放并确保所有社区和基础设施为气候影响做好准备。



水与自然系统

保存和增强绿地、树冠覆盖物、自然栖息地和排水系统。



市政与政策

领导气候行动开发和推广创新的地方和区域气候变化解决方案和建立新的伙伴关系。

计划时间表

2023 春夏

收集社区输入

执行温室气体排放存货

识别并开始实施“早赢”行动以减少排放

2023 秋冬

确定最佳策略和满足的行动我们的目标

...以及未来

草案和采纳计划

继续工作与社区实施计划！



我们希望听到您的意见！

访问 el-cerrito.org/ClimateActionPlan 完成我们的调查并了解更多信息。



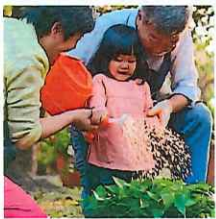
PLAN DE ACCIÓN Y ADAPTACIÓN CLIMÁTICA

para la Ciudad de El Cerrito

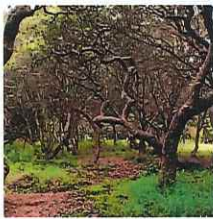
Únase a nosotros para hacer El Cerrito una ciudad más habitable, sostenible y resiliente

La Ciudad de El Cerrito está desarrollando un Plan de Acción y Adaptación Climática (CAAP, por sus siglas en inglés). El CAAP será un documento de planificación que se basa en el Plan de acción climática inicial de la ciudad, aprobado en 2013. Proporcionará una hoja de ruta de estrategias y acciones para reducir las emisiones de gases de efecto invernadero de nuestra comunidad y prepararse para los impactos inevitables del cambio climático.

¿POR QUÉ DEBEMOS TOMAR ACCIONES?



Comunidades saludables y habitables



Resiliencia frente al cambio climático y económico



Empleos ecológicos locales



Sistemas naturales hermosos y prósperos



Opciones de transporte eficientes y limpias



Ahorro de costes a largo plazo

LO QUE PUEDE HACER

Su aporte es fundamental para determinar qué acciones tomamos y dónde enfocamos nuestros recursos. ¡Sea parte de la solución a medida que implementamos el plan!

Participe en nuestros **talleres comunitarios**

Obtenga más información y responda las preguntas de la encuesta en **el-cerrito.org/ClimateActionPlan**

Inscríbase para recibir nuestro boletín mensual en **el-cerrito.org/greenhappenings**

Conéctese directamente con nosotros por correo electrónico a **cleard@ci.el-cerrito.ca.us**



¡Queremos escuchar de usted!

Visite **el-cerrito.org/ClimateActionPlan** para completar nuestra encuesta y obtener más información.



PLAN DE ACCIÓN Y ADAPTACIÓN CLIMÁTICA

para la Ciudad de El Cerrito



ÁREAS DE ENFOQUE DEL PLAN



Edificios y energía

Expandir las fuentes de energía renovable, reducir el uso de energía y promover edificios ecológicos.



Consumo y desechos

Reducir la generación de residuos en la comunidad, aumentar el reciclaje y el compostaje, y trabajar para lograr compras sostenibles.



Transporte y uso de la tierra

Mejorar la eficiencia del combustible de los vehículos y los modos de transporte limpios y accesibles, como los vehículos eléctricos, andar en bicicleta, caminar y el transporte público.



Resiliencia y adaptación de la comunidad

Reducir las emisiones de gases de efecto invernadero y asegurar que todas las comunidades e infraestructuras estén preparadas para los impactos climáticos.



Agua y sistemas naturales

Preservar y mejorar los espacios verdes, la cubierta de copas de los árboles, los hábitats naturales y los sistemas de drenaje.



Política municipal

Liderar la acción climática desarrollando y promoviendo soluciones innovadoras locales y regionales para el cambio climático y forjando nuevas alianzas.

CRONOGRAMA DEL PLAN

PRIMAVERA/VERANO 2023

Reunir aportes de la comunidad

Realizar inventario de emisiones de gases de efecto invernadero

Identificar acciones de "ganancia temprana" para reducir las emisiones

OTOÑO/INVIERNO 2023

Identificar las principales estrategias y acciones para alcanzar nuestros objetivos

Redactar y adoptar el plan

... ¡Y EN ADELANTE!

¡Continuar trabajando con la comunidad para implementar el plan!



¡Queremos escuchar de usted!

Visite el-cerrito.org/ClimateActionPlan para completar nuestra encuesta y obtener más información.



Financial Advisory Board Work Plan

Farhad Farahmand, Chair

May 16, 2023

Ongoing projects (ECMC 2.04.300)

FAB regularly reviews, discusses, and makes recommendations on:

- Budget, and budget process
- Annual Comprehensive Financial Report (ACFR)
- Auditor reports
- Financial forecasts, including General Fund forecasts
- Investment reports
- Councilmember compensation
- TRAN
- Disbursement and check register reports

Recent accomplishments

- Reviewed and made recommendations that Council:
 - **Budget for surplus**, excluding of ARPA funds
 - Receive a **menu of budgetary options**, with impacts on residents
- Adopted **socially responsible investment** policy against fossil fuels
- Supported **financial transparency**, i.e., Comprehensive Financial Policy updates establishing quarterly budget status updates
- Studied options to pay down the City's **unfunded pension liabilities**

2022-24 Projects – High Priorities

- Increase FAB's effectiveness at achieving goals of ECMC 2.04.300
 - **Increase communication** with Council via a joint subcommittee
 - Develop a process for City Council and staff to **refer projects to FAB**
- Refine our Comprehensive Financial Policies (CFP)
 - **Prioritize surplus** allocations among General Fund Reserve, Emergency Disaster Recovery Fund, and pension liabilities (e.g., Section 115 Trust)
 - **Add policies** for donations, escheatment of unclaimed money, etc...
 - **Draft actions/procedures** complimenting City efforts to meet state auditor rec's*

**may or may not constitute CFP amendments*

2022-24 Projects

- Support a transparent and **participatory budgeting** process by seeking public input early
- Increase **Councilmember compensation**
- Review increase FAB size to 7 members

We welcome your input on other projects or Council priorities.