



Mission Statement: To foster a safe, vibrant, and prosperous community that enhances the quality of life for all

**CITY OF SONORA
City Council Regular Meeting - AMENDED
Agenda
Monday, May 05, 2025
5:00 PM**

NOTICE IS HEREBY GIVEN that the Sonora City Council will have their regular meeting on May 5, 2025, at 5:00 PM in the City of Sonora Council Chambers located at 94 N. Washington Street Sonora, CA 95370.

This meeting is physically open to the Public and citizens who wish to provide public comment during the meeting will be invited to do so by the Mayor.

Written comments can be submitted to be included as part of the administrative record; they will not be read during the meeting. All comments must be received by 3:00 pm on the day of the noticed meeting and can be submitted to the City Clerk at 94 N. Washington Street Sonora, CA 95370, or via email to tskelly@sonoraca.com.

Public Access Audio and Video Live Streaming

The Public will not have access to give public comments via public access audio and video live streaming; they are available for audio and visual only; and can be accessed via our website at www.sonoraca.com.

Remote viewing of the meeting via live streaming is provided to members of the public as a courtesy. If the live streaming connection malfunctions for any reason and no Council Members are attending via teleconference, the City Council will continue the public meeting in Chambers without remote access.

CITY COUNCIL appreciates your interest and encourages participation. Regularly scheduled meetings are held on the 1st and 3rd Monday of each month.

The numerical order of the items on this agenda is for convenience of reference. Items may be taken out of order upon request of the Mayor or Council Members. All questions shall be directed to the Mayor who, at their discretion, will refer to Staff.

Mayor Ann Segerstrom

Vice Mayor Andy Merrill

Council Members Bess Levine, Stephen Opie, Mark Plummer

City Administrator Melissa Eads

City Attorney Douglas White

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CLOSED SESSION - 4:00 PM

- 1. CALL TO ORDER**
- 2. ROLL CALL**
- 3. PUBLIC COMMENTS**
- 4. ADJOURN INTO CLOSED SESSION**

A. Conference with Labor Negotiators (Gov. Code Section § 54957.6): Agency Designated Representatives: Melissa Eads, City Administrator; Chris Gorsky, Assistant City Administrator; Will Creger, City Attorney; Employee Organization: Sonora Management Employees Association (SMEA).

B. Conference with Legal Council - Existing Litigation (Government Code § 54956.9(d)(1)): Lee Pagni vs. City of Sonora et al. (Superior Court of Tuolumne County; Case No. CV66705)

C. Conference with Real Property Negotiators (Government Code § 54956.8), Property: APN 056-570-059; Area Near Intersection of Sanguinetti Road and Old Wards Ferry Road; Agency Negotiator: Melissa Eads, City Administrator; Buyer Negotiator: Cal Gold Development Corp.; Under Negotiation: Price and terms of payment.

- 5. RECONVENE INTO OPEN SESSION**

OPEN SESSION - 5:00 PM

- 6. REPORT OUT OF CLOSED SESSION**
- 7. PLEDGE OF ALLEGIANCE**
- 8. ROLL CALL**
- 9. CITY CLERK'S REPORT ON AGENDA POSTING**
- 10. APPROVAL OF THE AGENDA**
- 11. PUBLIC COMMENT (NON-AGENDA ITEMS)**

The public may address the Council on any item of public interest not otherwise on the agenda that is within the jurisdiction of the City. No action may be taken. Matters to be addressed may be referred to City Staff or placed on a subsequent meeting Agenda. Speakers are limited to a three (3) minute presentation.

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12. PRESENTATIONS

A. Receive an Update from Tuolumne County District 1 Supervisor Mike Holland; Melissa Eads, City Administrator.

13. CONSENT CALENDAR

Items on the Consent Calendar are considered routine and will be voted on in one motion unless a Council member or member of the public has a question or wishes to discuss an item. In that case, the item will be removed from the Consent Calendar and considered separately.

A. Consider Approval of the City of Sonora Meeting Minutes from April 21, 2025; Stacy Enos-Del Razo, Deputy City Clerk.

B. Receive the 2024 Housing Element Annual Progress Report; Tyler Summersett, Community Development Director.

C. Consider Approval of Out-of-State Travel for the City Administrator and the Police Chief to Attend the Station Design Conference in Glendale, AZ, from May 19th to May 22, 2025, and Approve Associated Travel Expenses; Chris Gorsky, Assistant Administrator.

D. Consider Appointing a Negotiation Team for Upcoming Labor Negotiations with the City's Employee Associations; Chris Gorsky, Assistant City Administrator.

14. COUNCIL MEMBER REPORTS

15. ADJOURNMENT

In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, please contact the City Clerk at City Hall (209) 532-4541, tskelly@sonoraca.com. Notification 48 hours prior to the meeting will enable the City to make reasonable arrangements to ensure accessibility to this meeting (28 CFR 35.102-35.104 ADA Title II).

Materials related to an item on this Agenda submitted to the City Council after distribution of the agenda packet are available for public inspection in the City Administrator's Office at 94 N. Washington Street, Sonora, CA 95370 during normal business hours (8:00 am - 4:00 pm, Monday through Friday, excluding holidays). The agenda and supporting public documents are also available on our City website www.sonoraca.com listed under the agenda/minutes link on the Government page.

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CITY COUNCIL AGENDA REPORT

CITY HALL

CITY OF SONORA 94 N. WASHINGTON STREET, SONORA, CA 95370 P: (209) 532-4541
SERVICE, INNOVATION, INTEGRITY, COLLABORATION, RESPECT, LEADERSHIP

DATE: May 5, 2025

TO: Honorable Mayor and Members of the City Council

FROM: Meissa Eads, City Administrator

SUBJECT: Receive an Update from Tuolumne County District 1 Supervisor Mike Holland.

RECOMMENDATION:

Receive an Update from Tuolumne County District 1 Supervisor Mike Holland.

DISCUSSION / ANALYSIS:

District 1 Supervisor Mike Holland will Present and Update on County-wide Issues to the City Council at the First Meeting of Each Month.

FISCAL IMPACT:

No Fiscal Impact to the General Fund.

CORE COUNCIL PRIORITIES:

Fiscal Responsibility and Stability, Infrastructure and Engineering, Public Safety and Disaster Preparedness, Economic Development/Growth and General Plan, Homelessness Issues



CITY COUNCIL AGENDA REPORT

CITY HALL

CITY OF SONORA 94 N. WASHINGTON STREET, SONORA, CA 95370 P: (209) 532-4541
SERVICE, INNOVATION, INTEGRITY, COLLABORATION, RESPECT, LEADERSHIP

DATE: May 5, 2025

TO: Honorable Mayor and Members of the City Council

FROM: Stacy Enos-Del Razo, Deputy City Clerk

SUBJECT: Meeting Minutes from April 21, 2025

RECOMMENDATION:

Consider Approval of the City of Sonora Meeting Minutes from April 21, 2025.

DISCUSSION / ANALYSIS:

Staff Recommends that the City Council Approve Meeting Minutes from April 21, 2025.

FISCAL IMPACT:

No Fiscal Impact to the General Fund.

ATTACHMENTS:

Meeting Minutes from April 21, 2025.

CORE COUNCIL PRIORITIES:

Fiscal Responsibility and Stability, Infrastructure and Engineering, Public Safety and Disaster Preparedness, Economic Development/Growth and General Plan, Homelessness Issues, Staffing - Salary, Benefits, Training, and Retention



Mission Statement: To foster a safe, vibrant, and prosperous community that enhances the quality of life for all

**CITY OF SONORA
City Council Regular Meeting
Minutes
Monday, April 21, 2025
5:00 PM**

NOTICE IS HEREBY GIVEN that the Sonora City Council will have their regular meeting on April 21, 2025, at 5:00 PM in the City of Sonora Council Chambers located at 94 N. Washington Street Sonora, CA 95370.

This meeting is physically open to the Public and citizens who wish to provide public comment during the meeting will be invited to do so by the Mayor.

Written comments can be submitted to be included as part of the administrative record; they will not be read during the meeting. All comments must be received by 3:00 pm on the day of the noticed meeting and can be submitted to the City Clerk at 94 N. Washington Street Sonora, CA 95370, or via email to tskelly@sonoraca.com.

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Mayor Ann Segerstrom

Vice Mayor Andy Merrill

Council Members Bess Levine, Stephen Opie, Mark Plummer

City Administrator Melissa Eads

City Attorney Douglas White

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CLOSED SESSION - 4:00 PM

CALL TO ORDER

Called to order at 4:01 PM.

ROLL CALL

PRESENT

Mayor Ann Segerstrom

Vice Mayor Andy Merrill

Councilmember Bess Levine

Councilmember Mark Plummer

ARRIVING LATE

Councilmember Stephen Opie

PUBLIC COMMENTS

A member of the public addressed the Council on the Interim Fire Chief.

ADJOURN INTO CLOSED SESSION

Adjourned at 4:04 PM.

1. Conference Regarding Public Employment Pursuant to Government Code Section 54957(b), Title: Interim Fire Chief; Douglas White, City Attorney.
2. Conference Regarding Potential Litigation Pursuant to Government Code Section 54956.9(d)(3); Douglas White, City Attorney.

RECONVENE INTO OPEN SESSION

OPEN SESSION - 5:00 PM

Called to order at 5:00 PM.

REPORT OUT OF CLOSED SESSION

Mayor Ann Segerstrom stated direction was given to staff.

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PLEDGE OF ALLEGIANCE

Councilmember Stephen Opie led the Pledge of Allegiance.

ROLL CALL

PRESENT

Mayor Ann Segerstrom

Vice Mayor Andy Merrill

Councilmember Bess Levine

Councilmember Stephen Opie

Councilmember Mark Plummer

CITY CLERK'S REPORT ON AGENDA POSTING

The Agenda was posted on Friday, April 18, 2025, at 1:30 PM.

APPROVAL OF THE AGENDA

Motion made by Vice Mayor Andy Merrill, Seconded by Councilmember Stephen Opie. Voting Yea: Mayor Ann Segerstrom, Vice Mayor Andy Merrill, Councilmember Bess Levine, Councilmember Stephen Opie, Councilmember Mark Plummer

PUBLIC COMMENT (NON-AGENDA ITEMS)

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Elena Linehan updated those in attendance on the CERI Grant (California Equitable Recovery Initiation), and the Tay House.

A member of the public informed those in attendance the Armory is hosting a public health event; and shared concerns with the Council.

Mayor Ann Segerstrom on behalf of a member of the community informed those in attendance there is a Parkinson's event this weekend.

PRESENTATIONS

3. Receive an Introduction of Aubrey Self, Fire Department Office Assistant; Aimee New, Fire Chief. (10 Minutes)

Fire Chief Aimee New introduced Aubrey Self to the Council.

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4. Receive a Presentation on the 2025 City of Sonora Draft Emergency Operations Plan for Council Review, for Subsequent Approval of a Resolution, Adoption of an Ordinance, and Authorization of the Mayor to Sign the Letter of Promulgation; Melissa Eads, City Administrator, Paul Bockrath, Preparative Consulting, Inc.

Paul Bockrath Preparative Consulting presented to the Council the Draft Emergency Operations Plan.

Fire Chief Aimee New added additional comments.

Sharon Marovich Tuolumne Heritage Committee made a recommendation.

CONSENT CALENDAR

Items on the Consent Calendar are considered routine and will be voted on in one motion unless a Council member or member of the public has a question or wishes to discuss an item. In that case, the item will be removed from the Consent Calendar and considered separately.

5. Consider Approval of the City of Sonora Meeting Minutes from April 7, 2025; Stacy Enos-Del Razo, Deputy City Clerk.
6. Consider Approval of Disbursements in the Amount of \$191,352.89 and \$252,374.89 for Payroll, Including Employee Salaries, Employer and Employee Taxes, Retirement Contributions, Miscellaneous Voluntary Employee Deductions, Holiday Pay, and Other Adjustments, Including Retro-Pay; Tracy Skelly, Administrative Services Officer/City Clerk.
7. Consider Acceptance of an Informational Report for March 2025 Accounts Payable Payment Register and Void Report; Chris Gorsky, Assistant City Administrator.
8. Receive the Dragoon Gulch Fuels Reduction Project Update; Tyler Summersett, Community Development Director.
9. Receive the 2024 General Plan Annual Progress Report; Tyler Summersett, Community Development Director.

A member of the public made comments on the General Plan.

Tyler Summersett Community Development Director addressed the public comments.

10. Consider Approval of Resolution 04-21-2025-B, Updating the Job Description and Education Requirements for the Fire Chief; Christopher Gorsky, Assistant City Administrator.

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11. Consider Approval of the Interim Fire Chief Employment Agreement with Gary Carlson to Serve as Interim Fire Chief for the City of Sonora and Authorize the Mayor to Execute the Agreement on Behalf of the City; Melissa Eads, City Administrator.

Gary Carlson Interim Fire Chief was introduced to those in attendance.

Melissa Eads City Administrator acknowledged Gary Carlson's work history.

Melissa Eads City Administrator asked for clarification from White Brenner to include Interim/Acting to the Fire Chief's Agreement.

William Creger White Brenner confirmed the Agreement should include Interim/Acting.

A Motion was made to Approve the Consent Calendar with changes to include Interim/Acting to the Fire Chief's Agreement.

Motion made by Vice Mayor Andy Merrill, Seconded by Councilmember Bess Levine. Voting Yea: Mayor Ann Segerstrom, Vice Mayor Andy Merrill, Councilmember Bess Levine, Councilmember Stephen Opie, Councilmember Mark Plummer

PUBLIC HEARINGS

12. Waive First Reading, Read by Title Only, and Introduce Ordinance No. 904, an Ordinance of the Sonora City Council Amending Chapter 12.16, Use of Sidewalks for Business, of Title 12, Streets and Sidewalks, of the Sonora Municipal Code Establishing Regulations to Allow Limited Dining and Commercial Displays in City Public Rights-of-Way; Tyler Summersett, Community Development Director.

Tyler Summersett Community Development Director introduced Ordinance 904.

Councilmembers asked questions and made comments.

The owners of the Tap Room addressed the Council with comments and concerns.

A member of the public made a suggestion for the sign boards.

Sharon Marovich Tuolumne Heritage Committee shared concerns and offered suggestions.

Frank Uzzardo owner of the Diamond Back Grill shared concerns over fees.

A member of the public shared concerns about the Ordinance.

Thad Waterbury Planning Commissioner made comments on public right of way.

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Councilmembers and Tyler Summersett Community Development Director discussed the Ordinance in detail.

Melissa Eads City Administrator added additional comments.

The owner of Little Roots and co-owner of The Thirsty Prospector shared concerns and made suggestions.

Josh owner of the Tap Room made comments on ABC (Alcoholic Beverage Control).

Tyler Summersett Community Development Director and the Council continued to discuss.

A Motion was made to Waive the First Reading, Read by Title Only and Introduce Ordinance 904 with the exclusion of fees and negotiations with the businesses on Linoberg.

**Motion made by Councilmember Mark Plummer, Seconded by Councilmember Bess Levine. Voting Yea: Mayor Ann Segerstrom, Councilmember Bess Levine, Councilmember Stephen Opie
Abstaining: Vice Mayor Andy Merrill**

Consider Approval of Resolution No. 04-21-2025-A, Adopting the City of Sonora Outdoor Use Encroachment Permit Development Standards and Design Guidelines and License Agreement; Tyler Summersett, Community Development Director.

No public comment.

Motion made by Councilmember Bess Levine, Seconded by Councilmember Stephan Opie. Voting Yea: Mayor Ann Segerstrom, Vice Mayor Andy Merrill, Councilmember Bess Levine, Councilmember Stephen Opie, Councilmember Mark Plummer

COUNCIL MEMBER REPORTS

Councilmember Stephen Opie attended YES Council.

Councilmember Bess Levine attended the retirement luncheon for Fire Chief Aimee New; and the Mother Lode Art Show at the Opera Hall.

Vice Mayor Andy Merrill attended the Solid Waste Committee meeting; TCTC and TCTA (Tuolumne Transportation Council and Tuolumne County Transit Agency); Tuolumne County Homelessness Committee meeting; and ATCAA (Amador Tuolumne Calaveras Action Agency).

Councilmember Mark Plummer attended LAFCO (Local Agency Formation Commission); and the retirement luncheon for Fire Chief Aimee New.

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Mayor Ann Segerstrom attended the El Campo de Sonora meeting; the retirement luncheon for Fire Chief Aimee new; LAFCO (Local Agency Formation Commission); and Volunteer Weekend is coming up for Love Tuolumne County.

ADJOURNMENT

Adjourned at 7:40 PM.

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CITY COUNCIL AGENDA REPORT

CITY HALL

CITY OF SONORA 94 N. WASHINGTON STREET, SONORA, CA 95370 P: (209) 532-4541
SERVICE, INNOVATION, INTEGRITY, COLLABORATION, RESPECT, LEADERSHIP

DATE: May 5, 2025

TO: Honorable Mayor and Members of the City Council

FROM: Tyler Summersett, Community Development Director

SUBJECT: Receive the 2024 Housing Element Annual Progress Report

RECOMMENDATIONS:

Receive the 2024 Housing Element Annual Progress Report

BACKGROUND:

The City's 2024 – 2029 Housing Element is still in draft form but is very near completion. The 2024-2029 Housing Element Regional Housing Needs Assessment allocates two (2) housing units to the City of Sonora during the Housing Element planning period. The Housing Element will likely come for presentation and adoption in May or June 2025.

State law requires cities and counties to prepare an Annual Progress Report (APR) on the status of the implementation of their Housing Element. This report must be submitted to the City Council, Governor's Office of Planning and Research (OPR), and Department of Housing and Community Development (HCD) by April 1st of each year.

Attached are excerpt summaries of the City's APR from the new forms adopted by HCD. The City's housing numbers for 2024 include entitled projects such as 956 Oregon Street Mixed-Use and 104 Barretta Street Residential Projects as well as building permits and Certificates of Occupancy issued in 2024. Although the Community Development Department has only issued three (3) residential permits for 2024, several entitled projects are slated for construction in 2025 including 956 Oregon Street Mixed-Use Project, which includes twelve (12) lower-income residential units.

DISCUSSION / ANALYSIS:

This annual Progress Report is mandated by the CA State Department of Housing and Community Development. It is a chance for the City to check in on its progress towards meeting housing goals outlined in the Housing Element. It is recognized that the City doesn't directly have control over the development of new housing. Our responsibility is to create a level playing field for the opportunity to build housing of varying types for all income levels.

FISCAL IMPACT:

Preparation of the APR has been completed with existing staffing resources. No fiscal impact to the General Fund.



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ATTACHMENTS:

Attachment 1 – Excerpt Summary form from the 2024 Housing Element Annual Progress Report

CORE COUNCIL PRIORITIES:

Fiscal Responsibility and Stability

Jurisdiction	Sonora	
Reporting Year	2024	(Jan. 1 - Dec. 31)
Housing Element Planning Period	6th Cycle	08/31/2019 - 08/31/2024

Building Permits Issued by Affordability Summary		
Income Level		Current Year
Very Low	Deed Restricted	0
	Non-Deed Restricted	0
Low	Deed Restricted	0
	Non-Deed Restricted	3
Moderate	Deed Restricted	0
	Non-Deed Restricted	0
Above Moderate		0
Total Units		3

Note: Units serving extremely low-income households are included in the very low-income

Units by Structure Type	Entitled	Permitted	Completed
Single-family Attached	0	0	0
Single-family Detached	0	0	0
2 to 4 units per structure	0	0	0
5+ units per structure	0	0	0
Accessory Dwelling Unit	2	3	0
Mobile/Manufactured Home	0	0	0
Total	2	3	0

Infill Housing Developments and Infill Units Permitted	# of Projects	Units
Indicated as Infill	3	3
Not Indicated as Infill	0	0

Housing Applications Summary	
Total Housing Applications Submitted:	2
Number of Proposed Units in All Applications Received:	2
Total Housing Units Approved:	2
Total Housing Units Disapproved:	0

Use of SB 423 Streamlining Provisions - Applications

Units Constructed - SB 423 Streamlining Permits

Income	Rental	Ownership	Total
Very Low	0	0	0
Low	0	0	0
Moderate	0	0	0
Above Moderate	0	0	0
Total	0	0	0

Streamlining Provisions Used - Permitted Units

	# of Projects	Units
SB 9 (2021) - Duplex in SF Zone	0	0
SB 9 (2021) - Residential Lot Split	0	0
AB 2011 (2022)	0	0
SB 6 (2022)	0	0
SB 423 (2023)	0	0

Ministerial and Discretionary Applications

	# of	Units
Ministerial	2	2
Discretionary	0	0

Density Bonus Applications and Units Permitted

Number of Applications Submitted Requesting a Density Bonus	0
Number of Units in Applications Submitted Requesting a Density Bonus	0
Number of Projects Permitted with a Density Bonus	0
Number of Units in Projects Permitted with a Density Bonus	0

Housing Element Programs Implemented and Sites Rezoned

	Count
Programs Implemented	22
Sites Rezoned to Accommodate the RHNA	0



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SERVICE, INNOVATION, INTEGRITY, COLLABORATION, RESPECT, LEADERSHIP

DATE: May 5th, 2025

TO: Honorable Mayor and Members of the City Council

FROM: Chris Gorsky, Assistant City Administrator

SUBJECT: Approve Out-of-State Travel for the City Administrator and the Police Chief to Attend the Station Design Conference in Glendale, AZ from May 19th to May 22nd.

RECOMMENDATION:

Consider Approval of Out-of-State Travel for the City Administrator and the Police Chief to Attend the Station Design Conference in Glendale, AZ, from May 19th to May 22, 2025, and Approve Associated Travel Expenses.

BACKGROUND:

Pursuant to the City policy, City Council approval is required for any out-of-state travel for elected officials or executive-level staff. The Station Design Conference offers a specialized learning and networking opportunity for public safety leaders, including police chiefs, municipal executives, and project managers involved in the planning and development of law enforcement facilities. The conference focuses on the latest trends, innovations, and best practices in the design and construction of modern, functional, and sustainable police stations.

FISCAL IMPACT:

The travel is part of the approved FY24/25 travel budgets for the respective departments.

ATTACHMENTS:

- Event Flyer

CORE COUNCIL PRIORITIES:

Fiscal Responsibility and Stability, Infrastructure and Engineering, Public Safety and Disaster Preparedness, Economic Development/Growth and General Plan, Homelessness Issues, Staffing - Salary, Benefits, Training, and Retention

STATION DESIGN CONFERENCE

BUILDING FOR TODAY WITH A VISION OF TOMORROW

1-on-ONE SESSIONS & WORKSHOPS: MAY 19, 2025 | CONFERENCE & EXPO: MAY 20-22, 2025

Renaissance Phoenix Glendale Hotel
Glendale, AZ

Learn everything you need to know about effective fire, law enforcement, and shared facility station design

SOLD OUT IN 2024! REGISTER EARLY FOR 2025

Station Design Conference is a unique learning and networking experience designed to connect public safety officials, fire chiefs, police chiefs, project managers and municipal managers who are actively involved in fire and law enforcement station design. Specifically focused on providing information on the latest trends and developments in the design and construction of effective, long-lasting facilities, Station Design Conference provides an interactive and highly engaging platform where new station design ideas, insights, knowledge and best practices are shared.

EVENT HIGHLIGHTS:



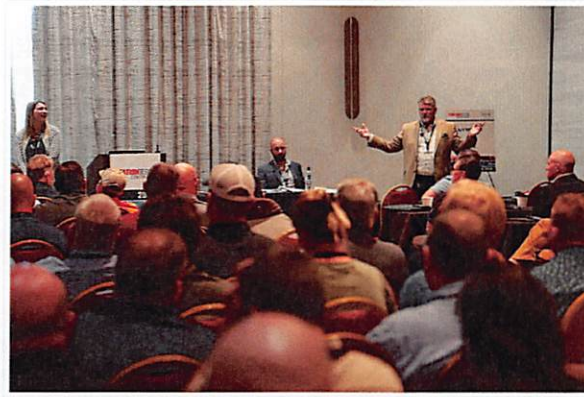
CONFERENCE:

The 2025 Conference Program is packed with sessions covering the latest topics in design trends, best practices, lessons learned, and more.



EXHIBITION:

Get a first-hand look at thousands of products and services, make important connections, and network with the top design manufacturers and suppliers.

**WORKSHOPS:**

Included in your full conference registration, plan to attend a variety of in-depth, pre-conference workshops taking place on Monday, May 19.

**1-ON-ONE SESSIONS:**

How game changing would it be to have your project personally reviewed by a team of experts? Book a 1-on-ONE Session for yourself or several team members.





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SERVICE, INNOVATION, INTEGRITY, COLLABORATION, RESPECT, LEADERSHIP

DATE: May 5th, 2025

TO: Honorable Mayor and Members of the City Council

FROM: Chris Gorsky, Assistant City Administrator

SUBJECT: Appointment of City Negotiation Team for Upcoming Employee Union Negotiations.

RECOMMENDATION:

Staff recommend that the City Council appoint a negotiation team for upcoming labor negotiations with the City's employee associations. The team shall include the City Administrator as the Lead Negotiator, the Assistant City Administrator to serve as Lead in the City Administrator's absence, as well as the City Clerk and City Attorney to support the negotiations.

BACKGROUND:

The City is preparing for labor negotiations with the Sonora Employees Association (SEA) and the Sonora Fire Fighters' Association (SFFA), with the current Memoranda of Understanding (MOUs) expiring on June 30, 2025. In accordance with the Meyers-Milias-Brown Act (MMBA), the City Council must designate its representatives to conduct negotiations with employee bargaining units on its behalf.

DISCUSSION / ANALYSIS:

To ensure a knowledgeable and coordinated negotiation process, staff recommend forming a four-member negotiation team:

- **City Administrator** – to serve as the **Lead Negotiator**
- **Assistant City Administrator** – to serve as **Lead in the City Administrator's absence**
- **City Clerk** – to assist with administrative coordination and support
- **City Attorney** – to provide legal guidance and ensure compliance with labor laws and negotiation protocols

This team brings the necessary operational, legal, and procedural expertise to represent the City's interests effectively and ensure that any proposed labor agreements align with the City Council's priorities and financial capacity. Designating these individuals in advance allows the City to maintain continuity and readiness throughout the negotiation cycle.



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SERVICE, INNOVATION, INTEGRITY, COLLABORATION, RESPECT, LEADERSHIP

FISCAL IMPACT:

There is no direct fiscal impact associated with this action. Any future financial implications resulting from the negotiation process will be presented to the City Council for approval through the formal budget process or as part of labor agreement ratification.

CORE COUNCIL PRIORITIES:

Fiscal Responsibility and Stability, Infrastructure and Engineering, Public Safety and Disaster Preparedness, Economic Development/Growth and General Plan, Homelessness Issues, Staffing - Salary, Benefits, Training, and Retention