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
Agenda
Monday, August 19, 2024
5:00 PM

NOTICE IS HEREBY GIVEN that the Sonora City Council will have their regular meeting on August 19, 2024, 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 .

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
Mayor Pro-Tempore Suzanne Cruz
Council Members Bess Levine, Andy Merrill, Stephen Opie
City Administrator Melissa Eads
City Attorney Douglas White

Vision Statement: With leadership and integrity, the City of Sonora commits to excellent service through collaboration and innovation

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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 Legal Counsel – Anticipated Litigation - Initiation of litigation pursuant to paragraph (4) of subdivision (d) of Section § 54956.9: One (1) Potential Cases; Doug White, City Attorney, Melissa Eads, City Administrator.

   B. Conference with Legal Counsel – Anticipated Litigation - Initiation of litigation pursuant to paragraph (4) of subdivision (d) of Section § 54956.9: One (1) Potential Cases; Doug White, City Attorney, Melissa Eads, City Administrator.

   C. Conference with Legal Counsel - Liability Claim (Government Code Section §54956.95): One (1) Case, Claimant: Greenlaw; Chris Gorsky, Administrative Services Director.

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. 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 Council Meeting Minutes from November 6, 2023; November 20, 2023; and May 6, 2024; Stacy Enos-Del Razo, Deputy City Clerk.

B. Consider Approval of Disbursements in the Amount of $189,063.87 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.

C. Consider Acceptance of an Informational Report for the July 2024 Accounts Payable Payment Register and Void Report; Chris Gorsky, Administrative Service Director.

D. Consider Approval of Resolution Number 08-19-2024-A, Authorizing the Closure of State Route 49 (Washington Street) and Certain City Streets for the 2024 Sonora Union High School Homecoming Parade;Turu VanderWiel, Police Chief.

E. Consider Approval of CSG Consultants, Inc. (CSG) Task Orders No. 1A and No. 1B, as Approved in the Fiscal Year 2024-2025 Budget, for Building/Permitting/Inspection Staff Augmentation in the Amount of $165,000, and Code Enforcement Services in the Amount of $100,000 for Fiscal Year 2024-2025; Tyler Summersett, Community Development Director.

F. Consider Approval of an Amendment to Dewberry Engineer Inc., Task Order No. 4 for an Additional Amount of $25,000 for Phase 1 Transition of the City Engineering Files from Paper Hard Copies Stored at an Offsite Location to Digital Files Stored at City Hall; Melissa Eads, City Administrator.

13. NEW BUSINESS

A. Consider Approval of Resolution Number 08-19-2024-B Declaring a Portion of APN 056-108-015 as "Exempt Surplus Land," Pursuant to the California Surplus Land Act; Tyler Summersett, Community Development Director. (15 min.)

B. Consider Acceptance of Blue Zones Project Branded Bike Racks for Both Bus Stops Located Along Stockton Road and One Additional Rack at the Location of City Choice; Tyler Summersett; Community Development Director. (10 min.)

C. Consider Approval of a Letter of Support for the Mathiesen Memorial Health Clinic Application to the Bureau of Primary Health Care Federal 330 New Access Point Grant; Melissa Eads, City Administrator. (10 min.)

Vision Statement: With leadership and integrity, the City of Sonora commits to excellent service through collaboration and innovation

14. MONTHLY REPORTS

A. Receive the City of Sonora Administrative Services Department Report for June 2024 (FY23/24); Chris Gorsky, Administrative Services Director

B. Receive the City of Sonora Community Development Department Monthly Report for July 2024; Tyler Summersett, Community Development Director.

C. Receive the City of Sonora Fire Department Monthly Report for July 2024; Aimee New, Fire Chief.

D. Receive the City of Sonora Police Department Monthly Report for July 2024; Turu VanderWiel, Police Chief.

E. Receive the City of Sonora Public Works Department Monthly Report for July 2024; Michael Lagomarsino, Public Works Supervisor.

15. COMMUNICATIONS

A. Receive Communications Regarding "What Cops Want - 2024"

16. COUNCIL MEMBER REPORTS (3 minutes each)

17. ADJOURNMENT

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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: August 19, 2024

TO: Honorable Mayor and Members of the City Council

FROM: Stacy Enos-Del Razo, Deputy City Clerk

SUBJECT: Meeting Minutes from November 6, 2023; November 20, 2023; and May 6, 2024

RECOMMENDATION:

Approve City Council Meeting Minutes from November 6, 2023; November 20, 2023; and May 6, 2024.

BACKGROUND:

Staff Recommends that the City Council Approve Meeting Minutes from November 6, 2023; November 20, 2023; and May 6, 2024.

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, 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, November 06, 2023
5:00 PM

NOTICE IS HEREBY GIVEN that the Sonora City Council will have their regular meeting on Monday, November 6, 2023, at 5:00 PM in the City of Sonora Council Chambers located at 94 N. Washington Street Sonora, CA 95370.

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Mayor Mark Plummer

Mayor Pro-Tempore Ann Segerstrom

Council Members Suzanne Cruz, Matt Hawkins, Andy Merrill

City Administrator Melissa Eads

City Attorney Douglas White

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CLOSED SESSION - 4:00 PM

CALL TO ORDER

Called to order at 4:00 PM.

ROLL CALL

PRESENT

Mayor Mark Plummer
Mayor Pre-Tem Ann Segerstrom
Councilmember Suzanne Cruz
Councilmember Matt Hawkins

ABSENT
Councilmember Andy Merrill

PUBLIC COMMENTS

No public comments.

ADJOURN INTO CLOSED SESSION

Adjourned at 4:01 PM.

1. Conference with Real Property Negotiations, Government Code Section § 54956.8
   Property: APN 002-151-012, Sonora, CA, Tuolumne County 95370 Agency Negotiators: Doug White, City Attorney, Melissa Eads, City Administrator.

2. Public Employment (Gov. Code Section § 54957): Title: Community Development Director.

3. Conference with Legal Counsel – Anticipated Litigation - Initiation of litigation pursuant to paragraph (4) of subdivision (d) of Section § 54956.9: One (1) Potential Case; Doug White, City Attorney, Melissa Eads, City Administrator.

RECONVENE INTO OPEN SESSION

OPEN SESSION - 5:00 PM

Called to order at 5:05 PM.

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REPORT OUT OF CLOSED SESSION

Mayor Mark Plummer stated direction was given to staff.

PLEDGE OF ALLEGIANCE

Councilmember Suzanne Cruz led the Pledge of Allegiance.

ROLL CALL

PRESENT

Mayor Mark Plummer
Mayor Pro-Tem Ann Segerstrom
Councilmember Suzanne Cruz
Councilmember Matt Hawkins

ABSENT
Councilmember Andy Merrill

CITY CLERK'S REPORT ON AGENDA POSTING

The Agenda was posted on Friday, November 3, 2023 at 11:00 AM.

APPROVAL OF THE AGENDA

Motion made by Councilmember Suzanne Cruz, Seconded by Councilmember Matt Hawkins. Voting Yea: Mayor Mark Plummer, Mayor Pro-Tem Ann Segerstrom, Councilmember Suzanne Cruz, Councilmember Matt Hawkins

PUBLIC COMMENT (NON-AGENDA ITEMS)

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Lisa Mayo, President & CEO and Katie Kirkland, Sales & Marketing from Visit Tuolumne County informed those in attendance of the kickoff of their new fun project the Sonora Selfie Trail.

A member of the public thanked the City Council for having the pothole filled at the end of her road, and she shared they filled a couple more of the worst ones.

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A retired Police Officer from the Central Valley addressed the City Council, on August 18th his vehicle was hit by a hit and run driver.

Katie Dunn President of the Sonora Chamber of Commerce informed those in attendance a press release went out last week for the Small Business Season - Support Local; the Fall/Winter Sonora Magazine is out.

A member of the public informed those in attendance there are Community Feedback Surveys available from Behavior Health for the Mental Health Services Act; asked a question of the Mayors report out of the closed session, and when minutes would be included in the agenda.

PRESENTATIONS

4. Receive an update from Tuolumne County District 1 Supervisor David Goldemberg.

   Tuolumne County District 1 Supervisor David Goldemberg stated there are a number of things going on at the County including, the board is having a Priority Setting Session in January to look at prioritizing the next two years; Committee on Aging is having their annual Centenarian Event December 7th at the Senior Center; and at the next board meeting the agenda includes the acquisition of properties, three of which are in the City limits.

5. Receive the Strategic Growth Plan Presentation from CSG Consultants, Rachelle Kellogg, Community Development Director.

   Community Development Director Rachelle Kellogg introduced Glen Lajoie and Brad Misner from CSG, who led the presentation.

   No public comments.

6. Receive the Sonora Linoberg Street Charrette Refined Concepts Report and Presentation, Tyler Summerset, Executive Director of Blue Zones Project Tuolumne.

   Executive Director of Blue Zones Project Tuolumne Tyler Summersett introduced Kristy Conforti who led the presentation.

   Laurie Livingston Executive Director Tuolumne County Arts thanked the Blue Zones Project for helping them present a grant received from the California Arts Council through a project called Creative Core in support of adults with intellectual disabilities.

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CONSENT CALENDAR

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7. Consider approval of disbursements in the amount of $159,339.24 and $162,737.98 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.

   Motion made by Councilmember Suzanne Cruz, Seconded by Councilmember Matt Hawkins. Voting Yea: Mayor Mark Plummer, Mayor Pro-Tem Ann Segerstrom, Councilmember Suzanne Cruz, Councilmember Matt Hawkins, for Item #7.

8. Consider approval of a Contract Award between the City of Sonora and Preparative Consulting in an Amount not to Exceed $93,000 for the Comprehensive Update to the City Emergency Operations Plan (EOP); Melissa Eads, City Administrator.

   Mayor Mark Plummer pulled item #8 for separate consideration.

   City Administrator Melissa Eads confirmed there is no impact to the general fund, this item was previously budgeted.

   No public comment.

   Motion made by Councilmember Matt Hawkins, Seconded by Mayor Pro-Tem Ann Segerstrom. Voting Yea: Mayor Mark Plummer, Mayor Pro-Tem Ann Segerstrom, Councilmember Suzanne Cruz, Councilmember Matt Hawkins, for Item #8.

9. Consider approval of an award from the Central Sierra Continuum of Care Homeless Housing Assistance and Prevention Program (Round 4), not to exceed $81,562.09, and approve associated budget adjustments for the use of the funding; Turu VanderWiel, Police Chief.

   Councilmember Suzanne Cruz pulled Item #9 for discussion.

   Police Chief Turu VanderWiel explained this was a second-round grant that was applied for and was approved, this will help to continue the program into another year; this is a City of Sonora part-time employee that is funded through the first and second grants.

   No public comment.

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Motion made by Councilmember Matt Hawkins, Seconded by Mayor Pro-Tem Ann Segerstrom. Voting Yea: Mayor Mark Plummer, Mayor Pro-Tem Ann Segerstrom, Councilmember Suzanne Cruz, Councilmember Matt Hawkins, for Item #9.

NEW BUSINESS

10. Provide direction to staff regarding (1) appeal of the Police Chief's decision related to an Alcoholic Beverage Control permit, and (2) implementation of an administrative appeal process for administrative decisions that the City of Sonora Municipal Code ("Code") currently lacks; Douglas L. White, City Attorney.

    A member of the public addressed the City Council with continued concerns about the 99 Cents Stores application/denial with Alcohol Beverage Control (ABC).

    The 99 Cents Store Appeals process was voted in two Motions.

    Motion #1: Motion to direct staff to bring the 99 Cents Store Appeal to Council at future meeting.

    Motion made by Councilmember Matt Hawkins, Seconded by Mayor Pro-Tem Ann Segerstrom. Voting Yea: Mayor Mark Plummer, Mayor Pro-Tem Ann Segerstrom, Councilmember Suzanne Cruz, Councilmember Matt Hawkins

    Motion #2: Motion to direct staff to prepare an Ordinance to develop an Appeal process by which the City Council would hear Appeals of discretionary acts by department heads and the City Administration.

    Motion made by Councilmember Suzanne Cruz, Seconded by Councilmember Matt Hawkins. Voting Yea: Mayor Mark Plummer, Mayor Pro-Tem Ann Segerstrom, Councilmember Suzanne Cruz, Councilmember Matt Hawkins

COUNCIL MEMBER REPORTS

Mayor Pro-Tem Ann Segerstrom attended the Water Advisory Committee field trip to the TUD Sewage Processing Plants; Christmas Town meeting; and the Cal Cities Emergency Readiness Seminar.

Councilmember Suzanne Cruz attended the TuCARE (Tuolumne County Alliance for Resources and Environment) Natural Resources Summit; Community Wildfire Protection Plan meeting, their next meetings are at 9:00 am December 9, 2023, and January 13, 2024, at the Elks Lodge; and Dodge Ridge is looking for employees, their next event is November 11th at the Armory.

Councilmember Matt Hawkins attended the Parks and Rec Beautification meeting; subbed for Andy at the Tuolumne County Transportation Council (TCTC); and wished everyone a good night.

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Mayor Mark Plummer attended the TuCARE (Tuolumne County Alliance for Resources and Environment) Natural Resources Summit with Councilmember Cruz; and shared the City's disappointment with the move by the County to burden the City with more homeless; and encouraged the community to contact the Supervisors and sway them as they can.

ADJOURNMENT

Adjourned at 6:05 PM.

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CITY OF SONORA
City Council Regular Meeting Minutes
Monday, November 20, 2023
5:00 PM

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Mayor Mark Plummer

Mayor Pro-Tempore Ann Segerstrom

Council Members Suzanne Cruz, Matt Hawkins, Andy Merrill

City Administrator Melissa Eads

City Attorney Douglas White

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CLOSED SESSION - 4:00 PM

CALL TO ORDER

Called to order at 4:00 PM.

ROLL CALL

PRESENT
Mayor Mark Plummer
Mayor Pro-Tem Ann Segerstrom
Councilmember Suzanne Cruz
Councilmember Andy Merrill

ABSENT
Councilmember Matt Hawkins

PUBLIC COMMENTS

No public comment.

ADJOURN INTO CLOSED SESSION

Adjourned at 4:01 PM.

1. Conference with Legal Counsel – Anticipated Litigation - Initiation of litigation pursuant to paragraph (4) of subdivision (d) of Section § 54956.9: One (1) Potential Case; Doug White, City Attorney, Melissa Eads, City Administrator.

2. Conference with Legal Counsel – Anticipated Litigation - Initiation of litigation pursuant to paragraph (4) of subdivision (d) of Section § 54956.9: One (1) Potential Case; Doug White, City Attorney, Melissa Eads, City Administrator.

3. Conference with Legal Counsel – Anticipated Litigation - Initiation of litigation pursuant to paragraph (4) of subdivision (d) of Section § 54956.9: One (1) Potential Case; Doug White, City Attorney, Melissa Eads, City Administrator.

4. Conference with Real Property Negotiations, Government Code Section § 54956.8
   Property: APN 002-151-012, Sonora, CA, Tuolumne County 95370 Agency Negotiators: Doug White, City Attorney, Melissa Eads, City Administrator.

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

RECONVENE INTO OPEN SESSION

OPEN SESSION - 5:00 PM

Called to order at 5:15 PM.

REPORT OUT OF CLOSED SESSION

Mayor Mark Plummer stated direction was given to staff.

PLEDGE OF ALLEGIANCE

Councilmember Andy Merrill led the Pledge of Allegiance.

ROLL CALL

PRESENT
Mayor Mark Plummer
Mayor Pro-Tem Ann Segerstrom
Councilmember Suzanne Cruz
Councilmember Andy Merrill

ABSENT
Councilmember Matt Hawkins

CITY CLERK'S REPORT ON AGENDA POSTING

The Agenda was posted on Thursday, November 20, 2023 at 2:45 PM.

APPROVAL OF THE AGENDA

Motion made by Councilmember Andy Merrill, Seconded by Mayor Pro-Tem Ann Segerstrom. Voting Yea: Mayor Mark Plummer, Mayor Pro-Tem Ann Segerstom, Councilmember Suzanne Cruz, Councilmember Andy Merrill

PUBLIC COMMENT (NON-AGENDA ITEMS)

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A member of the public addressed the City Council.

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 Mayor's appointment of Kurt Bryant and Curtis Wicks to the Tuolumne County Transportation Council (TCTC) Citizen's Advisory Committee (CAC) as representatives of the City of Sonora with terms to expire on July 31, 2026, and May 31, 2025, respectively; Mark Plummer, Mayor.

Mayor Mark Plummer pulled #5 for further comments.

Mayor Mark Plummer thanked Kurt Bryant and Curtis Wicks for applying and helping the City and the County.

6. Consider approval of disbursements in the amount of $168,128.93 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.

7. Consider approval of a two-year lease extension between the City of Sonora and the Center for a Non-Violent Community for the City-owned property at 542 W. Stockton; Chris Gorsky, Administrative Services Director.

A member of the public asked for clarification on the voting of the Consent Calendar and citizens advisory committees.

City Councilmembers discussed the voting and re-stated their votes for Items #5, #6 and #7.

Motion made by Mayor Pro-Tem Ann Segerstrom, Seconded by Councilmember Andy Merrill. Voting Yea: Mayor Mark Plummer, Mayor Pro-Tem Ann Segerstrom, Councilmember Suzanne Cruz, Councilmember Andy Merrill; for Item #5.

Motion made by Councilmember Suzanne Cruz, Seconded by Councilmember Andy Merrill. Voting Yea: Mayor Mark Plummer, Mayor Pro-Tem Ann Segerstrom, Councilmember Suzanne Cruz, Councilmember Andy Merrill; for Items #6 and #7.

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UNFINISHED BUSINESS

8. Consider adoption of a Resolution affirming or reversing the Police Chief's Public Convenience or Necessity Determination regarding the 99 Cents Store's ABC License Application; Douglas White, City Attorney.

   Steve Rawlings informed those in attendance of his role as a consultant for the 99 Cents Only Store; and gave a presentation.

   A member of the public was concerned about issuing another alcohol license in the City.

   Steve Rawlings discussed the economic impact on the store; and stated consumers will make decisions on where they are going to shop based on convenience.

   Motion Affirming the Police Chief's Denial of the Appeal made by Councilmember Andy Merrill, Seconded by Mayor Pro-Tem Ann Segerstrom. Voting Yea: Mayor Mark Plummer, Mayor Pro-Tem Ann Segerstrom, Councilmember Suzanne Cruz, Councilmember Andy Merrill

PRESENTATIONS

9. Receive a presentation from Citygate Associates, LLC. on the final report of the City of Sonora Organizational Review and Budget Stabilization Study; adopt the City Mission, Vision, and Values; and direct staff to bring back project priorities in a mid-year budget adjustment or subsequent annual budgets.

   A member of the public expressed concerns over the rewarding and enabling of the homeless.

   Motion made by Mayor Pro-Tem Ann Segerstrom, Councilmember Suzanne Cruz. Voting Yea: Mayor Mark Plummer, Mayor Pro-Tem Ann Segerstrom, Councilmember Suzanne Cruz, Councilmember Andy Merrill

COUNCIL MEMBER/DEPARTMENT HEAD REPORTS

Mayor Pro-Tem Ann Segerstrom attended and delivered a statement at the Board of Supervisors meeting concerning the four (4) buildings the county plans to purchase within the City; attended the County Advisory Committee on Homelessness for Andy; decorated for Christmas Town; there is a giving tree at WILDBUD; and Tuolumne County Social Services is doing a Secret Santa.

Councilmember Andy Merrill informed those in attendance the Columbia College Community Orchestra will be performing on December 8th at 7:00 pm in the Dogwood Theatre; attended the Transgender Day of remembrance at Saint James Episcopal Church; and will continue to encourage increased communication with the County.

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Councilmember Suzanne Cruz informed those in attendance the Central Sierra Economic Development District (CSEDD) released their 2023 Economic Development Strategy; YES Partnership is having their Annual Holiday Luncheon December 15th from 11:30 am - 1:30 pm; Visit Tuolumne County and the Sonora Chamber are co-hosting the Community Holiday Mixer December 14th from 5:00 pm - 8:00 pm; attended the Sonora Regional Hospital Tour; read a proclamation from President Barak Obama, and wished everyone a Happy Thanksgiving.

Mayor Mark Plummer attended the Local Agency Formation Commission (LAFCO) and Tuolumne County Transportation Council (TCTC) meetings; Access Tuolumne/Cable 8 is looking for a new Board Member; invited everyone to attend the Christmas Parade, Christmas Tree Lighting/Lighting of the Red Church; and Happy Thanksgiving to everyone.

ADJOURNMENT

Adjourned at 8:49 PM.

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CITY OF SONORA
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5:00 PM

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Mayor Mark Plummer

Mayor Pro-Tempore Ann Segerstrom

Council Members Suzanne Cruz, Matt Hawkins, Andy Merrill

City Administrator Melissa Eads

City Attorney Douglas White

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

CLOSED SESSION - 3:00 PM

CALL TO ORDER

Called to order at 3:00 PM.

ROLL CALL

PRESENT
Mayor Mark Plummer
Mayor Pro-Tem Ann Segerstrom
Councilmember Suzanne Cruz
Councilmember Matt Hawkins
Councilmember Andy Merrill

PUBLIC COMMENTS

No public comment.

ADJOURN INTO CLOSED SESSION

Adjourned at 3:01 PM.

1. Conference with Labor Negotiators (Gov. Code Section § 54957.6): Agency Designated Representatives: Melissa Eads, City Administrator; Chris Gorsky, Administrative Services Director; Employee Organization: Sonora Management Association (SMEA), Sonora Confidential Association (SCEA); Sonora Police Officers' Association (SPOA); Sonora Fire Fighters Association (SFFA); Sonora Employees Association (SEA).

2. Conference with Legal Counsel – Anticipated Litigation - Initiation of litigation pursuant to paragraph (4) of subdivision (d) of Section § 54956.9: One (1) Potential Cases; Doug White, City Attorney, Melissa Eads, City Administrator.

3. Conference with Legal Counsel – Anticipated Litigation - Initiation of litigation pursuant to paragraph (4) of subdivision (d) of Section § 54956.9: One (1) Potential Cases; Doug White, City Attorney, Melissa Eads, City Administrator.

4. Conference with Legal Counsel – Anticipated Litigation - Initiation of litigation pursuant to paragraph (4) of subdivision (d) of Section § 54956.9: One (1) Potential Cases; Doug White, City Attorney, Melissa Eads, City Administrator.

Vision Statement: With leadership and integrity, the City of Sonora commits to excellent service through collaboration and innovation

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

5. Conference with Legal Counsel – Anticipated Litigation - Initiation of litigation pursuant to paragraph (4) of subdivision (d) of Section § 54956.9: One (1) Potential Case; Doug White, City Attorney, Melissa Eads, City Administrator.

RECONVENE INTO OPEN SESSION

OPEN SESSION - 5:00 PM

Called to order at 5:00 PM.

REPORT OUT OF CLOSED SESSION

Mayor Mark Plummer stated direction was given to staff.

PLEDGE OF ALLEGIANCE

Councilmember Matt Hawkins led the Pledge of Allegiance.

ROLL CALL

PRESENT
Mayor Mark Plummer
Mayor Pro-Tem Ann Segerstrom
Councilmember Suzanne Cruz
Councilmember Matt Hawkins
Councilmember Andy Merrill

Left Early
Councilmember Matt Hawkins

CITY CLERK'S REPORT ON AGENDA POSTING

The Agenda was posted Friday, May 3, 2024, at 10:02 AM.

APPROVAL OF THE AGENDA

Motion made by Councilmember Andy Merrill, Seconded by Councilmember Matt Hawkins. Voting Yea: Mayor Mark Plummer, Mayor Pro-Tem Ann Segerstrom, Councilmember Suzanne Cruz, Councilmember Matt Hawkins, Councilmember Andy Merrill

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

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.

Mike Lemke gave a brief history of his involvement with the City and his business focus; is looking forward to working with the City and bringing to fruition the dreams and policies of this board.

Katie Dunn President of the Sonora Chamber of Commerce shared with those in attendance the success story of the sidewalk sale and comments from the merchants; Opera & Broadway will be at the Opera House May 18th; the next mixer is May 21st at the Tuolumne County Historical Society; and a Cultural Celebration, El Campo de Sonora is June 1st at Courthouse Park.

A member of the public informed those in attendance the Tuolumne County Volunteer Fair has been rescheduled to May 23rd from 4:00 PM - 7:00 PM at the Fair Grounds.

Mayor Pro-Tem Ann Segerstrom informed those in attendance Public Sector Employees Recognition Week is May 5th - 11th; expressed a heartfelt thank you to all of our employees who work for the City and do such a terrific job, and keep us moving along in the best possible manor.

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.

6. Consider Approval of City Council Minutes from February 5, 2024; February 20, 2024; February 6, 2023, and January 9, 2023; Stacy Enos-Del Razo, Deputy City Clerk.

7. Consider Approval of Disbursements in the Amount of $178,977.27 and $185,174.50 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.

8. Consider Direction for the Preparation of a Grant Application for Safe Streets and Roads for All (SS4A) Funding to Develop a Comprehensive Citywide Safety Action Plan for the City's Transportation Network; Carlye Buchholz, City Engineer.

   Councilmember Suzanne Cruz requested to pull Item #8 for more discussion.

   Councilmember Suzanne Cruz asked for clarification for the charge for doing research and the 20% grant match.

City Administrator Melissa Eads explained, we are already paying for the research, the 20% match will most likely come from the general fund, if successful in getting the grant we would come back, ask for acceptance and then make the allocation.

No public comment.

Motion made by Councilmember Andy Merrill, Seconded by Councilmember Suzanne Cruz. Voting Yea: Mayor Mark Plummer, Mayor Pro-Tem Ann Segerstrom, Councilmember Suzanne Cruz, Councilmember Matt Hawkins, Councilmember Andy Merrill

PUBLIC HEARINGS

9. Discussion and Community Engagement Regarding the Sonora Police Department's Annual Military Equipment Report and the Department's Funding, Acquisition, or Use of Military Equipment; Turu VanderWiel, Police Chief.

Police Chief Turu VanderWiel and the Councilmembers discussed after the presentation.

No public comment.

Motion made by Councilmember Andy Merrill, Seconded by Councilmember Matt Hawkins. Voting Yea: Mayor Mark Plummer, Mayor Pro-Tem Ann Segerstrom, Councilmember Suzanne Cruz, Councilmember Matt Hawkins, Councilmember Andy Merrill

NEW BUSINESS

10. Direct Staff to Submit Comments to the Tuolumne County Community Development Department Reflective of Direction Received from the City Council to Protect City Interests and Sphere of Influence; Tyler Summersett, Community Development Director.

The Councilmembers and Staff discussed the need for conversations, establish a level of transparency, and a communication channel.

A member of the public thanked the consultant.

Mike Lemke shared his opinion of the County; feels there is room for dialogue, input, and good quality conversations.

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

Motion made by Councilmember Andy Merrill, Seconded by Mayor Pro-Tem Ann Segerstrom. Voting Yea: Mayor Mark Plummer, Mayor Pro-Tem Ann Segerstrom, Councilmember Suzanne Cruz, Councilmember Andy Merrill.

Councilmember Matt Hawkins left early.

COUNCIL MEMBER REPORTS

Police Chief Turu VanderWiel reported back, the Round Up Parade is a go; thanked all outside agencies, City Fire and Public Works who jumped in to make this happen.

Community Development Director Tyler Summersett shared there are three (3) Planning Commissioner openings; applications are on our website and a notice has been placed in the paper; this is very exciting and please spread the word.

Mayor Pro-Tem Ann Segerstrom participated in the Sonora Chamber sidewalk sale; watched the California Water Plan update; attended the Cinco de Mayo festivities; reviewed the quarterly newsletter before publication; thanked and applauded the Sonora Police for stationing a patrol car at the four-way stop at Hope and Lyons.

Councilmember Andy Merrill attended the Integrated Regional Water Management meeting; and had a great first semester at Columbia College teaching at the Sierra Conservation Center.

Councilmember Suzanne Cruz thanked the Sonora Fire Department for putting out the fire so quickly at the townhouses and saving the rest of the buildings; attended the spring concert directed by Daryl Hollinger, a presentation of the Pacific Justice Institute at the Peppery, and a Round Table Luncheon presented by the District Attorney's Office.

Mayor Mark Plummer attended the Parking and Traffic Committee meeting; Local Agency Formation Commission (LAFCO); events in Columbia for Cinco De Mayo; and earlier went to Sacramento with the Police Chief, our Administrator and Director Gorsky to lobby for funding to start planning our Police Department.

ADJOURNMENT

Adjourned at 6:30 PM.

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).

Vision Statement: With leadership and integrity, the City of Sonora commits to excellent service through collaboration and innovation

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

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.

Vision Statement: With leadership and integrity, the City of Sonora commits to excellent service through collaboration and innovation

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: August 19, 2024

TO: Honorable Mayor and Members of the City Council

FROM: Tracy Skelly, Administrative Services Officer

SUBJECT: Disbursements in the Amount of $189,063.87 for Payroll

RECOMMENDATION:

Consider Approval of Disbursements in the Amount of $189,063.87 for Payroll, Including Employee Salaries, Employer and Employee Taxes, Retirement Contributions, Miscellaneous Voluntary Employee Deductions, Holiday Pay, and Other Adjustments, Including Retro-Pay.

DISCUSSION / ANALYSIS:

This payroll was the first (1st) payroll of the month, which was an expected amount.

This was the 3rd payroll of 26 for FY24-25, we would have expected to expend 11.53% of the budgeted amount. In total, we have expended 7.98% of the Salaries and Wages for the FY24-25 budget.

FISCAL IMPACT:

Disbursements are part of the approved FY24-25 Budget.

CORE COUNCIL PRIORITIES:

Fiscal Responsibility and Stability, Staffing - Salary, Benefits, Training, and Retention

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: August 19, 2024

TO: Honorable Mayor and Members of the City Council

FROM: Chris Gorsky, Administrative Services Director

SUBJECT: Consider Acceptance of an Informational Report for the July 2024 Accounts Payable Payment Register and Void Report.

RECOMMENDATION:

Consider Acceptance of an Informational Report for the July 2024 Accounts Payable Payment Register and Void Report.

BACKGROUND:

The Administrative Services Department manages the payment processing for all City disbursements. The City has three main types of payments which includes the following:

1. Vendors – These payments are associated with goods received and contractual services provided to the City and payroll benefits paid by the City on behalf of City employees.
2. Refunds – These payments are associated with refunds issued for deposits collected and have been authorized to be released for business licenses, building permits, rental agreements, etc.
3. Employees – These payments are associated with City-related travel advances and reimbursements related to training events or City business reimbursements.

DISCUSSION / ANALYSIS:

On a monthly basis, Administrative Services Staff prepares a monthly warrant report of vendors receiving payment from the City. The informational report of the monthly payments provides Council the oversight and ability to review all spending activity for the City.

FISCAL IMPACT:

No fiscal impact will result from this informational report on the July 2024 Accounts Payable Payment Register and Void report. Expenditures are tracking according to budget authority.

All payments have been approved for payment through the adoption of the fiscal year budget or by an additional item passed by Council.

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

ATTACHMENTS:

- Accounts Payable Warrants Report

CORE COUNCIL PRIORITIES:

Fiscal Responsibility and Stability, Staffing - Salary, Benefits, Training, and Retention

City of Sonora

Check/Voucher Register - Check List - Council

From 7/1/2024 Through 7/31/2024

Check Num...	Effective D...	Transa...	Document Description	ID	Payee	Check Amount	Payment ...
201456	7/3/2024	APS	System Generated Check/Voucher	200011	AT&T Calnet 3	314.50	Check
201457	7/3/2024	APS	System Generated Check/Voucher	200017	TargetSolutions Learning LLC	1,520.00	Check
201458	7/3/2024	APS	System Generated Check/Voucher	200024	Comcast Business	154.70	Check
201459	7/3/2024	APS	System Generated Check/Voucher	200032	Mountain Oasis Water	31.25	Check
201460	7/3/2024	APS	System Generated Check/Voucher	200035	Pacific Gas and Electric	43.79	Check
201461	7/3/2024	APS	System Generated Check/Voucher	200036	O'Reilly Auto Parts	157.86	Check
201462	7/3/2024	APS	System Generated Check/Voucher	200038	Safeguard Pest Control	350.00	Check
201463	7/3/2024	APS	System Generated Check/Voucher	200039	Safe-T-Lite of Modesto, Inc.	804.36	Check
201464	7/3/2024	APS	System Generated Check/Voucher	200043	Sonora Lumber Company	6.84	Check
201465	7/3/2024	APS	System Generated Check/Voucher	200047	Tuolumne Utilities District	537.57	Check
201466	7/3/2024	APS	System Generated Check/Voucher	200050	Vic's Towing, Inc.	375.00	Check
201467	7/3/2024	APS	System Generated Check/Voucher	200055	Keenan Associates	72,837.25	Check
201468	7/3/2024	APS	System Generated Check/Voucher	200060	Combined Benefits Administrators	156.00	Check
201469	7/3/2024	APS	System Generated Check/Voucher	200074	Vision Service Plan (CA)	794.04	Check
201470	7/3/2024	APS	System Generated Check/Voucher	200080	JTM Cleaning Co.	800.00	Check
201471	7/3/2024	APS	System Generated Check/Voucher	200101	Pine Alley Saw Shop	301.07	Check
201472	7/3/2024	APS	System Generated Check/Voucher	200117	Verizon Wireless	38.01	Check
201473	7/3/2024	APS	System Generated Check/Voucher	200226	Rebecca Howard	1,310.80	Check
201474	7/3/2024	APS	System Generated Check/Voucher	200263	Hunt & Sons, Inc.	333.85	Check
201475	7/3/2024	APS	System Generated Check/Voucher	200282	Employee Relations, Inc.	53.15	Check
201476	7/3/2024	APS	System Generated Check/Voucher	200423	Bear Electrical Solutions (BES), Inc.	462.50	Check
201477	7/3/2024	APS	System Generated Check/Voucher	200487	Standard Insurance Company	145.00	Check
201478	7/3/2024	APS	System Generated Check/Voucher	200496	Victoria Arduengo Scoggins	180.00	Check
201479	7/3/2024	APS	System Generated Check/Voucher	200533	ClearGov	4,950.00	Check
201480	7/3/2024	APS	System Generated Check/Voucher	200583	Target Speciality Products	3,692.73	Check
201481	7/3/2024	APS	System Generated Check/Voucher	200640	Diamond Digital Marketing Co.	1,000.00	Check
201482	7/3/2024	APS	System Generated Check/Voucher	200651	The Supply Cache	1,528.92	Check
201483	7/3/2024	APS	System Generated Check/Voucher	Emp2004	Christopher Gorsky	151.42	Check
201484	7/3/2024	APS	System Generated Check/Voucher	Emp2011	Matthew Lewallen	457.98	Check
201485	7/11/2024	APS	System Generated Check/Voucher	200005	Amazon Business	1,374.09	Check
201486	7/11/2024	APS	System Generated Check/Voucher	200011	AT&T Calnet 3	409.95	Check
201487	7/11/2024	APS	System Generated Check/Voucher	200013	JS West Propane Gas	29.04	Check
201488	7/11/2024	APS	System Generated Check/Voucher	200016	Tuolumne County Public Power A...	4,072.99	Check
201489	7/11/2024	APS	System Generated Check/Voucher	200018	U.S. Bank Corporate Payment Sy...	27,406.71	Check
201490	7/11/2024	APS	System Generated Check/Voucher	200028	General Plumbing Supply	92.81	Check
201491	7/11/2024	APS	System Generated Check/Voucher	200033	ODP Business Solutions, LLC	141.03	Check
201492	7/11/2024	APS	System Generated Check/Voucher	200035	Pacific Gas and Electric	488.77	Check
201493	7/11/2024	APS	System Generated Check/Voucher	200038	Safeguard Pest Control	58.00	Check
201494	7/11/2024	APS	System Generated Check/Voucher	200043	Sonora Lumber Company	205.22	Check
201495	7/11/2024	APS	System Generated Check/Voucher	200047	Tuolumne Utilities District	1,814.56	Check

City of Sonora

Check/Voucher Register - Check List - Council

From 7/1/2024 Through 7/31/2024

Check Num...	Effective D...	Transa...	Document Description	ID	Payee	Check Amount	Payment ...
201496	7/11/2024	APS	System Generated Check/Voucher	200048	The Union Democrat	238.50	Check
201497	7/11/2024	APS	System Generated Check/Voucher	200058	Unum Life Insurance Company of ...	2,609.67	Check
201498	7/11/2024	APS	System Generated Check/Voucher	200060	Combined Benefits Administrators	410.90	Check
201499	7/11/2024	APS	System Generated Check/Voucher	200072	United Site Services	97.93	Check
201500	7/11/2024	APS	System Generated Check/Voucher	200075	Waste Management	22.80	Check
201501	7/11/2024	APS	System Generated Check/Voucher	200096	General Supply Company	21.17	Check
201502	7/11/2024	APS	System Generated Check/Voucher	200101	Pine Alley Saw Shop	90.22	Check
201503	7/11/2024	APS	System Generated Check/Voucher	200111	Division of the State Architect	27.60	Check
201504	7/11/2024	APS	System Generated Check/Voucher	200207	Sonora Police Officers Association	954.61	Check
201505	7/11/2024	APS	System Generated Check/Voucher	200209	VALIC	25.00	Check
201506	7/11/2024	APS	System Generated Check/Voucher	200210	Operating Engineers #3	256.00	Check
201507	7/11/2024	APS	System Generated Check/Voucher	200224	Tuolumne County Auditor Controller	484.00	Check
201508	7/11/2024	APS	System Generated Check/Voucher	200232	Kevin Anderson	35.00	Check
201509	7/11/2024	APS	System Generated Check/Voucher	200277	CA Dept of Food and Agriculture	506.00	Check
201510	7/11/2024	APS	System Generated Check/Voucher	200325	Cascade Fire Equipment	807.96	Check
201511	7/11/2024	APS	System Generated Check/Voucher	200413	CSG Consultants	22,674.00	Check
201512	7/11/2024	APS	System Generated Check/Voucher	200441	Willey Printing Co., Inc.	115.16	Check
201513	7/11/2024	APS	System Generated Check/Voucher	200453	L. N. Curtis and Sons, Inc.	18,385.05	Check
201514	7/11/2024	APS	System Generated Check/Voucher	200500	Nathan Morales	35.00	Check
201515	7/11/2024	APS	System Generated Check/Voucher	200505	Valley Strong Credit Union	1,706.00	Check
201516	7/11/2024	APS	System Generated Check/Voucher	200535	Toshiba Financial Services	3,982.90	Check
201517	7/11/2024	APS	System Generated Check/Voucher	200598	Top Dog Police K9 Training & Con...	125.00	Check
201518	7/11/2024	APS	System Generated Check/Voucher	200677	Russ Bassett Corporation	11,177.24	Check
201519	7/11/2024	APS	System Generated Check/Voucher	200680	Epic Productions of Phoenix, LLC	84,000.00	Check
201520	7/11/2024	APS	System Generated Check/Voucher	200693	Devine Shine Detailing	1,600.00	Check
201521	7/11/2024	APS	System Generated Check/Voucher	200699	Linda Emerson	35.00	Check
201522	7/11/2024	APS	System Generated Check/Voucher	200700	Thad Waterbury	35.00	Check
201523	7/11/2024	APS	System Generated Check/Voucher	200701	Thomas Miller	35.00	Check
201524	7/11/2024	APS	System Generated Check/Voucher	200702	Planetizen, Inc.	1,171.80	Check
201525	7/18/2024	APS	System Generated Check/Voucher	200004	White Brenner LLP	27,941.30	Check
201526	7/18/2024	APS	System Generated Check/Voucher	200005	Amazon Business	878.23	Check
201527	7/18/2024	APS	System Generated Check/Voucher	200011	AT&T Calnet 3	114.20	Check
201528	7/18/2024	APS	System Generated Check/Voucher	200020	AT&T Mobility (FirstNet)	1,660.30	Check
201529	7/18/2024	APS	System Generated Check/Voucher	200020	AT&T Mobility (FirstNet)	90.10	Check
201530	7/18/2024	APS	System Generated Check/Voucher	200024	Comcast Business	154.70	Check
201531	7/18/2024	APS	System Generated Check/Voucher	200024	Comcast Business	134.75	Check
201532	7/18/2024	APS	System Generated Check/Voucher	200024	Comcast Business	337.51	Check
201533	7/18/2024	APS	System Generated Check/Voucher	200026	Department of Justice	922.00	Check
201534	7/18/2024	APS	System Generated Check/Voucher	200027	Galls, LLC	359.45	Check
201535	7/18/2024	APS	System Generated Check/Voucher	200032	Mountain Oasis Water	82.90	Check

City of Sonora

Check/Voucher Register - Check List - Council

From 7/1/2024 Through 7/31/2024

Check Num...	Effective D...	Transa...	Document Description	ID	Payee	Check Amount	Payment ...
201536	7/18/2024	APS	System Generated Check/Voucher	200035	Pacific Gas and Electric	678.45	Check
201537	7/18/2024	APS	System Generated Check/Voucher	200038	Safeguard Pest Control	405.00	Check
201538	7/18/2024	APS	System Generated Check/Voucher	200043	Sonora Lumber Company	46.89	Check
201539	7/18/2024	APS	System Generated Check/Voucher	200060	Combined Benefits Administrators	548.60	Check
201540	7/18/2024	APS	System Generated Check/Voucher	200063	Kellie's Cleaning Service	490.00	Check
201541	7/18/2024	APS	System Generated Check/Voucher	200102	George Reed Inc.	338.33	Check
201542	7/18/2024	APS	System Generated Check/Voucher	200108	CISCO Fire Sprinklers, Inc.	1,920.00	Check
201543	7/18/2024	APS	System Generated Check/Voucher	200117	Verizon Wireless	38.01	Check
201544	7/18/2024	APS	System Generated Check/Voucher	200212	Tuolumne County Tax Collector	1,315.49	Check
201545	7/18/2024	APS	System Generated Check/Voucher	200223	Department of Conservation	221.58	Check
201546	7/18/2024	APS	System Generated Check/Voucher	200224	Tuolumne County Auditor Controller	5,037.38	Check
201547	7/18/2024	APS	System Generated Check/Voucher	200231	Visit Tuolumne County	35,710.18	Check
201547	7/18/2024	APV	System Generated Check/Voucher	200231	Visit Tuolumne County	(35,710.18)	Check
201548	7/18/2024	APS	System Generated Check/Voucher	200243	Valley Toxicology Service, Inc.	285.00	Check
201549	7/18/2024	APS	System Generated Check/Voucher	200249	Golden Valley Awards	90.66	Check
201550	7/18/2024	APS	System Generated Check/Voucher	200262	California Building Standards Com...	78.30	Check
201551	7/18/2024	APS	System Generated Check/Voucher	200263	Hunt & Sons, Inc.	2,885.35	Check
201552	7/18/2024	APS	System Generated Check/Voucher	200303	Pat Perry	239.25	Check
201553	7/18/2024	APS	System Generated Check/Voucher	200325	Cascade Fire Equipment	6,145.64	Check
201554	7/18/2024	APS	System Generated Check/Voucher	200402	Viking Shred	144.98	Check
201555	7/18/2024	APS	System Generated Check/Voucher	200429	Sierra Veterinary Care	308.27	Check
201556	7/18/2024	APS	System Generated Check/Voucher	200441	Willey Printing Co., Inc.	522.70	Check
201557	7/18/2024	APS	System Generated Check/Voucher	Emp2021	Erik Weber	35.00	Check
201559	7/25/2024	APS	System Generated Check/Voucher	200005	Amazon Business	3,527.70	Check
201560	7/25/2024	APS	System Generated Check/Voucher	200010	American Tower	1,505.92	Check
201561	7/25/2024	APS	System Generated Check/Voucher	200015	Silke Communications	815.63	Check
201562	7/25/2024	APS	System Generated Check/Voucher	200024	Comcast Business	170.82	Check
201563	7/25/2024	APS	System Generated Check/Voucher	200026	Department of Justice	607.00	Check
201564	7/25/2024	APS	System Generated Check/Voucher	200033	ODP Business Solutions, LLC	389.66	Check
201565	7/25/2024	APS	System Generated Check/Voucher	200035	Pacific Gas and Electric	6,167.04	Check
201566	7/25/2024	APS	System Generated Check/Voucher	200036	O'Reilly Auto Parts	21.74	Check
201567	7/25/2024	APS	System Generated Check/Voucher	200043	Sonora Lumber Company	103.09	Check
201568	7/25/2024	APS	System Generated Check/Voucher	200047	Tuolumne Utilities District	945.60	Check
201569	7/25/2024	APS	System Generated Check/Voucher	200048	The Union Democrat	265.50	Check
201570	7/25/2024	APS	System Generated Check/Voucher	200059	Cal.Net Motherlode	54.01	Check
201571	7/25/2024	APS	System Generated Check/Voucher	200068	Sierra Motors	3,956.27	Check
201572	7/25/2024	APS	System Generated Check/Voucher	200086	NORMAC	343.84	Check
201573	7/25/2024	APS	System Generated Check/Voucher	200090	American River Benefit Administra...	39.50	Check
201574	7/25/2024	APS	System Generated Check/Voucher	200108	CISCO Fire Sprinklers, Inc.	200.00	Check
201575	7/25/2024	APS	System Generated Check/Voucher	200207	Sonora Police Officers Association	973.86	Check

City of Sonora

Check/Voucher Register - Check List - Council

From 7/1/2024 Through 7/31/2024

Check Num...	Effective D...	Transa...	Document Description	ID	Payee	Check Amount	Payment ...
201576	7/25/2024	APS	System Generated Check/Voucher	200209	VALIC	25.00	Check
201577	7/25/2024	APS	System Generated Check/Voucher	200210	Operating Engineers #3	256.00	Check
201578	7/25/2024	APS	System Generated Check/Voucher	200221	California Department of Transport...	559.57	Check
201579	7/25/2024	APS	System Generated Check/Voucher	200222	Underground Service Alert of Nort...	488.33	Check
201580	7/25/2024	APS	System Generated Check/Voucher	200231	Visit Tuolumne County	35,710.18	Check
201581	7/25/2024	APS	System Generated Check/Voucher	200263	Hunt & Sons, Inc.	515.39	Check
201582	7/25/2024	APS	System Generated Check/Voucher	200413	CSG Consultants	43,613.75	Check
201583	7/25/2024	APS	System Generated Check/Voucher	200459	Sign Store	108.29	Check
201584	7/25/2024	APS	System Generated Check/Voucher	200505	Valley Strong Credit Union	1,706.00	Check
201585	7/25/2024	APS	System Generated Check/Voucher	200573	UNICO Engineering, Inc.	21,379.82	Check
201586	7/25/2024	APS	System Generated Check/Voucher	200624	Kevin's Downtown Automotive	1,461.69	Check
201587	7/25/2024	APS	System Generated Check/Voucher	Emp2043	Chuck Shadle	10.80	Check
ACH037	7/2/2024	APS	System Generated Check/Voucher	200003	Abila	1,479.87	Voucher
ACH038	7/2/2024	APS	System Generated Check/Voucher	200600	Dewberry Engineers Inc.	990.00	Voucher
ACH039	7/10/2024	APS	System Generated Check/Voucher	200608	Enterprise FM Trust	8,184.04	Voucher
Report Total						472,272.50	

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: August 19, 2024

TO: Honorable Mayor and Members of the City Council

FROM: Turu VanderWiel, Chief of Police

SUBJECT: Resolution 08-19-2024-A to Establish Road Closures for the 2024 Sonora Union High School Homecoming Parade.

RECOMMENDATION:

Consider Approval of Resolution Number 08-19-2024-A, Authorizing the Closure of State Route 49 (Washington Street) and Certain City Streets for the 2024 Sonora Union High School Homecoming Parade.

DISCUSSION / ANALYSIS:

Each year Sonora Union High School conducts a parade through downtown Sonora utilizing State Route 49 (Washington Street) and other City streets in conjunction with their homecoming football game and festivities.

The Sonora Union High School Homecoming Parade will be held on Friday, September 27, 2024, between 2:10 pm and 3:00 pm, and staging will occur on School Street between 1:15 pm and 2:15 pm.

The parade will start on School Street, then turn south (left) onto Snell Street. It will travel south on Snell Street to State Route 49 (Washington Street). The parade will then enter southbound State Route 49 (Washington Street) and will travel to the intersection of S. Washington Street and Stockton Road, where it will turn west (right) onto State Route 49 (Stockton Road) and then north (right) onto S. Green Street (City Street).

The parade will then travel north on S. Green Street to Courthouse Park, where the Sonora High Golden Regiment Marching Band will perform for approximately 15 minutes. Following their performance, the parade participants will be escorted by police personnel back to the high school.

Due to the size and duration of the parade, and the interruption of a State Highway for the parade, a resolution is required from the City Council authorizing the temporary closure of State Route 49 (Washington Street) and specific City streets.

FISCAL IMPACT:

There will be overtime and associated fuel costs, which existing departmental budgets will absorb.

CORE COUNCIL PRIORITIES:

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

Infrastructure and Engineering, Public Safety and Disaster Preparedness, Economic Development/Growth and General Plan

RESOLUTION 08-19-2024-A

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SONORA, CALIFORNIA, APPROVING THE TEMPORARY CLOSURE OF STATE ROUTE 49 (WASHINGTON STREET) AND CERTAIN CITY STREETS TO ACCOMMODATE THE SONORA HIGH SCHOOL HOMECOMING PARADE, TO BE HELD ON FRIDAY, SEPTEMBER 27, 2024.

WHEREAS, Sonora High School will be conducting the 2024 Homecoming Parade within the City limits of Sonora.

WHEREAS, traffic control and the closure of certain City streets will be needed to ensure the safety of motorists, pedestrians, and parade participants during the event.

NOW THEREFORE BE IT RESOLVED, by the City Council of the City of Sonora, that all of the above is hereby approved, subject to Sonora Union High School meeting all liability insurance requirements as specified by the City of Sonora, plus meeting all conditions as required by the California Department of Transportation.

BE IT FURTHER RESOLVED that the following streets will be closed on Friday, September 29, 2024, between 2:00 PM and 3:00 PM.

1. Snell Street, from School Street to State Route 49 (Washington Street)
2. State Route 49 (Washington Street) from Snell Street to Stockton Road
3. State Route 49 (Stockton Road) from the intersection of Washington Street to S. Green Street
4. Dodge Street between Green Street and Stewart Street
5. Jackson Street between Green Street and Stewart Street
6. Bradford Street between Green Street and Stewart Street
7. Linoberg Street between Green Street and Washington Street
8. Theall Street between Washington Street and Stewart Street
9. Wyckoff Street between Snell Street and Washington Street
10. Green Street between Yaney Street and Bradford Street

School Street, between State Route 49 (Washington Street) and Snell Street, from approximately 1:15 PM to 2:15 PM.

BE IT FURTHER RESOLVED;

1. That no parking shall be allowed on Green Street, between Yaney Street and State Route 49 (Stockton Road), between 1:00 PM and 3:00 PM.
2. Traffic control is of a rolling roadblock type. Parade participants will not be allowed to stop in the roadway once the parade procession begins.

PASSED AND ADOPTED as a Resolution of the City Council of the City of Sonora, California, at a regular meeting of said City Council held on 19 August 2024, by the following votes:

AYES: _____

NOES: _____

ABSENT: _____

Signed and dated:

_____
Ann Segerstrom
Mayor, City of Sonora

ATTEST: _____
Tracy L. Skelly
City Clerk, City of Sonora

RESOLUTION 08-19-2024-A

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: August 19, 2024

TO: Honorable Mayor and Members of the City Council

FROM: Tyler Summersett, Community Development Director

SUBJECT: Consider Approval of CSG Consultants, Inc. (CSG) Task Orders No. 1A and No. 1B, as Approved in the Fiscal Year 2024-2025 Budget, for Building/Permitting/Inspection Staff Augmentation in the Amount of $165,000, and Code Enforcement Services in the Amount of $100,000 for Fiscal Year 2024-2025

RECOMMENDATION:

Consider Approval of CSG Consultants, Inc. (CSG) Task Orders No. 1A and No. 1B, as Approved in the Fiscal Year 2024-2025 Budget, for Building/Permitting/Inspection Staff Augmentation in the Amount of $165,000, and Code Enforcement Services in the Amount of $100,000 for Fiscal Year 2024-2025.

BACKGROUND:

The City selected CSG for staff augmentation services in 2021. This 5-year agreement gives City staff flexibility in providing City services where full-time City staff or expertise may not be available. This is a fairly common model in government services, particularly as staff retention and recruitment has become more difficult over the last 4 years.

DISCUSSION / ANALYSIS:

The Community Development Department operates on a tight budget. As a result, staff recognize the importance of having contracted partners invested in delivering services to the City within budget.

FISCAL IMPACT:

Budgets for Building/Planning and Code Enforcement services were previously approved during the budget process in June 2024. Staff is simply bringing the task orders back for transparency.

ATTACHMENTS:

Task Order #1A - Building/Permitting/Inspection Services
Task Order#1B - Code Enforcement Services

CORE COUNCIL PRIORITIES:

Fiscal Responsibility and Stability, Infrastructure and Engineering, Public Safety and Disaster Preparedness

City of Sonora

Community Development Department
94 N. Washington Street
Sonora, CA 95370
(209) 532-3508
sonoraca.com

Tyler Summersett, Community Development Director
tsummersett@sonoraca.com

August 19, 2024

CSG Consultants, Inc.
Attn: Crickett Brinkman
930 Fresno Street
Newman, CA 95360

Subject: Task Order No. 1A - Fiscal Year 2024/2025 City Building/Permitting/Inspection Services

Understanding:

The CSG team will provide Building/Permitting/Inspection services for the City of Sonora per a five-year contract executed on August 21, 2021. Work under this contract is authorized through the approved annual City Budget.

Scope of Work:

The following is a summary of duties that may be requested by the Community Development Director or City representative. Management of this task order requires regular communication between the CSG Building/Planning/Inspection staff and the City to ensure priority tasks are being delivered within the fiscal constraints of this task order.

The scope outline below is not intended to represent the entire scope of work for this task order. Code enforcement may include, but are not limited to:

1. Act as the initial point of contact for the Community Development Department, including answering telephones and distributing messages, receiving and interviewing clients/visitors, contacting the public to answer questions, and providing information regarding permitting, planning, Department activities, programs and projects, development standards and approved development proposals; responds and assists in the resolution of inquiries and complaints.
2. Assist in building permit issuance; receives and reviews applications for permits for completeness, routes to and coordinates with appropriate parties, provides permitting information, performs routine plan check and permit issuance, prepares permits and collects fees.

3. Assist in the development and launch of IWORQ for submitting, tracking, and approving City Permits online.
4. Receive and process a variety of planning applications and documents, and review applications for conformance with regulations, codes, project specifications, and environmental protocols. In coordination with the Community Development Director analyze plans and information and recommend approval or modifications
5. Represent the City within the community and with outside agencies on City cases.
6. Ensure City compliance with all Federal, State, County, and local laws and regulations
7. Monitor and make recommendations in relation to changes in laws, regulations, and technology that may affect City operations; implement policy and procedure changes as required
8. Confer and correspond with the general public, owner-builders, architects, contractors, builders, engineers, and other City staff members in the field and office on permits, plans, building requirements, or inspections.
9. Make field inspections of commercial, industrial, single, and multiple-family buildings during various stages of construction and remodeling to assure compliance with approved plans, applicable codes, and regulations of the City, state, and federal agencies.
10. Conduct plan checks to ensure compliance with applicable building codes and other applicable state and local regulations, route plans to other affected departments, and distribute plan check submittal to builders/contractors/architects/engineers for correction. Issue permits for work to be performed and determine the proper assessment of fees.

Budget FY 2024-2025:

$165,000

Please manage this budget to provide Building/Permitting/Inspection services to the City four (4) days per week for the entire Fiscal Year. The budget is effective as of July 1, 2024, and will end June 30, 2025.

Approved by:

_____	_____
Melissa Eads, City Administrator	Crickett Brinkman, CSG Consultants, Inc.
_____	_____
Date	Date

City of Sonora

Community Development Department
94 N. Washington Street
Sonora, CA 95370
(209) 532-3508
sonoraca.com

Tyler Summersett, Community Development Director
tsummersett@sonoraca.com

August 19, 2024

CSG
Attn: Ms. Lee Holt
550 Pilgrim Drive
Foster City, CA 94404

Subject: Task Order No. 1B - Fiscal Year 2024/2025 City Code Enforcement Services

Understanding:

The CSG team will provide Code Enforcement Services for the City of Sonora per a five-year contract executed on August 21, 2021. Work under this contract is authorized through the approved annual City Budget.

Scope of Work:

The following is a summary of duties that may be requested by the City Administrator and / or Community Development department representative. Management of this task order requires regular communication between the CSG Code Enforcement Officer and the City to ensure priority tasks are being delivered within the fiscal constraints of this task order.

The scope outline below is not intended to represent the entire scope of work for this task order. Code enforcement may include, but are not limited to:

1. Develop and manage the City's Code Enforcement program
2. Provide project management of existing and backlogged code cases
3. Assist in the development and launch of IWORQ for Code Enforcement tracking and issue submittal process
4. Participate in initiating all code cases regardless of whether they come via Fire, Police, Building, Planning, or from members of the community.

5. Represent the City within the community and with outside agencies on Code cases.
6. Ensure City compliance with all Federal, State, County, and local laws and regulations
7. Monitor and make recommendations in relation to changes in laws, regulations, and technology that may affect City operations; implement policy and procedure changes as required
8. Prepare reviews and present staff reports outlining code enforcement activities when requested.
9. Attend City Council meetings as necessary
10. Review and comment on planning, fire, police, building, business programs, and land development policies as necessary.

Budget FY 2024-2025:

$100,000

Please manage this budget to provide Code Enforcement Services to the City at least one day per week for the entire Fiscal Year. The budget is effective as of July 1, 2024, and will end June 30, 2025.

Approved by:

_____	_____
Melissa Eads, City Administrator	Lee Holt, CSG Consultants, Inc
_____	_____
Date	Date

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: August 19, 2024

TO: Honorable Mayor and Members of the City Council

FROM: Melissa Eads, City Administrator

SUBJECT: Consider Approval of an Amendment to Dewberry Engineer Inc., Task Order No. 4 for an Additional Amount of $25,000 for Phase 1 Transition of the City Engineering Files from Paper Hard Copies Stored at an Offsite Location to Digital Files Stored at City Hall

RECOMMENDATION:

Consider Approval of an Amendment to Dewberry Engineer Inc., Task Order No. 4 for an Additional Amount of $25,000 for Phase 1 Transition of the City Engineering Files from Paper Hard Copies Stored at an Offsite Location to Digital Files Stored at City Hall.

BACKGROUND:

The City of Sonora approved an initial allocation of $50,000 to the effort referenced above. The initial cost estimate from the consultant was $75,000. Staff had anticipated more preliminary work to be done in the preparation of the files to be transitioned. This work is being solely completed by the consultants. To reduce costs, Dewberry has hired interns, and the schedule for the interns is coming to an end this summer. Also, due to the magnitude of the materials, the severe state of decay, and in many cases bug infestations, as well as the excessive redundancy of the files, Engineering staff has spent more time than anticipated filtering critical documents.

FISCAL IMPACT:

No Fiscal Impact on the General Fund. Capacity to cover the cost of these services has been approved in the FY 24-25 Engineering Budget. Funds, however, were specific to contracting with the retired City Engineer for supportive services in the transition of files. These funds will now be shifted to the Dewberry Task Order No. 4 as originally estimated for Phase No. 1.

ATTACHMENTS:

Staff Memo dated June 17, 2024
Task Order No. 4.

CORE COUNCIL PRIORITIES:

Fiscal Responsibility and Stability, Infrastructure and Engineering

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: June 17, 2024

TO: Honorable Mayor and Members of the City Council

FROM: Melissa Eads, City Administrator

SUBJECT: Consider Approval of Task Order No. 4 in the Amount of $50,000 for Dewberry Engineers, Inc. Phase 1 Transition of the City's Engineering Files from Paper Hard Copies Stored at an Offsite Location to Digital Files Stored at City Hall.

RECOMMENDATION:

Consider Approval of Task Order No. 4 in the Amount of $50,000 for Dewberry Engineers, Inc. Phase 1 Transition of the City's Engineering Files from Paper Hard Copies Stored at an Offsite Location to Digital Files Stored at City Hall.

DISCUSSION / ANALYSIS:

The City of Sonora (City) has trusted an engineering consultant, GJF Engineering, with the responsibility of being the City Engineer and keeping the City's engineering files for the last 45 years. While some are electronic, many engineering files currently exist only as paper hard copies.

In January 2024, Dewberry assumed the role and responsibility of City Engineer. Since that time, they have been collaborating with GJF Engineering when needing access to the City's files. To complete the transition of city engineering services, Dewberry is proposing to convert the paper files to digital files and organize them in an electronic database. Digitizing and organizing the City's engineering files will make the City's files available to all departments for their use and reference.

Dewberry has separated the task order into two phases. The first phase of work includes the collection, transfer, organization, and scanning of the City's documents. The second phase of work, to take place in subsequent years, includes the creation of a GIS database that aids in efficient file searching, making the documents easily accessible and usable.

FISCAL IMPACT:

The estimated cost of Phase 1 of this task is $50,000 and it is anticipated that both Phase 1 and Phase 2 will be funded through the General Fund.

Increasing the efficiency of research will also have a positive fiscal impact due to savings in time and resources spent looking for applicable information for projects within the City.

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

CORE COUNCIL PRIORITIES:

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

Dewberry

Dewberry Engineers Inc.
11060 White Rock Road, Suite 200
Rancho Cordova, CA 95670-6061

916.363.4210
www.dewberry.com

June 10th, 2024

City of Sonora
Attn: Ms. Melissa Eads
94 N. Washington Street
Sonora, CA 95370

Subject: Task Order #4 – Transition Engineering Files

Dear Ms. Eads,

Thank you for the opportunity to prepare Task Order 4 to provide engineering services to the City of Sonora for the transition of City engineering files from paper to digital files.

Understanding:

Under Dewberry Engineers City Engineering Services Contract for the City of Sonora, the Dewberry team (Dewberry) will provide the engineering services necessary to collect, transfer, organize and digitize the City's engineering files that currently exist as hard copy papers. Accomplishing the tasks listed below will make the City's files available to all departments for use and reference.

Scope of Work:

The scope of work is broken down into two phases. The first phase of work includes the collection, transfer, organization and scanning of the City's documents. The second phase of work includes the creation of a Geographic Information System (GIS) database that allows for efficient file searching, making the documents easily accessible and usable.

The following is a list of services Dewberry will provide to the City of Sonora for this project:

Phase 1:

1. Project Management
2. Transportation of files
3. Organization of files
4. Scanning files

Phase 2:

5. Creation of a GIS database

Fee:

Phase 1 - Not to exceed ~~$75,000~~ $50,000 approved
Phase 2 - Not to exceed $50,000 > after re-assessment of Phase 1
Total - Not to exceed $125,000

Sincerely,

Mike Pugh, P.E.

Contract Manager
Associate Vice President

Approved by:

Melisa Eads

City Administrator

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: August 19, 2024

TO: Honorable Mayor and Members of the City Council

FROM: Tyler Summerset, Community Development Director
Josh Varinsky, City Attorney's Office

SUBJECT: Resolution 08-19-2024-B to Declare a Portion of APN 056-108-015 as Exempt from the Requirements of the California Surplus Land Act.

RECOMMENDATION:

Consider Approval of Resolution Number 08-19-2024-B Declaring a Portion of APN 056-108-015 as "Exempt Surplus Land," Pursuant to the California Surplus Land Act.

BACKGROUND:

On May 13, 2024, the Sonora Planning Commission approved the Design Review, Site Plan, and Use Permit to allow a 40-foot residential and commercial mixed-use project at 956 Oregon Street (APNs: 056-106-004 and 056-108-015) (the "Project"). The Planning Commission also recommended a rezone for the Project from General Commercial (GC) to Commercial (C).

Following the Planning Commission approval, the Project approvals were appealed to the City Council. On June 17, 2024, the City Council denied the appeals and upheld the Planning Commission decision.

The Project is located at 956 Oregon Street. As previously explained in the staff report for the appeal hearing, the City owns a small strip of right-of-way which sits in between South Washington Street and the Project site. The right-of-way area is approximately 3,831 square feet (~0.088 acres). The Project applicant has expressed interest in acquiring this parcel from the City, as this area is necessary for the Project to proceed as approved.

Prior to conveying the parcel to the Project applicant, several steps are required of the City:

1. *Compliance with Surplus Land Act.* The City must comply with the California Surplus Land Act (Gov. Code, § 54220 et seq.) (or the "Act"). The Surplus Land Act provides specific procedures that public agencies must follow prior to disposing of surplus land. As further explained below, this parcel is exempt from such requirements, but the City must formally declare the exemption through findings and send the resolution to the California Department of Housing and Community Development ("California HCD").

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

2. *Roadway Vacation*. The City originally acquired this parcel from the State on February 6, 1995, when the State relinquished specific right-of-way segments to the City. The parcel is currently identified as part of the City streets and right-of-way system. Prior to disposing of the parcel, the City must follow the vacation procedures provided in the Streets & Highways Code.

3. *Agreement with Project Applicant*. The City Council also must approve an agreement with the Project applicant for conveyance of the parcel. City staff is currently negotiating terms with the Project applicant for conveyance. Reasonable consideration will likely involve certain site improvements, as the right-of-way area does not have a high valuation.

This action will complete compliance with Number 1 above. City staff will prepare agenda items for Numbers 2 and 3 at a future meeting, for review and consideration by the City Council.

DISCUSSION / ANALYSIS:

Under the Surplus Land Act, public agencies must provide notice to certain entities before selling surplus land on the open market. The Surplus Land Act intends to give affordable housing developers and other public agencies the first opportunity to acquire the surplus land of public agencies, for use as affordable housing or open space.

The Act also contains exemptions, however, for certain parcels of surplus land. Here, several exemptions apply, which means the City does not have to comply with the requirements of the Act prior to disposition. The City must formally declare the exemptions before transferring surplus land to a purchaser. The applicable exemptions include the following:

1. Surplus land that is less than one-half acre in area and is not contiguous to land owned by a state or local agency that is used for open-space or low-and moderate-income housing purposes. (Gov. Code, § 54221(f)(1)(B).)

   FINDING: The right-of-way area is a small parcel of only ~0.088 acres. The parcel is adjacent to South Washington Street and is surrounded by other private parcels. Surrounding parcels are not owned by other public agencies. The surrounding zoning includes General Commercial (CG) to the north, Limited Manufacturing (ML) to the west, Limited Multifamily Residential (R-2) to the south, and Single-Family Residential (R-1) to the east.

2. Surplus land that is a former street, right of way, or easement, and is conveyed to an owner of an adjacent property. (Gov. Code, § 54221(f)(1)(E).)

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

FINDING: The parcel was relinquished by the State to the City in 1995 for right-of-way purposes. The parcel is currently considered part of the City streets and right-of-way system. The parcel is proposed to be conveyed to the Project applicant who will develop the site as part of the Project at 956 Oregon Street.

Upon the City Council's adoption of the attached resolution, City staff will send the resolution to California HCD to demonstrate compliance with the Surplus Land Act.

At a future meeting, the Council will review and consider the formal vacation of the right-of-way area, and approving conveyance of the parcel to the Project applicant.

FISCAL IMPACT:

No Fiscal Impact to the General Fund.

ATTACHMENTS:

Resolution Number 08-19-2024-B
EXHIBIT A: Description and depiction of surplus land parcel

CORE COUNCIL PRIORITIES:

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

RESOLUTION 08-19-2024-B

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SONORA DECLARING A PORTION OF APN 056-108-015 AS "EXEMPT SURPLUS LAND," PURSUANT TO THE CALIFORNIA SURPLUS LAND ACT (GOV. CODE, § 54220 ET SEQ.)

WHEREAS, on February 6, 1995, the Sonora City Council accepted certain relinquished state highways as City streets from the California Transportation Commission (Resolution 2-6-95-B), including the real property identified as a portion of APN 056-108-015, as more particularly described and depicted in **Exhibit A** attached hereto (the "Property"); and

WHEREAS, the Property is owned by the City of Sonora in fee title, and is approximately 3,831 square feet (~0.088 acres); and

WHEREAS, the City has received development applications to develop a multi-family and commercial project on a site adjacent to the Property; and

WHEREAS, the City seeks to transfer a portion of the Property to the applicant of the proposed development, to allow the project to proceed as proposed and advance the goals and policies of the City's General Plan and Housing Element; and

WHEREAS, pursuant to the California Surplus Land Act (at Gov. Code, § 54220 et seq.), the City is required to declare the Property as "surplus land" or "exempt surplus land" at a regular meeting, prior to taking any action to dispose of the Property; and

WHEREAS, the following exemptions under the Surplus Land Act are applicable to the proposed disposition of the property:
Surplus land that is less than one-half acre in area and is not contiguous to land owned by a state or local agency that is used for open-space or low- and moderate-income housing purposes. (Gov. Code, § 54221(f)(1)(B).)
Surplus land that is a former street, right of way, or easement, and is conveyed to an owner of an adjacent property. (Gov. Code, § 54221(f)(1)(E).)

WHEREAS, the Property is less than one-half acre and is not contiguous to lands owned by state or local agencies for open-space or housing purposes. The Property is surrounded by private parcels. The surrounding zoning designations are provided as follows: General Commercial (CG) to the north, Limited Manufacturing (ML) to the west, Limited Multifamily Residential (R-2) to the south, and Single-Family Residential (R-1) to the east. The Property is also bounded by a City Street (South Washington Street) to the east; and

WHEREAS, the Property is currently excess right-of-way and is not needed for roadway purposes. The Property is planned to be conveyed to the owner of the adjacent property at 956 Oregon Street (APN 056-106-004), for future development of a multi-family and commercial project; and

WHEREAS, written findings supporting an exempt surplus land declaration must be provided to the California Department of Housing and Community Development ("HCD") for review at least thirty (30) days prior to the City's disposition of the land (according to HCD Surplus Land Act Guidelines, Section 400(e)); and

WHEREAS, this Resolution does not constitute a "project" under the California Environmental Quality Act and no environmental assessment is required; and

WHEREAS, the purpose of this Resolution is to comply with the requirements of the Surplus Land Act and to declare the Property as "exempt surplus land," prior to disposal of the Property.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF SONORA AS FOLLOWS:

1. The City Council hereby finds that the above recitals are true and correct and are made part of this Resolution.

2. Based on the findings recited herein, the City Council hereby declares that (i) the Property described in **Exhibit A** attached hereto is surplus land not necessary for the City's use, (ii) the Property is exempt from the Surplus Land Act pursuant to Government Code § 54221(f)(1)(B), as a parcel of land less than one-half acre and that is not contiguous to lands owned or used by state or local agencies for open-space or housing purposes, and (iii) the Property is further exempt from the Surplus Land Act pursuant to Government Code § 54221(f)(1)(E), as a parcel of land that is a former right-of-way and is planned to be conveyed to the owner of the adjacent parcel.

3. The City Manager, or his or her designee, is hereby authorized to take all actions necessary and incidental to demonstrate compliance with the Surplus Land Act, including sending a copy of this Resolution to the California Department of Housing and Community Development.

PASSED AND ADOPTED as a resolution by the Sonora City Council on this _____ day of _____ 2024, by the following votes:

AYES:_____

NOES: _____

ABSENT:_____

ABSTAIN: _____

Signed and dated: _____, 2024

SIGNED:

_____

Ann Segerstrom, Mayor, City of Sonora

ATTEST:

_____

Tracy Skelly, City Clerk, City of Sonora

RESOLUTION NO. 08-19-2024-B

EXHIBIT A

Description of Property

EXHIBIT A

LEGAL DESCRIPTION CITY OF SONORA PROPERTY
OLD CAL-TRANS RIGHT OF WAY APN#056-108-015

A portion of Lots 3, 4, 5 and 6 in Block 2 of Live Oak Addition to the City of Sonora, as per survey and map thereof made by J. G. Hopper in January, 1899 as filed in the Office of the County Recorder of Tuolumne County, situate in the northeast one-quarter of Section 1, T. 1 N., R. 14 E., M.D.M., said portion being all that part of said Lots lying westerly of the following described line:

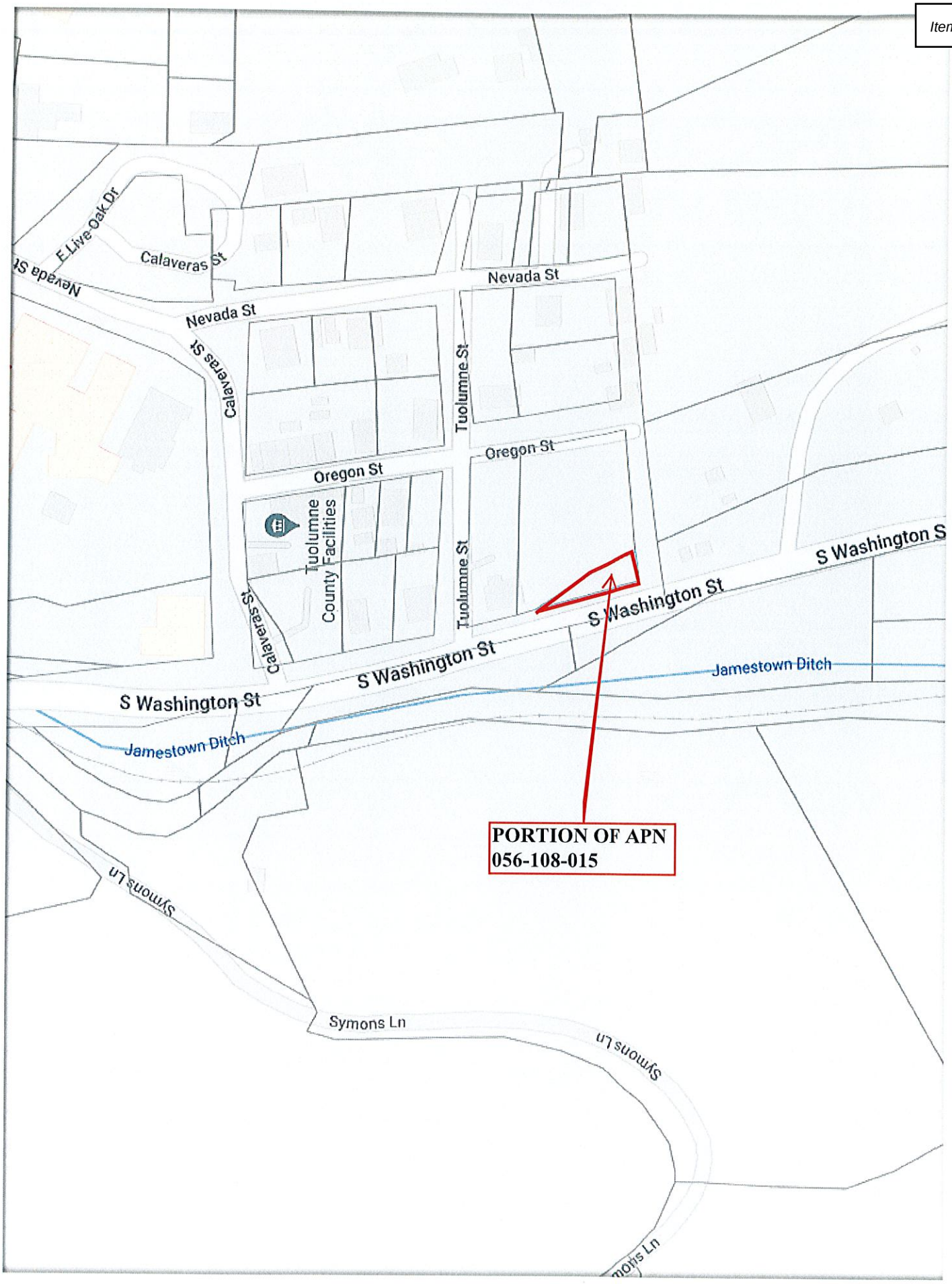
Beginning at a point on the southerly line of said northeast one-quarter of Section 1, distant along said line N. 89° 30' 16" W., 362.99 feet from a 2-inch pipe with Tuolumne County brass cap stamped L.S. 3000, set to mark the east one-quarter corner of said Section 1, thence N. 0° 42' 18" E., 267.44 feet; thence N. 6° 15' 58" W., 217.14 feet; thence N. 17° 41' 23" W., 354.86 feet; thence N. 28° 36' 38" W, 124.66 feet to the intersection of the northerly line of said Lot 3 with the easterly line of Washington Street (a city street).

Containing 0.13 of an acre, more or less, in addition to that portion in the included public ways.

The above description is based on the California Coordinate System, Zone 3.

VOL 763 PAGE 443

2


E Live Oak Dr
Calaveras St
Nevada St
Nevada St
Calaveras St
Nevada St
Tuolumne St
Oregon St
Oregon St
Tuolumne County Facilities
Calaveras St
Tuolumne St
S Washington St
S Washington St
S Washington St
Jamestown Ditch
Jamestown Ditch
PORTION OF APN
056-108-015
Symons Ln
Symons Ln
Symons Ln

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: August 19, 2024

TO: Honorable Mayor and Members of the City Council

FROM: Tyler Summersett, Community Development Director

SUBJECT: Consider Acceptance of Blue Zones Project Branded Bike Racks for Transit Stops Located Along Stockton Road with One Additional Rack to be Placed at a Location to be Determined

RECOMMENDATION:

Accept Blue Zones Project Branded Bike Racks for Both Bus Stops Located Along Stockton Road and One Additional Rack at the Location of City Choice.

BACKGROUND:

The impetus behind Blue Zones Project partnership with the City on this project hinges on the belief that, the built environment is made up of the places and spaces where we live, play, and work. This includes neighborhoods, homes, streets, sidewalks, parks, trails, and places for recreation. Research shows that the built environment can positively, or negatively, impact individual and community health and well-being. By making active options easier to access, people are more likely to engage in healthy activities such as walking, biking, playing, connecting, and engaging, leading to improved physical and mental health outcomes.

DISCUSSION / ANALYSIS:

A component of the Blue Zones Project work focuses on the built environment and the impact that community design has on the choices we make day to day. The City recently partnered with Caltrans and the Tuolumne County Transit Agency to build public transit improvements on northbound and southbound Stockton road (State Route 49). The improvements include aesthetically pleasing bus shelters, ADA access, street trees and enough room to accommodate the largest transit vehicles/coaches that are currently being used.

One element that is missing from a traditional bus stop improvement along Stockton Road is bike racks. All Tuolumne County Transit vehicles have bike racks, and a percentage of transit users take advantage of this feature. In an effort to encourage multi-modal (bicycle + transit) transportation, the Blue Zones Project has offered to procure and install bicycle racks at both Stockton Road transit stop locations.

CITY COUNCIL AGENDA REPORT

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SERVICE, INNOVATION, INTEGRITY, COLLABORATION, RESPECT, LEADERSHIP

Additionally, the Blue Zones Project is willing to install one additional bike rack at the location of City choice.

No Caltrans approval is necessary at the identified site(s) as they are within the City right of way. It is anticipated that the bike racks will be maintained as part of the memorandum of agreement with the Tuolumne County Transit Agency.

FISCAL IMPACT:

The project has no fiscal impact. The Blue Zones Project is offering to procure and install (pay the cost of City public works staff time) the bicycle racks at their expense.

ATTACHMENTS:

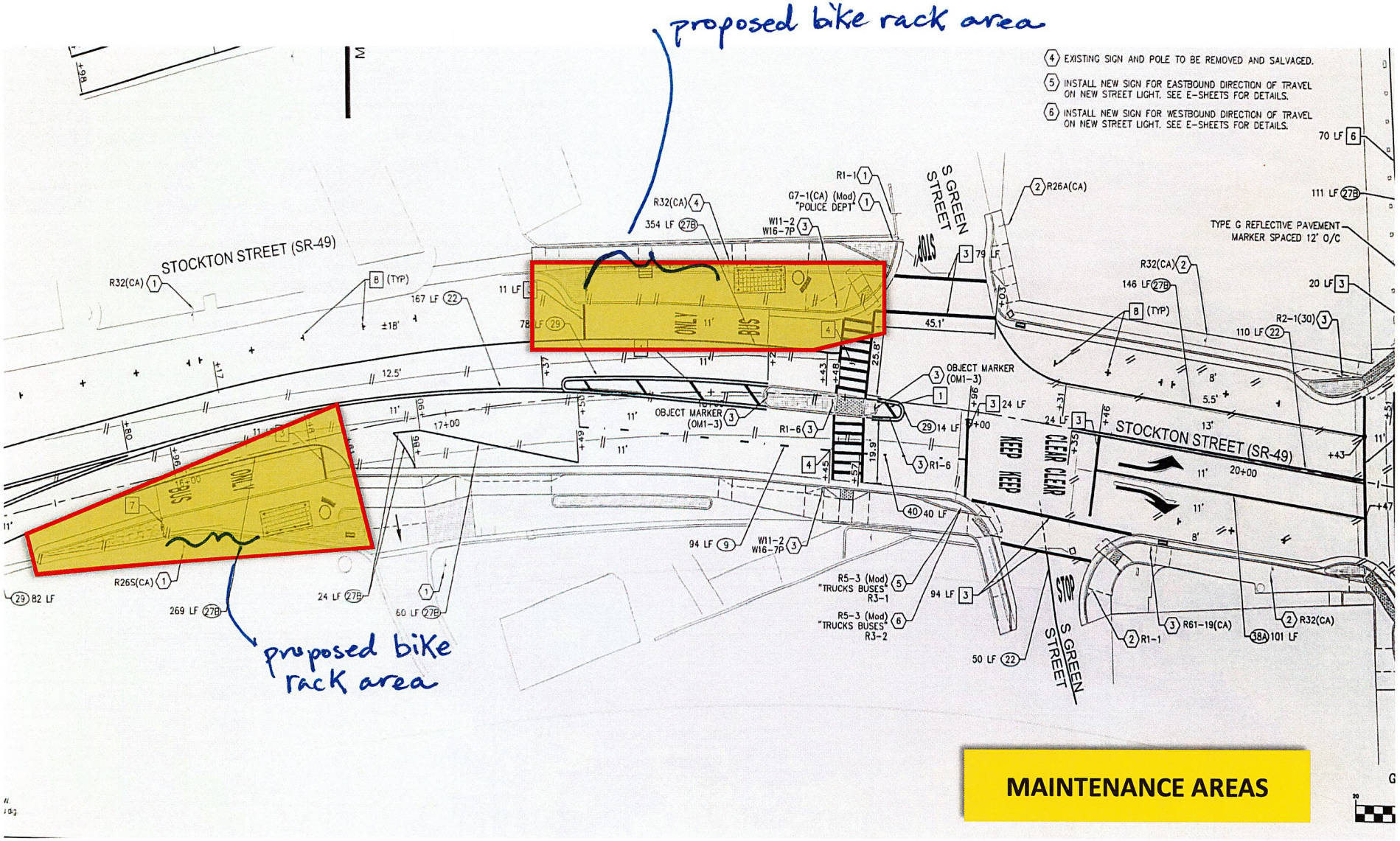
Bicycle Rack Graphic

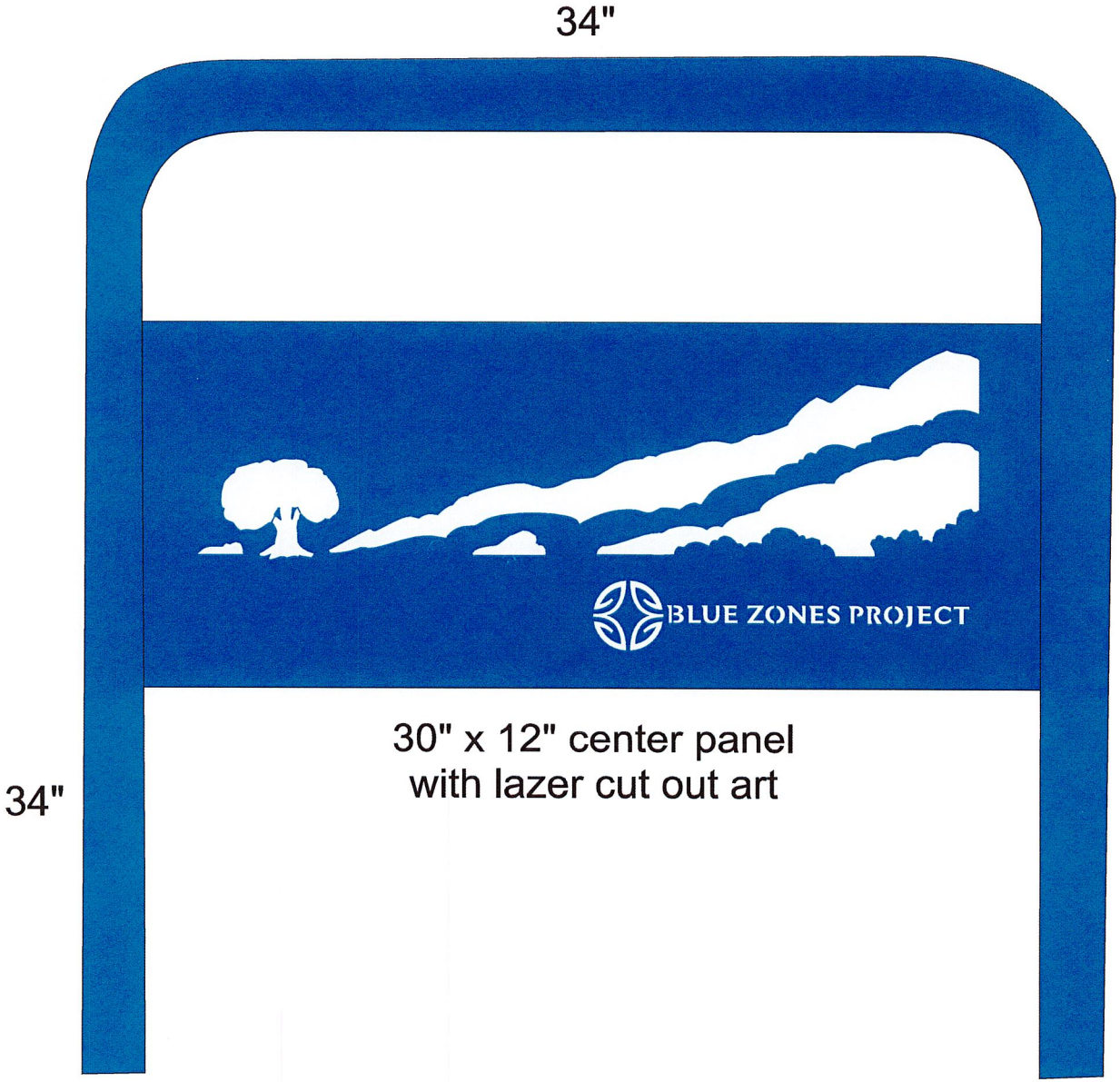
CORE COUNCIL PRIORITIES:

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

ATTACHMENT B

TRANSIT MAINTENANCE AREA




34"
BLUE ZONES PROJECT
30" x 12" center panel
with lazer cut out art
34"

34"


BLUE ZONES PROJECT
30" x 12" center panel
with lazer cut out art

34"

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: August 19, 2024

TO: Honorable Mayor and Members of the City Council

FROM: Melissa Eads, City Administrator

SUBJECT: Consider Approval of a Letter of Support for the Mathiesen Memorial Health Clinic Application to the Bureau of Primary Health Care Federal 330 New Access Point Grant

RECOMMENDATION:

Consider Approval of a Letter of Support for the Mathiesen Memorial Health Clinic Application to the Bureau of Primary Health Care Federal 330 New Access Point Grant.

BACKGROUND:

The City's partner, Mathiesen Memorial Health Clinic, has requested a letter of support for their application for the grant referenced above. The grant will provide for $650,000 in annual operations revenue for one (1) year. Should the Clinic prove good stewards of the funds, the program can consider additional two (2) and three (3) years term allocations.

For more information on the program, the community support, and the justified needs, please see the letter of request submitted for your review.

At this time no other Community Partners have request a letter of support.

FISCAL IMPACT:

No Fiscal Impact to the General Fund.

ATTACHMENTS:

Request for Letter of Support from Chief Executive Officer, John Vass
Draft Letter of Support

CORE COUNCIL PRIORITIES:

Fiscal Responsibility and Stability, Economic Development/Growth and General Plan

Mathiesen Memorial Health Clinic
P.O. Box 535, 18144 Seco St.
Jamestown, CA 95327

August 9, 2024

Ann Segerstrom, Mayor
City of Sonora
94 Washington Street
Sonora, CA

RE: Requesting a support letter for Mathiesen Memorial Health Clinics' application for the 330 New Access Point (HRSA-25-085) to the Bureau of Primary Health Care Federal.

To Mayor Ann Segerstrom,

MMHC is applying for the Bureau of Primary Health Care Federal 330 New Access Point (NAP) grant (HRSA-25-085). The 330 funding will provide ongoing support from BPHC to MMHC annually to ensure that we can continue to expand our services and capacities to our Tribal and non-tribal communities. The purpose of this 330 funding is to support health center service delivery sites' operations to expand affordable, accessible, and high-quality primary health care for Tribal and underserved communities and populations. If you would be so kind in providing a written support letter, we certainly appreciate it.

A little bit about us. MMHC is a Tribal health clinic offering services to our entire community, thanks to the Chicken Ranch Rancheria of the Me-Wuk Indians of California. The Chicken Ranch Rancheria of Me-Wuk is a small Indian Tribe, in Jamestown, California within Tuolumne County. The Tribe founded Mathiesen Memorial Health Clinic (MMHC) in 2007.

MMHC's service area is located in and around Jamestown, extending into the northeastern Sierra foothills (zip codes 95327, 95370, 95305, 95372, 95379, 95383, 95346, 95335, 95310, 95321 & 95375) in Tuolumne County. The total population within this large, rural area is 53,703 of which 5054 are veterans. Tuolumne County is designated as a Medically Underserved Area, which means there are not enough physicians for the population. The barriers include our remote/rural location, low-income populations, and limited access to direct medical services. This area is one of the historically underfunded Indian Health Service areas. MMHC is the only health care provider in Jamestown.

The population of focus is the Chicken Ranch tribal membership of 39 members, 2152 unaffiliated American Indians residing in Tuolumne County, and an estimated 350 who live outside the county. MMHC's population of focus also includes non-tribal individuals who reside in and around Jamestown, specifically the 12,446 individuals living at or below 200% of the Federal Poverty Level (FPL) of which 40% live at or below 100% of the FPL, including those experiencing homelessness. In the County the rate of people unhoused is 0.53 per 100 people.

The MMHC was created in response to an ever-growing demand for comprehensive, culturally, and economically accessible community health care services for our Tribal community as well as the unserved and underserved in Jamestown and surrounding communities.

MMHC offers age-appropriate preventive and comprehensive care services meeting the needs of the population. These services include primary care (children & adults), women's health, mental health, addiction therapy, acupuncture, prompt care walk-in clinic, dental care, 340B pharmaceuticals, navigation and care management services, community outreach including harm reduction education, street medicine/non-crises BH services (designated vehicles), health education, transportation, therapeutic yoga, and MediCal and Covered California application assistance. MMHC's methodology includes: (a) preventing the start of illness or conditions through immunizations, screenings, or other preventive services and education; (b) controlling acute episodic illnesses or conditions through timely access to care; (c) managing chronic diseases or conditions through consistent care and monitoring; self-management planning and health education. MMHC provides evidenced-based, equitable and culturally appropriate care.

MMHC would appreciate your written support for our 330 New Access Point application. If you like to discuss further or have any questions, please call me at 209 984-4827 or our grant management support, Patricia Talbot, at 707 921-9922 or patricia@pmtalbot.com. We hope to have your support letter by August 20th, so that I can include it in our grant application. Please send my email address at john.vass@crihb.org.

Address your support letter to:

John Vass
Chief Executive Officer
Mathiesen Memorial Health Clinic
18144 Seco St.
Jamestown, CA 95327

I thank you for your support.

John Vass, CEO

CITY HALL

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

August 19, 2024

John Vass, Chief Executive Officer
Mathiesen Memorial Health Clinic
18144 Seco St.
Jamestown, CA 95327

RE: Letter of Support for Mathiesen Memorial Health Clinic's 330 New Access Point Grant Funding

Dear John Vass,

We, the Sonora City Council, are enthusiastic to support Mathiesen Memorial Health Clinic's New Access Point Grant application to the U.S. Department of Health and Human Services, Bureau of Primary Health Care.

The Chicken Ranch Rancheria Me-Wuk Tribe has been committed to ensure healthcare delivery to all of our community by providing access to high quality primary care, preventative health, mental health, and substance use disorder services through its Mathiesen Memorial Health Clinic (MMHC). The clinic was established in response to an ever-growing demand for comprehensive, culturally, and economically accessible healthcare services, particularly among the Tribal and low-income populations in Jamestown and its surrounding area. MMHC has been instrumental in addressing the pressing healthcare needs of our rural and underserved populations. Recently MMHC added dental care, opening an office here in Sonora, a central point in Tuolumne County. This will narrow the gap in access to oral health care across the life course.

MMHC has an economic impact on our community as well. MMHC has created jobs where roughly 93% of those employed live in our County. They have grown extra essentially over the last serval years to currently employing 91 people (81 FTEs).

The Sonora City Council recognizes MMHC as a strong, vital, and resilient healthcare entity in our community, in Jamestown, and the surrounding communities they serve. We understand that the purpose of the New Access Point funds is to support healthcare delivery sites' operations to expand affordable, accessible, and high-quality essential primary care for Tribal and underserved communities and populations. Thus, we urge the Bureau of Primary Health Care to strongly consider MMHC's application to further its mission of delivering ongoing essential healthcare services to the medically underserved.

Respectfully,

Mayor Ann Segerstrom
City of Sonora

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: August 19, 2024

TO: Honorable Mayor and Members of the City Council

FROM: Chris Gorsky, Administrative Services Director

SUBJECT: Administrative Services Department Report for June 2024

RECOMMENDATION:

Receive the Administrative Services Department Report for June 2024 (FY23/24)

DISCUSSION / ANALYSIS:



The Administrative Services Department provides a wide range of comprehensive support services which include: accounting, finance administration and reporting, budgeting, audit, compliance, treasury management, payroll, human resources, recruitments, accounts receivable, local tax collection, accounts payable, procurements, business license management, risk management, information technology for the City.

Monthly Report to the City Council

June '24

Highlights of General Fund Revenues:

	Current Period	YTD	FY23/24 Budget	% of Budget
Property Tax	$ 28,724	$ 1,011,375	$ 980,600	103.1%
Sales Tax	$ 370,999	$ 3,397,307	$ 3,355,600	101.2%
Measure Y	$ 411,476	$ 4,512,457	$ 4,300,000	104.9%
Transient Occupancy Tax	$ 85,774	$ 692,478	$ 625,000	110.8%
Cannibis Public Benefit Fees	$ 55,409	$ 703,655	$ 710,000	99.1%
Building Permits	$ 6,837	$ 88,736	$ 100,000	88.7%
Business Licenses	$ 891	$ 132,141	$ 126,900	104.1%

Highlights of General Fund Expenditures:

	Current Period	YTD	FY23/24 Budget	% of Budget
Salaries and Benefits	$ 643,381	$ 6,828,768	$ 7,537,600	90.6%
Operating Expenditures	$ 542,799	$ 3,647,745	$ 3,896,700	93.6%
Transfers	$ 100,012	$ 420,756	$ 444,000	94.8%

	A/P	YTD	H/R	YTD
Total Number of Checks/DD Processed:	128	1,804	99	1,319

	Current Month Zone A	Current Month Zone B	YTD Zone A	YTD Zone B
Business License Activity:				
Licenses Issued	3	7	23	121

CITY COUNCIL AGENDA REPORT

CITY HALL

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SERVICE, INNOVATION, INTEGRITY, COLLABORATION, RESPECT, LEADERSHIP

CORE COUNCIL PRIORITIES:

Fiscal Responsibility and Stability, Economic Development/Growth and General Plan, Staffing - Salary, Benefits, Training, and Retention

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: August 19, 2024

TO: Honorable Mayor and Members of the City Council

FROM: Tyler Summersett, Community Development Director

SUBJECT: Community Development Department Update, July-August 2024

The following activities were undertaken by the Community Development Department:

DAILY ACTIVITIES

- Answer Phones
- Staff Office hours
- Issue Permits
- Conduct Inspections

SPECIAL EVENT PERMITS

Special Event Permits for the following Community Events:

1. N/A

FARMERS MARKET

- Every Saturday through October 12, 2024.

LINOBERG STREET

- Working with Blue Zones Project to develop phase 1 of improvement, which will focus on Stewart Street demonstration project to remove Business trash bins from sidewalk, increase safety of crossing Stewart Street, community art and requesting closure of Stewart Street during Saturday Farmers Market. Conceptual design received from BZP team. Staff working to bring this item to City Council for consideration in September

CODE ENFORCEMENT

- See attached report from Irma Gowin, Senior Code Enforcement Officer
- Code enforcement has been actively working with Sonora Police department to begin addressing abandoned vehicles along City streets. Roughly 6-8 vehicles have been tagged already, with others identified as potentially being abandoned.

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

COMMUNITY DEVELOPMENT BLOCK GRANT (CDBG) MANAGEMENT

- Begin work to close out CDBG project (acquisition of fire engines and supporting apparatus)

CALOES PROJECT

- Staff reviewed preliminary designs and provided comments. Staff preparing to a request for a time extension for this project until September 2025. This will allow time to get through the winter months when building activity is minimized. It will also allow a buffer for delivery of structure as the steel building industry has been experiencing months-long delays in delivery in some cases.

PER CAPITA (STATE PARKS) GRANT

- Pickleball/Basketball court—staff reviewed preliminary design documents and provided comment. Bid documents to follow approved designs. Fall project bid is anticipated with construction potentially being delayed until Spring 2025.

STOCKTON-WASHINGTON CORRIDOR PROJECT

- Staff is submitting final paperwork for the project and pursuing reimbursements for project expenditures.

ORDINANCE UPDATE(S)

- Updated Transient Use Permit Application is available on the City website. Staff have fielded calls from the community with interest in submitting the required paperwork. Our first application has been received and it is currently being processed.
- First draft of new Encroachment Ordinance reviewed internally by staff and stakeholders. The draft ordinance will go to the Planning Commission, public outreach will be held and ultimately it will come to City Council for consideration. The encroachment ordinance will govern activities in the City right of way, such as outdoor dining, live music, outdoor landscaping, decorations, speakers, trash bins, etc.

PLANNING COMMISSION

- August 12 meeting cancelled. Next Planning Commission meeting is September 9th at 5:30pm.

USE PERMIT

Use Permit Review: 280 Mono Way—Use Permit approved to utilize existing vacant, dilapidated building for Mixed Martial Arts training facility. Staff are working with applicant to monitor delivery of conditions of approval which must be satisfied prior to opening of facility.

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HOUSING ELEMENT

- Final Draft comments received from Housing and Community Development (HCD). Staff and consultants working to address comments and re-submit for approval. Likely on Council agenda for September 2024.

LOCAL HAZARD MITIGATION PLAN

- Approved at August 5, 2024 City Council meeting

CALAVERAS STREET PARKING

- Legal counsel provided an amended lease agreement to incorporate two additional locations for parking on Calaveras Street. Staff working with property owner to bring a plan for construction of the new parking areas to Council for consideration of approval in September.

CODE ENFORCEMENT DIVISION

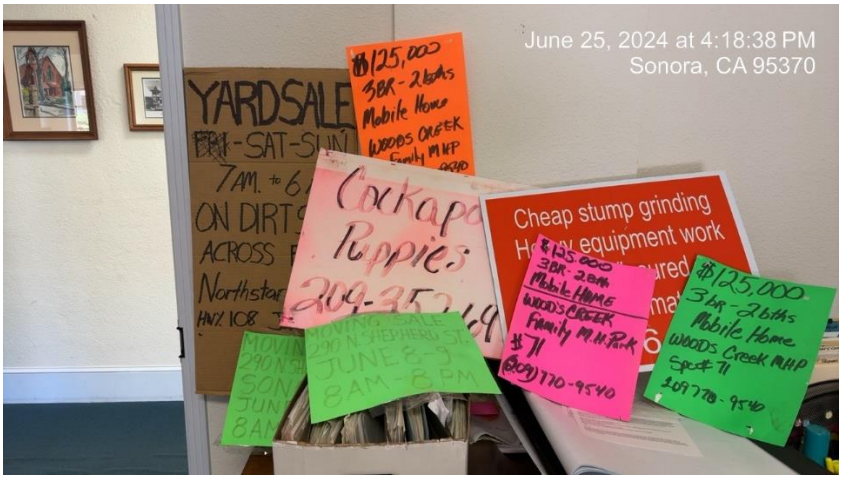
August 2024

Sign Enforcement:

In May of 2024, Senior Code Enforcement Officer Irmas Gowin and Public Works Supervisor Mike Lagomarsino began working on sign enforcement. They proactively abated signs on public right-of-ways and made field contact with the public. They used a soft approach and provided handouts and educational efforts. Volunteer assistance from CSG Consultants was also provided in July with a second Code Enforcement Officer.

- Total signs: 35
  - Abated: 23
  - Unfounded: 1
  - Exempt: 2
  - Pending: 9

Example of Signs City abated on public right of ways and City property:



iWorQ Code Enforcement Management App:

Senior Code Enforcement Officer Irma Gowin has been working diligently on the iWorQ Code Enforcement portal which will facilitate the following:

- Manage inspections, court dates, re-inspections, photos and all other activities
- Create violation letters, issue citations, and utilize custom checklists
- Associate parcel IDs with code enforcement cases
- Develop insight reports for management
- Enhance communication with internal departments on property history

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: August 19, 2024

TO: Honorable Mayor and Members of the City Council

FROM: Aimee New, Fire Chief

SUBJECT: Fire Department Monthly Report for July 2024

RECOMMENDATION:

Receive the Fire Department Monthly Report for July 2024

DISCUSSION / ANALYSIS:

Receive the Fire Department Monthly Report for July 2024

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, Staffing - Salary, Benefits, Training, and Retention

CITY COUNCIL AGENDA REPORT

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SERVICE, INNOVATION, INTEGRITY, COLLABORATION, RESPECT, LEADERSHIP

Public Safety

1. City of Sonora Fire Department responded to 161 calls for service in July 2024.
2. Sonora City Units responded to emergency calls as follows:

100 - Fire, other		2
113 - Cooking fire, confined to container		1
131 - Passenger vehicle fire		3
142 - Brush or brush-and-grass mixture fire		2
143 - Grass fire		2
321 - EMS call, excluding vehicle accident with injury		100
322 - Motor vehicle accident with injuries		1
324 - Motor vehicle accident with no injuries.		3
445 – Arcing, shorted electrical equipment		1
531 Smoke or odor removal		1
550 - Public service assistance, other		1
553 - Public service		2
554 - Assist invalid		9
611 - Dispatched & cancelled en route		18
622 - No incident found on arrival at dispatch address		1
730 - System malfunction, other		6
731 - Sprinkler activation due to malfunction		1
735 - Alarm system sounded due to malfunction		1
743 - Smoke detector activation, no fire – unintentional		1
745 - Alarm system activation, no fire – unintentional		4
746 - Carbon monoxide detector activation, no CO		1
	Total	**161**

3. Monthly dollar loss in the City, resulting from fire: 0
4. The average response time during the month: 4:18
5. Automatic or mutual aid given: 54

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: August 19, 2024

TO: Honorable Mayor and Members of the City Council

FROM: Turu VanderWiel, Chief of Police

SUBJECT: Sonora Police Department Monthly Report

RECOMMENDATION:

Receive the City of Sonora Police Department Monthly Report for July 2024.

BACKGROUND:

Each month, the Sonora Police Department reports on general police activity for the previous month. This list is not all-inclusive and is guided by City Council interest. The reporting format allows for a comparison of activity with the prior month and with the same period during the previous year.

The City is divided into two areas of responsibility, each monitored by our two Police Sergeants. The Sergeants monitor their assigned areas and proactively apply problem-solving community policing principles to address crime trends and other quality-of-life concerns related to public safety.

Most categories in our report reflect criminal case investigation reporting, providing a comprehensive view of our law enforcement efforts. However, it's important to note that these categories primarily indicate the number of criminal cases investigated, rather than the actual number of incidents occurring in the City. Select categories, such as Larceny and Homeless Activity, have dual reporting numbers which reflect both the number of reported occurrences and the number of criminal case investigations. Similarly, the Total Phone Calls / 911 Calls category reflects the number of 911 calls included in the total number of incoming calls to the Sonora Police Department in a given month, offering a more nuanced understanding of our emergency response.

DISCUSSION / ANALYSIS:

The chart below summarizes activities for July 2024.

Activity	July 2024	June 2024	July 2023
Total Incidents	1,099	1,109	1,293
Calls for Service	800	795	882
Officer Initiated	299	314	411

CITY COUNCIL AGENDA REPORT

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CITY OF SONORA 94 N. WASHINGTON STREET, SONORA, CA 95370 P: (209) 532-4541

SERVICE, INNOVATION, INTEGRITY, COLLABORATION, RESPECT, LEADERSHIP

Total Arrests	34	42	40
Felony Arrests	7	17	8
Misd. Arrests	27	25	32
Total Reports	108	116	116
Parking Citations	12	17	18
Moving Citations	25	16	8
Domestic Violence	6	6	4
Larceny Inc./Inv.	22	21	14
Total Collisions/Inv.	24/8	24/6	37
Homeless Activity	139/18	102/23	107/24
Animal Calls	24	53	35
Public Intox and UID	8	7	7
DUI Arrests	5	1	2
Total Phone Calls / 911 Calls	2,365/416	2,169/370	2,292 / 362
Average Per Day	76	72	74
Vehicle Releases	3	3	3

FISCAL IMPACT:

No Fiscal Impact to the General Fund.

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

ATTACHMENTS (3):

Crimes by Area Report
Area 1 Supervisor Report
Area 2 Supervisor Report.

CORE COUNCIL PRIORITIES:

Public Safety and Disaster Preparedness, Homelessness Issues, Training, and Retention

July 2024 - Crimes by Area

AREA 1 REPORTS:

Violent Crimes:

3 – Felony Domestic Violence (one with assault with a deadly weapon -*other than a firearm*-, battery with serious bodily injury, and false imprisonment; one with strangulation and false imprisonment)
1 – Felony Sodomy
1 – Misdemeanor Domestic Battery

Burglaries / Other Larceny:

1 – Misdemeanor Business Burglary (Shoplifting)
1 – Misdemeanor Petty Theft from a Business Location

AREA 2 REPORTS:

Violent Crimes:

1 – Felony Criminal Threats
1 – Felony Domestic Violence
1 – Felony Assault with a Deadly Weapon -*other than a firearm*-
1 – Misdemeanor Domestic Violence
2 – Misdemeanor Violation of a Domestic Violence Order (one with stalking)

Burglaries / Other Larceny:

1 – Misdemeanor Business Burglary (Shoplifting)
1 – Misdemeanor Petty Theft from Vehicle

Area 1 Supervisor Report July 2024

Neighborhood Watch:

ELKS HILL:

- No updated activity

SONORA KNOWLES:

- No updated activity.

Case(s) for discussion:

24-729-On 07/03/2024, at approximately 6:50 am, Sonora PD officers were dispatched to an assault with a deadly weapon call. The victim was struck in the face with a cane and bleeding from the mouth. The suspect, a local transient male, was apprehended and booked into the county jail. The Tuolumne County Probation Department was also notified of the incident.

24-703-On 07/20/2024 at approximately 8:40 pm, Sonora PD Officers responded to the area of 154 S Washington St for the report of a battery. Officers arrived on scene and contacted both parties. An investigation was conducted, and a female suspect was arrested for domestic battery.

Recruitments:

- One police recruit applicant has been moved into the background process.
- We are currently recruiting for one lateral police officer.

Training:

- One officer is scheduled for STOP training in September.

Range:

- Range qualification is scheduled for September 4th.

Fleet:

- The new Dodge Durango pursuit vehicles have entered service and have been assigned to patrol officers.

Property and Evidence:

- No updated activity

Respectfully submitted,

Sergeant Eric Nygard

Area 2 Monthly Report
July 2024

Neighborhood Watch:

MYERS HILL:

- No updated activity.

NORTH STEWART:

- No updated activity.

HIGHLAND VIEW:

- No updated activity

Case(s) for discussion:

24-635- Officers were dispatched to a report of a domestic disturbance in the parking lot of Applebee's. Before their arrival, Officers learned one party had left in their vehicle. Officers were able to locate the vehicle and conduct a traffic stop. During their investigation, Officers noticed the driver had a strong odor of alcohol emitting from his person. A DUI investigation was conducted, and it was determined the driver was over the legal limit of .08% B.A.C. The driver was arrested and booked into the Tuolumne County Jail for driving under the influence. The investigation subsequently concluded that there was no evidence of domestic battery.

24-656- Officers conducted a traffic stop on a vehicle for a moving violation. Upon contacting the driver, Officers could smell the odor of alcohol emitting from the person. The Officers attempted to conduct a DUI investigation and put the driver through a series of Standardized Field Sobriety Tests. The driver was non-compliant and refused all tests. The driver also refused to provide a breath or blood sample. A warrant was authored for a blood sample from the driver, which was granted by a Judge. The driver was transported to AHS for a blood draw and later booked into the Tuolumne County Jail for driving under the influence and delaying or obstructing a Peace Officer.

Canine:

- The Sonora PD Canine Handler has continued to utilize his canine partner for narcotics and has had positive results. The canine team is actively training twice a month. A request for a full body bite suit and new sleeve was submitted to Friends of Sonora nonprofit organization. The request has been approved and our handler is in the process of completing the order.

Reserves/Volunteers:

- Sonora PD is currently working on two backgrounds for our Volunteer Program. They will be completed soon so we can hopefully add two more Volunteers to our program. We have also received two more applications for our Volunteer Unit.
- We held a meeting with our Volunteers and continued on our traffic stop training from last month. We did traffic stop scenarios which also covered radio traffic, vehicle placement and the role of the contact and cover officer.

Explorers:

- We are actively trying to recruit new Explorers for our program. We have a lot of interest but have not received any new applications.

- We held a meeting with our Explorers and continued on our traffic stop training from June. We did traffic stop scenarios which also covered radio traffic, vehicle placement and the role of the contact and cover officer.

Respectfully Submitted,

Sgt. Dominic Bertalotto

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: August 19, 2024

TO: Honorable Mayor and Members of the City Council

FROM: Mike Lagomarsino, Public Works Supervisor

SUBJECT: Public Works Department Report for July 2024

RECOMMENDATION:

Receive the Public Works Department Monthly Report for July 2024

DISCUSSION / ANALYSIS:

For July 2024, the City of Sonora Public Works Department performed the following activities:

Streets

- Loaded and hauled two pay piles from City streets.
- Continued with the annual painting of NO PARKING and LOADING ZONE curbs throughout the City.
- Started annual painting of street markings throughout the City.
- Started pressure washing of trash cans on downtown sidewalks.
- Performed street sweeper clearance pruning on several City streets.
- Spent several days potholing City streets.
- Returned numerous shopping carts to businesses abandoned on City streets.
- Continued with weed abatement program on City streets.
- Replaced several burnt-out streetlight bulbs.
- Removed two large marble stones from Linoberg Street.

Facilities

- Repaired the electrical box for the Farmers Market vendors on Theall Street.
- Installed temporary conduit for cat 6 cables for dispatch at the Police Department.
- Removed several old desks in the reporting room at the Police Department.
- Performed demolition of the dispatch room for remodeling at the Police Department.
- Removed graffiti in the restrooms at the Farmers Market on several different occasions.

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

Parks/Landscapes/Parking Lots

- Monthly inspection of playground equipment at Rotary Park.
- Blew off City lots weekly.
- Continued with weed spraying in City parks and landscapes.
- Completed striping of all City owned parking lots.
- Repaired several irrigation systems in City landscapes.
- Installed a fire lane curb in the Bank of America parking lot approved by the Parking and Traffic Commission
- Removed a large, downed tree in the Ed Center parking lot.
- Performed major pruning in several City landscapes.
- Removed a damaged BBQ in Rotary Park.

Cemeteries

- Continued with annual weed spraying at Mt Shadow Cemetery.
- Spent several days weed eating around headstones in Mt Shadow Cemetery.
- Made several adjustments and repairs to irrigation at Mt Shadow Cemetery.
- Daily- checked messages at Mt Shadow Cemetery and returned calls as needed.
- Daily- cleaned irrigation filters during irrigation season.
- Marked out plots as requested by the Funeral Home as needed.
- Set headstones as requested by the Funeral Home.
- Mowed and edged lawns weekly during spring and summer months.

Miscellaneous

- Daily- unlocked and serviced all public restrooms.
- Watched several training videos at the end of the day during a heat wave.
- Put up weekly event banners downtown.
- Garbage collection twice a week in all City parking lots, landscapes, and parks.
- Monthly fleet vehicle inspections.
- Twice weekly- run street sweeper early morning on a rotating street schedule throughout the City.

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

POLICE 1

WHAT COPS WANT IN '24

2,833 LEOs speak up about officer physical and mental wellbeing in Police1's State of the Industry survey

INSIDE

Why cops are exhausted

Effective LE fitness routines

Strengthening officer performance

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FROM THE EDITOR

The relentless stress and demands of policing can lead to burnout, decreased job satisfaction and exacerbated mental health issues among officers. This high-stress climate also jeopardizes their physical health, often causing chronic fatigue and other stress-related ailments. Additionally, the weight of public scrutiny and political pressures introduces further challenges, potentially deepening feelings of disillusionment and frustration within the ranks.

What are the implications of these pressures on the wellbeing of patrol officers? That's the central question Police1 aimed to address with our fourth annual State of the Industry survey, intended to offer law enforcement leaders and communities strategies to enhance the physical and mental wellbeing of our nation's law enforcement officers.

The insights from the 2,833 officers who responded to our survey highlight an urgent need for improved support systems tailored to their wellbeing. As officers navigate the complexities of their demanding roles, the feedback they provided illustrates that maintaining their health is crucial, both as a personal endeavor and a professional duty.

Find additional survey analysis at https://www.police1.com/what-cops-want.

Stay safe,
Nancy Perry
Director of Content, LE & Corrections

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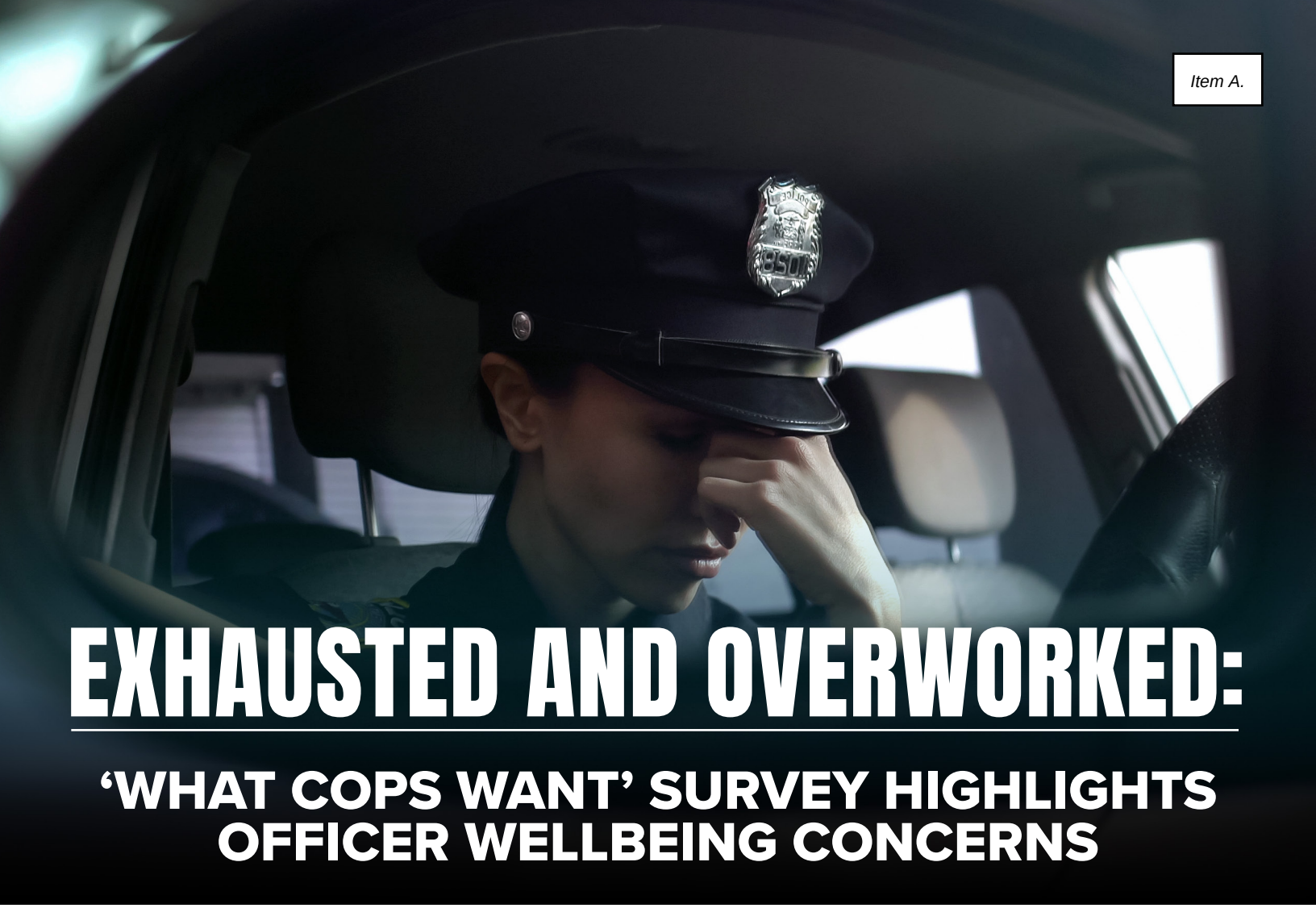
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EXHAUSTED AND OVERWORKED:

'WHAT COPS WANT' SURVEY HIGHLIGHTS OFFICER WELLBEING CONCERNS

WRITTEN BY
Tim Dees

Results underscore an urgent need for enhanced wellness measures and support in law enforcement

For the fourth consecutive year, Police1 conducted its annual State of the Industry survey — What Cops Want — an inquiry into the state of policing and the people who do it.

While previous surveys have focused on operational issues like leadership and recruitment and retention, this year's survey focused on officer physical and mental wellbeing.

The survey encompassed 98 questions that were a combination of multiple-choice and narrative/free-text responses. A total of 2,833 law enforcement officers participated.

The responses were tallied and expressed as percentages of the total to two decimal places (e.g. 52.33%). Percentages in this report will be in whole numbers for brevity and simplicity. Because of rounding, the lack of inclusion of all responses, and that some questions permitted more than one response, the totals may not add up to 100%.

Motivation and job satisfaction

If there was a theme that was constant throughout the responses, it was fatigue. American cops are tired. They're sleepy, they work too many hours, and they don't have time to eat right or exercise. They're emotionally raw from repeated, cumulative trauma, and they are

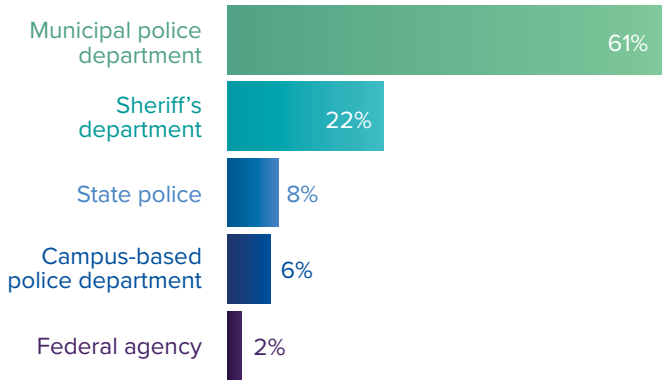
SURVEY DEMOGRAPHICS

It is important to understand who responded to the survey to provide context for their answers and comments. Of the 2,833 responders, 98% identified as sworn officers, most (63%) with between 11 and 30 years tenure. Forty-one percent worked in suburban environments, 33% urban and 25% rural. A total of 61% worked for city police departments, 22% for sheriff's departments, and the remainder for college, state, tribal, transit, or federal agencies.

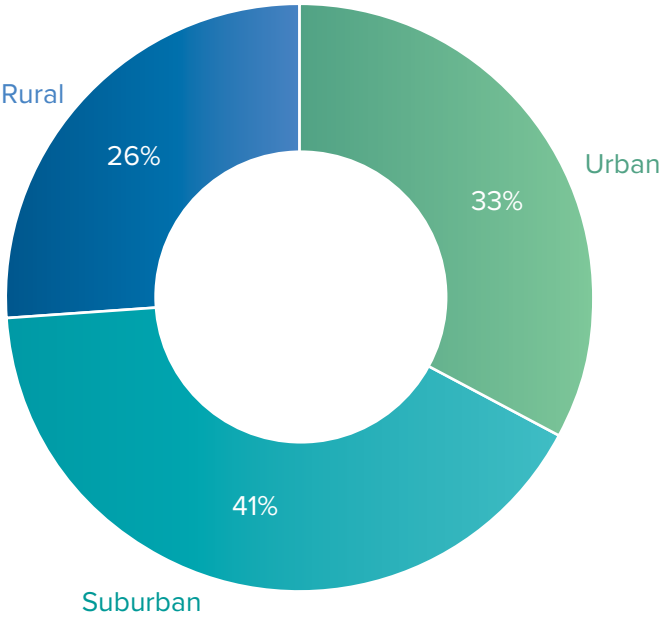
Regarding assignments, 34% worked in patrol, while most of the rest were investigators (13%), administrators (12%), or supervisors (17%). The remainder said they worked in custody, leadership, recruitment, school resource, support, or training. A total of 30% worked in medium-size agencies of 100-499 people; 16% of the represented agencies had 50-99 employees, 16% had 25-49 employees, and 11% had more than 1000 workers. Six percent worked for agencies with fewer than 10 officers.

The respondents were slightly more academically accomplished than U.S. officers as a whole, with 43% reporting having a bachelor's degree (nationally it's 30%), 23% had associate degrees, 13% had graduate degrees and 21 of the respondents (0.7%) reported holding a doctorate.

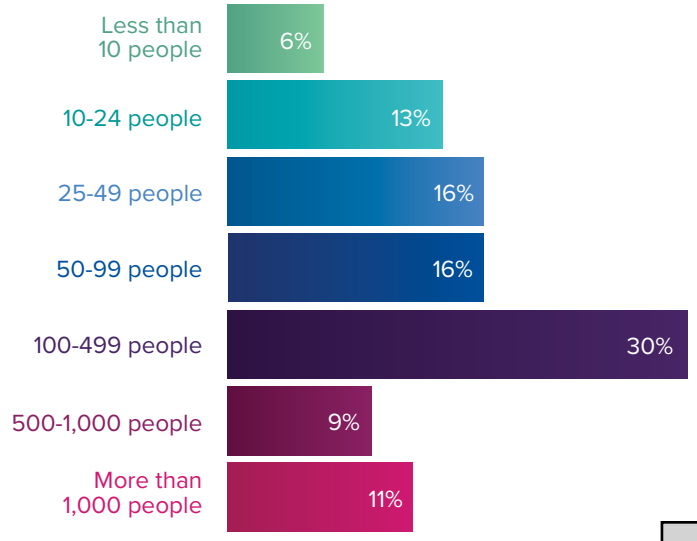
Respondents by agency type



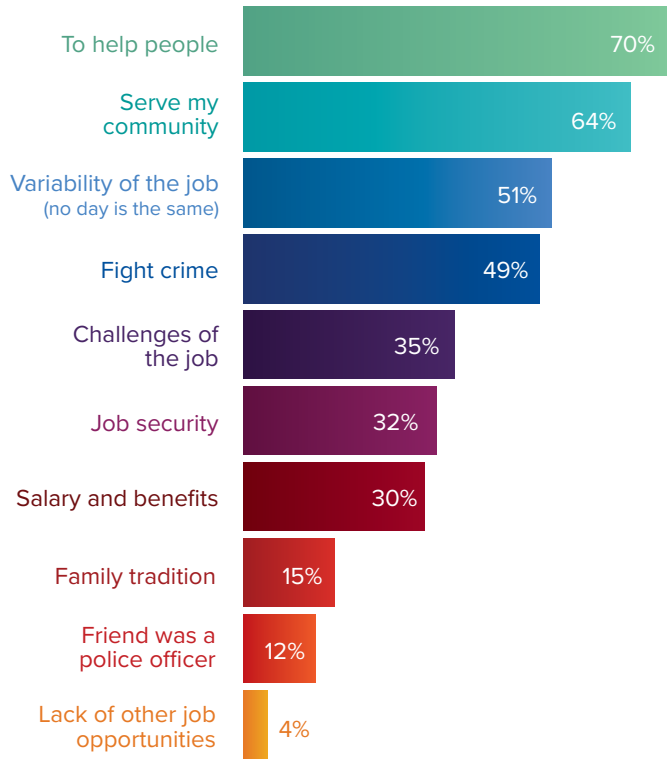
Respondents by response area



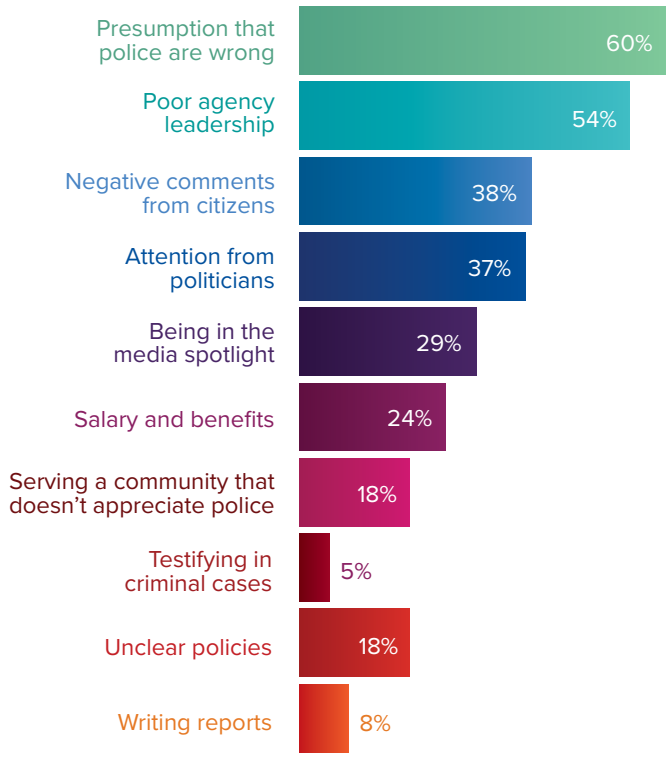
Respondents by agency size



Why did you choose law enforcement as a career?



Which three of the following are the LEAST satisfying about working in law enforcement?

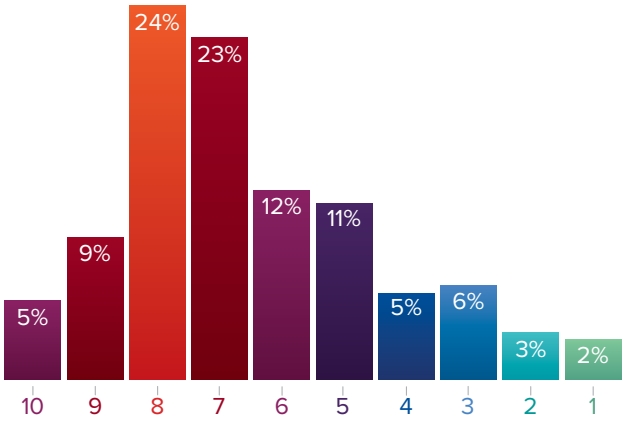


allowed the downtime they need to recover. They don't have sufficient access to mental health, physical exercise, or nutritional resources to offset the demands of the job.

Most of the respondents had altruistic reasons for becoming cops. They wanted to help people (70%), serve the community (64%) and fight crime (49%). In their working lives, they find these their most satisfying drivers. On the downside, poor agency leadership (54%) was a leading cause of dissatisfaction, along with the public presumption that the police are always wrong (60%), unfavorable media spotlight (39%), political attention (37%), and an unappreciative community (18%). Nearly a quarter said their salary and benefits were inadequate for their needs.

Despite all that, they rated their career satisfaction as fairly high. Sixty-one percent rated their satisfaction as 7 or above (on a scale of 10), and only 16% gave their career satisfaction a score of 4 or below. Fifty-three percent have no

Where would you rank your job satisfaction at this point in your career? (10 = highly satisfied)



plans to leave their current employer and 72% said they were satisfied with the work they did, but 26% said they couldn't make as much money elsewhere.

When asked why they rated their satisfaction as they did, comments were mostly negative. Internal politics was a frequent concern, as were

too many, or conflicting policies, concerns over hazards to their mental health, and that their leadership was ignorant of what the street cops were doing and needed. A staggering 82% reported their agency as understaffed with little hope for improvement.

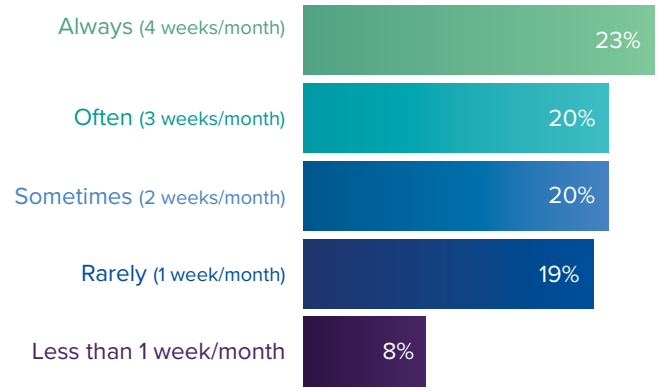
Almost half (45%) said they discouraged aspiring cops from pinning on the badge. Asked for specifics, they said they tried to explain the realities and politics of the job, or told the hopeful to go for a federal law enforcement job or become a firefighter.

The respondents were asked to say how hopeful they were for the future of law enforcement. The response was close to a bell curve, skewed slightly toward the negative. Twenty-three percent rated the future as a 5 (on a scale of 10), with 45% below and 31% above that benchmark.

Exercise and physical wellness

Nearly half of respondents said they "always" or "often" got the CDC-recommended 150 minutes of moderate-intensity physical activity in a week, while 8% said they never get this much exercise. Most engage in cardiovascular activity such as running or biking (62%) or strength training (59%). Most know they aren't getting enough exercise to meet the demands of the job. Only 47% said they agreed or strongly agreed that their fitness level was adequate for the situations they might encounter.

On average, how often do you get 150 minutes of moderate-intensity physical activity in a week (as recommended by the CDC)?



What types of physical training do y most frequently engage in?

62%
Cardiovascular exercises
(e.g., running, cycling)

15%
High-intensity cardio

59%
Strength training
(e.g., weightlifting)

26%
Flexibility exercises
(e.g., yoga, stretching)

18%
Tactical training
(e.g., defensive tactics, use of equipment)

9%
Martial arts
(e.g., Jiu-Jitsu, karate)

Aspects of the job that adversely impacted officers' physical health included on-duty injuries and chronic pain (49%), being seated for long periods (66%), dehydration (18%), their environment (46%), long work hours (59%) and work-life balance challenges (61%). They wished for an end to forced overtime, non-ergonomic load-bearing gear, high stress, no access to a gym and poor sleep hygiene. Just over half (54%) said their department did not prioritize physical fitness in their in-service training. Asked to list the biggest barrier to improving their physical health, 76% cited "lack of time." Ten percent feared getting injured or aggravating an existing injury and being written off by their employer's worker's compensation insurance.

This "lack of time" issue was pervasive, especially for officers assigned to patrol. Specialized units often get time to work out on duty, but the demand on patrol divisions precludes this. Patrol officers who try to take time to exercise (when that is permitted at all), eat a proper meal, or decompress after a stressful encounter may be accused of malingering, forcing others to handle details they would otherwise be working. Patrol officers find themselves "chasing the radio," running call to call, and being assigned menial tasks like inter-office paperwork delivery that could be handled by other units or farmed out to a non-enforcement agency entirely.

Diet and nutrition

As basic as food to our physical well-being, we often don't pay sufficient attention to what we're eating. This is even more true for cops who are running from the time they go on duty until it's well past time to go home, and there isn't much time free during what is supposed to be their off time. Asked about their overall nutritional habits, 48% of those surveyed rated them as "average," although some further analysis showed there was considerable variation.

Sixty-eight percent of the sample brought food from home to consume at work. Assuming they have good shopping habits and at least rudimentary cooking skills (or access to someone who does), that's clearly not a bad plan. However,

In their own words:

How police agencies can improve the physical fitness of officers

"For patrol officers, we need time to work out on duty. I work out before work, but this turns my day into a 16-hour day without overtime. The department needs to give patrol officers time to work out because it helps with their stress."

"Something similar to the fed system where an hour a day is slotted for exercise and physical fitness (instead of a 4-10, it would be a 4-9 with the expectation to stay fit and use that hour a day for that time)."

"Being in a position where my sleep cycle would not be disrupted every two months."

"Physical fitness stipend to augment gym membership. We have a gym, but it's too small."

"Clearly established time and secure location to work out on duty. We currently contract with a local gym that is open to the public and on multiple occasions I have encountered people there I have interacted with as an officer. Our workout time is also contingent upon staffing and call volume, so it is not uncommon for that time to get pulled."

How do you typically distribute your food consumption during your work shif

68% Pre-packed meals from home

44% Fast food/Takeout

4% Meals provided by the department

23% Protein bars

24% Fruits, nuts

7% Desserts (e.g., donuts, cookies, candy)

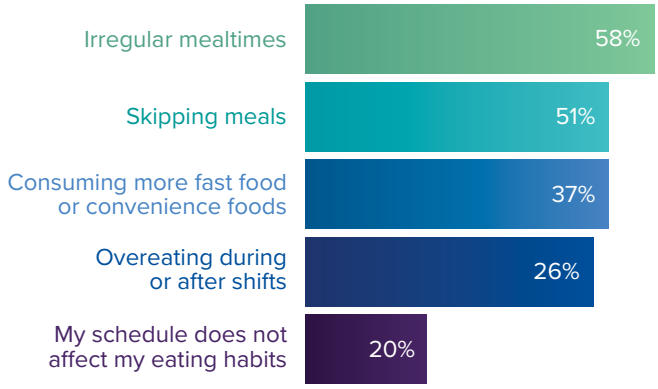
7% Vending machine options

8% Not applicable/I don't eat during my shift

each person surveyed could choose three food sources from a list and acknowledged getting their grub also from fast food joints, vending machines, sweets and gas stations. Other options included eating food furnished by their agency, eating protein bars, and fruits and nuts, or getting by with energy drinks, meal replacement shakes, food from the jail, premade meals bought by mail order, or they went home for lunch.

Erratic and demanding work schedules interfere with good eating habits. Cops complain about not having regular mealtimes, overeating before or after work, eating too much fast food and skipping meals. Lack of time to prepare and pack food from home (54%) or having no meal preparation facilities (a refrigerator and microwave — 11%) leads to poor eating habits. About 32% of agencies provide some nutritional advice or resources to their employees. Asked about their biggest challenges to maintaining a healthy diet, 52% of officers said they had a lack of healthy eating options, 66% had time constraints, 52% cited stress and fatigue and 30% said they couldn't afford healthy food.

How does your work schedule affect your eating habits?



When asked what their agencies could do to foster better eating habits, the cops suggested having the agency supply healthy food like fruit and yogurt, facilitate better work hours, ask the community to stop bringing junk food like pizza and donuts to the station, provide refrigeration and heating facilities, employ a nutritionist, and to allow officers to go home to eat. A few respondents said their agency required them to eat at restaurants while on duty.

Nutrition tips that work — By Lt. Jarrett Morris



Calories are king. If you want to lose body fat, your calories must be below what you burn in a day.

If you are eating out, there are almost always healthy choices on the menu, even at fast food places. For example, many restaurants offer salads or wraps, just don't overload on the dressing!

Carbohydrates are not the devil and neither are dietary fats. Both are good for you and do not directly lead to fat gain. Do not completely restrict yourself from either of these, as it is unhealthy and could lead to binge eating.

Make sure each meal is built around a lean protein base with carbohydrates and fats on the side. An example would be grilled chicken with pasta and broccoli.

No one food will kill your progress; everyone eats unhealthy foods sometimes. Just get back on track as soon as possible and do not undereat the next day to make up for being off track. This could lead to unhealthy eating habits.

Sleep hygiene

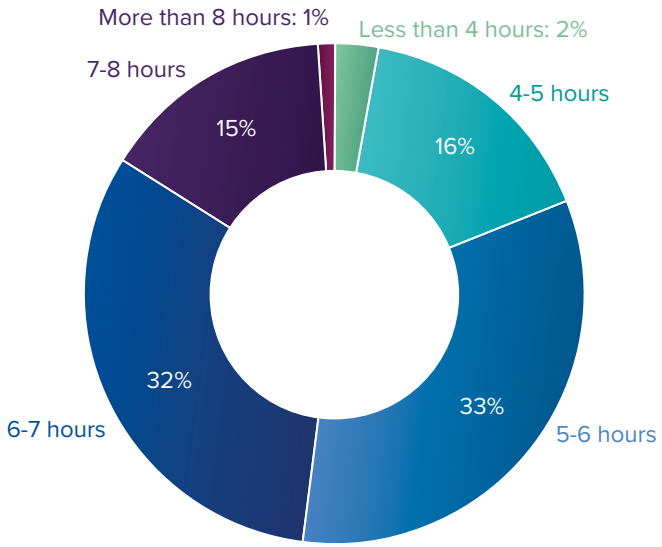
Fatigue was possibly the single most often cited complaint as having a negative impact on officer health. Not getting enough sleep was the most common issue, although mandated overtime, stress, understaffing and mental health concerns were named, too. Half of officers said they average fewer than 6 hours of sleep every 24 hours. Work-related stress was cited as sometimes (44%) or frequently (26%) the reason for poor sleep, and 43% said work hours negatively impacted their sleep patterns.

Poor sleep was said to contribute to difficulty concentrating (55%), irritability, arguments and conflicts (61%), decreased physical performance (58%), slow reaction time (31%) and poor food choices (52%). Nearly half of respondents (45%) said fatigue made them feel overwhelmed and 67% said they were unmotivated because they were tired; 2% reported falling asleep at work or behind the wheel of a car, or experiencing depression or exhaustion. Nearly all respondents said their fatigue significantly (41%) or somewhat (49%) impacted their performance as a police officer.

To cope with poor sleeping, 10% use prescribed medications, 29% over-the-counter drugs, 23% relaxation techniques and 50% improved their

sleep environment, likely by darkening the room, lowering the temperature, and either soundproofing or using sound-masking devices. Commenters frequently acknowledged using a CPAP device, usually an indication of a sleep apnea diagnosis.

On average, how many hours of sleep do you get in a 24-hour period?



Mental health

In recent years, law enforcement as a profession has been more cognizant of the pervasiveness of disorders such as post-traumatic stress disorder (PTSD), anxiety and panic attacks and depression among cops, but still stumbles over how to handle the problem. This was borne out in the survey results. Most officers have some (though often minimal or arduous) access to mental health resources, but they fear being stigmatized or marginalized for using it. Many cops will seek help but keep it a secret from their employer.

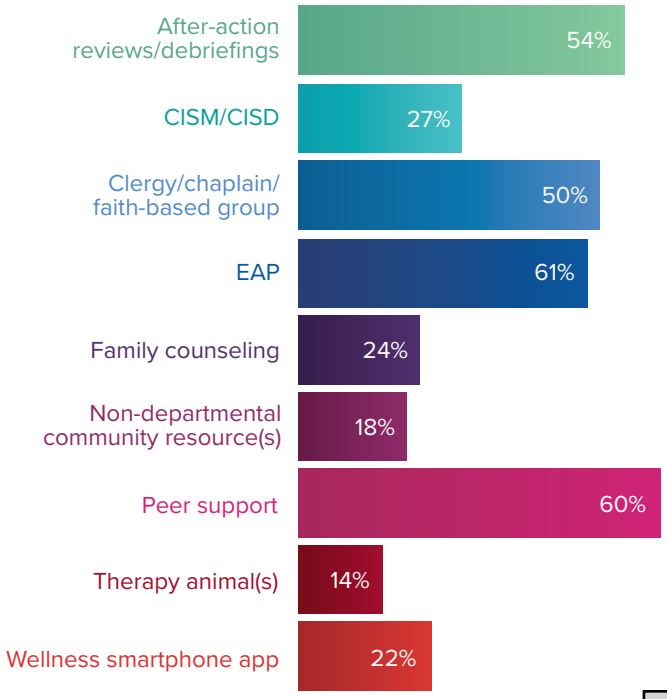
Of the situations most likely to provoke a mental health issue, respondents listed high-stress situations (58%), cumulative trauma (57%), long and irregular work hours (61%), understaffing (60%), work-life balance challenges (59%), poor leadership (50%), public perception and scrutiny (49%), and lack of support resources (24%) as their hot buttons. 44% were neutral or disagreed with the premise that they were adequately trained to handle the mental wellness aspects of their jobs.

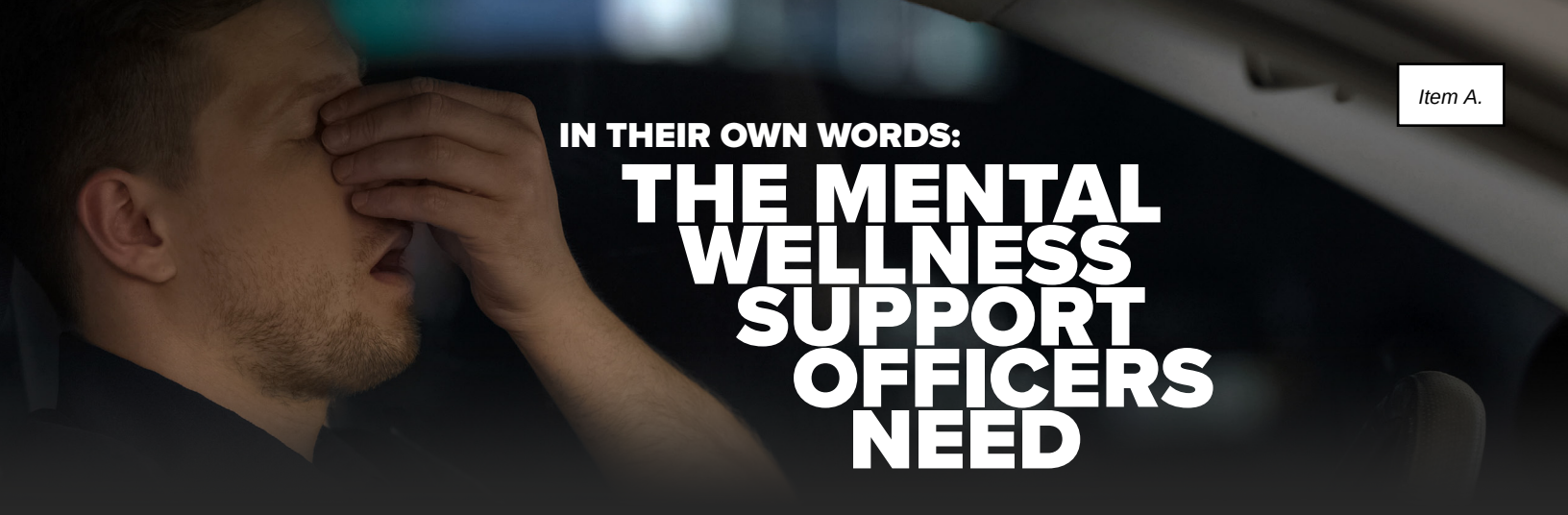
Respondents said they had experienced difficulty sleeping (71%), inadequate sleep (73%), increased anger (50%), anxiety or panic attacks (36%), relationship or family issues (50%), and/or depression (39%) because of work-related stresses. 35% acknowledged PTSD, and 11% (16% in a similar question) said they experienced suicidal thoughts. Even though the survey was completely anonymous, several expressed reluctance to answer these questions for fear their answers would become known by their agencies and used against them.

Most agencies provide some mental health support, but it appears not nearly enough: 29% of officers said their employer offered a “wide range” of mental wellness resources, with 53% acknowledging more limited services, and 12% saying they had no access at all. About 33% had used these services.

After-action debriefings, critical incident stress management/debriefing, access to a chaplain, an employee assistance program and peer support were the most commonly available resources. EAPs were criticized for breaching confidentiality to the employer, being difficult

Which behavioral health programs/ activities/offerings are available to you?





IN THEIR OWN WORDS:

THE MENTAL WELLNESS SUPPORT OFFICERS NEED

> We are supposed to have after-action debriefings but have only seen it once in eight years.

> If the community knew how deplorable we treat our officers while experiencing mental health issues it would honestly be a congressional hearing. We need to do better with listening to our officers especially if they learned tools that can help, but more importantly, helping our officers.

> Have more secured opportunities to seek help; yes, they offer mental health resources but when I called the company that was available, they did not guarantee their privacy and stated that they can report to the agency as they see fit. That put a halt on me seeking help from that company and I pay out of pocket for therapy that is not connected to the department.

> It often seems as if some of our leadership (not all) — both within the department and within the city — treat us as if we are simply disposable tools. We are people and we're tired, overworked and need to be valued. If our leadership made an effort to show us that they value us it would go a really long way.

> Pay attention to officers who seem burned out or state they are not OK mentally. This issue is prevalent in the department and there is no other option other than FMLA. Most will not choose that option for financial reasons, which leads to more severe issues.

> Allow time to heal by all who request or need help. Have places for those affected to transition into assignments that won't exacerbate mental health stressors or trauma. Create avenues for reducing the exposure to traumatic events as a career progression path.

to access, charging excessive fees, or being culturally incompetent, not understanding the law enforcement environment. Employer-provided health insurance plans often have marginal coverage for mental health treatment.

The most desired mental health resources identified were counseling or therapy with a culturally competent provider (59%), peer support (44%), resilience training (41%) and stress management workshops (37%).

An officer who realizes he or she is too unwell to work may have a dilemma. Only 14% of those surveyed said there was an actively supported policy that permitted officers to take time off or go out of service after a particularly tough call or incident. Twenty-one percent said they had a policy, but it was not actively used or supported; 50% said they had no policy like this at all. Thirteen percent of officers said they had called themselves out of service "several times" due to sleep deprivation, physical exhaustion, hunger, or emotional distress, while 11% had done it once and 33% had considered it. There is clearly a need for such a practice. Forty percent of officers acknowledged a "near miss" incident they attributed to being fatigued or stressed.

Conclusion

The "What Cops Want" survey is not simply an exercise in curiosity. One of the criticisms cops have of their employers, today and as far back as anyone remembers, is that their leadership is out of touch and doesn't listen to the troops. They make suggestions, pleas and proposals for new policies and programs, and have them ignored over and over. Management tends to chalk these efforts up to the rants of a few malcontents and continues to work in blissful ignorance.

The issues of concern detailed here are nationwide and uneasily consistent. Chiefs and sheriffs will have their agencies running better if they give careful consideration to changing the working conditions their cops find troublesome. 1

About the author

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The 'What Cops Want' survey highlights longstanding issues of leadership being out of touch with officers' concerns. By addressing these nationwide, consistent issues, chiefs and sheriffs can improve their agencies

PATHWAYS TO PEAK PERFORMANCE



A BLUEPRINT for officer fitness

WRITTEN BY
Mandy Nice, Joe Dulla, Dr. Brent Alvar, Dr. Jay Dawes and Mike Harper

Practical steps for law enforcement to achieve optimal fitness and readiness

The job of a law enforcement professional may never get easier, but cops can get stronger. Over 2,800 members of law enforcement completed this year's "What Cops Want" survey and the results show that many are finding new ways to physically rise to that challenge.

Despite experiencing exhausting shifts, mandatory overtime and the stress of a continuously changing work environment, 43% of officers surveyed reported they make a point of "always" or "often" meeting the U.S. Centers for Disease Control's minimum recommendation of exercising for at least 150 minutes per week. In fact, only 8% reported that they "never" meet that minimum.

Seeing officers succeed is inspiring, and it also begs the question: How did the 43% of successful officers overcome the barriers to exercise that others have not? What are the new, untapped best practices that perhaps YOU and your agency could benefit from today?

First, let's consider some of the reasons why so many officers find the effort-to-benefit ratio of maintaining an exercise routine so valuable and worthwhile today.

The increasing need

It is easy to take health for granted before it's stolen from you. Law enforcement professionals are some of the most noble and selfless members of our community, but very tragically, some unintentionally slice years off their lifespan when they sacrifice their health and fitness routine to spend more time serving others.

Research published by the U.S. Centers for Disease Control (CDC) shows that those who participate in physical activity for at least 150 minutes per week reduce their risk of heart disease, stroke, several common cancers and type 2 diabetes, but those who do not miss out on these key, lifesaving health protections. Those who do not participate in physical activity for at least 150 minutes per week also miss out on other valuable health benefits including improved sleep, reduced risk of anxiety, reduced risk of depression, reduced risk of dementia, improved weight management, improved muscular strength and improved bone density.

The CDC states that, "An estimated 110,000 deaths per year could be prevented if US adults ages 40 and older increased their moderate-to-vigorous physical activity by a small amount. Even 10 minutes more a day would make a difference." Thus, from a health standpoint, the effort-to-benefit ratio of maintaining a healthy exercise routine pays dividends.

While routine physical activity is clearly critical for officer health, a more specific form of physical activity, known as tactical strength and conditioning, continues to prove vital for maximizing officer job readiness and safety while reducing officer injury risk.

Recent data provides compelling evidence that shows how the physical demands (and volatility) of the job can easily shift at any moment. Statistics published by the FBI's Law Enforcement Officers Killed and Assaulted program showed that in 2021, out of the 7,886 law enforcement agencies that participated, 43,649 officers were

> "It is easy to take health for granted before it's stolen from you."



On jam-packed days, it can feel particularly daunting to think about squeezing in a trip to the gym in addition to all the other responsibilities you have to handle.

assaulted while performing their job duties. That is a sharp 11% increase in assaults on officers from the previous year.

The LEOKA program data also showed that of the 43,649 officers who were assaulted, 15,369 sustained injuries. Those thousands of injuries are extremely tragic (and costly) for the officers and their agencies, as almost nothing can rob officers of their health, safety, quality of life, and job readiness (while also immediately exacerbating agency short staffing challenges) quite as rapidly as serious officer injuries can. While not all injuries are preventable, it is our collective responsibility to mitigate the risk of injuries as much as possible. Routine physical fitness training is a proven success strategy.

Research published in the International Association of Chiefs of Police (IACP) Reducing Officer Injuries Final Report showed that, "Officers who engaged in fitness training regimens were less likely to suffer an injury that was Occupational Safety and Health Administration (OSHA) reportable and more severe." The IACP goes on to state that, "Agencies should recognize the evidence of a strong connection between fitness and health and injury severity, and it is recommended that agencies implement mandatory fitness programs to curb injury rates and injury severity." Therefore, when it comes to maximizing officer job readiness and safety and reducing injury risk, it is clear that the effort-to-benefit ratio of maintaining a physical fitness routine is worthwhile.

While it is easy to see that maintaining a healthy physical fitness training routine is critical for law enforcement professionals and provides valuable benefits, it does not mean that it is easy. Even the best intentions to exercise daily or weekly can get derailed when facing the realities of daily life. Let's explore the common barriers that law enforcement professionals face when trying to maintain a physical fitness routine, along with best practices to overcome them.

Perceived barriers and proven best practices

The Police1 "What Cops Want" survey asked respondents about the main barrier to improving physical health. Respondents were allowed to "select all that apply" and the top three responses were:

- Lack of time due to personal or work commitments (76%)
- Lack of motivation or interest in physical activities due to not having achieved measurable or meaningful results in the past (27%)
- Physical limitations or health conditions (19%).

All these challenges to maintaining a healthy exercise routine are understandable, but they don't have to be deterrents. Officers are oftentimes only a few practical strategies (and steps) away from achieving success. We believe that law enforcement professionals deserve the very highest quality of life and wellness, so we've distilled some of the most effective and practical evidence-based best practices that can be used to achieve lasting physical fitness success.

1 Dealing with injuries and chronic pain

First and foremost, if officers have an injury or chronic pain, they need to seek appropriate medical care or clearance prior to physical activity. It is not unusual for officers to experience chronic back pain or long-term discomfort, but these types of injuries do not typically heal by themselves. If left untreated, injuries often worsen and can even contribute to additional compounding injuries. So, before you begin, make sure you regularly and consistently touch base with your healthcare provider to ensure you have a strong baseline evaluation of health so that you can safely participate in additional physical fitness training.

2 Time management

Next, let's tackle the challenge nearly all of us have run into before: running out of hours in the day to exercise.

On jam-packed days, it can feel particularly daunting to think about squeezing in a trip to the gym in addition to all the other responsibilities you have to handle. However, when you start to feel overwhelmed, that is the precise moment when it's most important to intentionally give yourself some grace, override the temptation to be a perfectionist and use a "back-up" workout plan.

For example, if you're in a pinch and time is of the essence, you could save time by practicing a quick series of bodyweight exercises at home before you go to work (instead of driving to the gym and back). Research shows that even brief bouts of exercise can make all the difference in your health and fitness level, and it can also serve as a great stress outlet.

If you didn't wake up early enough to get that type of workout in, that's OK, there are still ways you could succeed. Remember that "fitness" does not always mean you have to break a sweat. When you're at work, consider practicing low-intensity physical rehabilitation exercises, mobility training, and/or basic stretches. Of course, these "backup" workout options aren't going to produce the same results you would achieve at a gym, but they can help protect you from developing muscular tightness and weakness that can lead to musculoskeletal pain.

Practicing "backup" workout options can be simpler than you might think. Taking a minute to reach above your head to stretch your shoulders, then gently reaching toward your feet to stretch your back and leg muscles is an easy place to start. Adding moderate-intensity walking can help reduce the risk of cardiac disease, which is an increasingly critical risk for law enforcement officers. All these efforts can help build and sustain an officer's overall health over time.

3 Get out of your vehicle

It is easy to see how the reported challenge of prolonged sitting on the job can make it difficult for officers to stay physically active. However, that challenge is far from insurmountable. Officers assigned to patrol in a vehicle have shared that even simply engaging in foot patrol and taking the stairs more often can help reduce musculoskeletal stiffness and stress, as can practicing back and neck stretches throughout each shift.

4 Adopt the right mindset

Another barrier to exercise that the survey results showed is that sometimes officers have a tough time staying motivated when they aren't getting the results they want. The solution for that can be as simple as re-setting your mindset, then trading your old program for a science-based training program from a trusted, reputable source.

To adopt the right mindset, officers can look to former U.S. Navy SEALs Jocko Willink and Leif Babin of Echelon Front. Their New York Times bestselling book "Extreme Ownership," along with their leadership courses for first responders, teach key principles to lead and win in many aspects of life, and applying those principles and that mindset to exercise training will help empower you to achieve lasting physical fitness success. Practicing that mindset and using occupation-specific physical fitness training programs for law enforcement will better equip officers to achieve lasting physical fitness success, and make it far easier to stay motivated to exercise every day.

5 Rewarding and enjoyable

The suggestions shared so far are designed to make exercise a far more rewarding experience. The following suggestions are designed to make exercise a more enjoyable experience.

When you are exercising, remember to focus on the purpose of your workout and why you want to gain and maintain a great fitness level and full tactical athleticism. Officers of all ranks have shared that visualizing performing physically arduous job tasks with ease and also visualizing living a healthy, strong life after retirement helps reinforce their drive to work out.

> "Even the best intentions to exercise daily or weekly can get derailed when facing the realities of daily life."

Next, make a point of achieving small wins in the moment, like using proper breathing techniques while exercising and also using proper exercise form. Those are also essential parts of making exercise a positive and stress-relieving experience. Also, remember to give yourself plenty of water breaks, wear comfortable clothes and shoes, and practice an exercise routine that makes sense for your current fitness level and goals. Eating a healthy snack or meal before and after the workout and working out with a friend (and/or favorite music) can also help lift your energy for the workout. The overall goal should be to make exercise an experience that you can benefit from and look forward to every day.

"Barriers to exercise" may come and go, but it is important for officers to remain anchored in a steadfast exercise routine knowing that they were born to be strong and resilient, that every minute of exercise counts, and the best day to make that healthy habit happen is today.

Agency benefits

Routine physical fitness training provides an impressive list of benefits for individual officers, but agencies stand to gain incredibly valuable benefits as well. These include:

- Improved recruitment success (seen by implementing physical ability test prep fitness training programs)



Agencies can provide valuable, meaningful physical fitness support for officers and staff by strategically implementing a physical fitness training program.

- Improved retention (seen from creating a strong, physically resilient workforce and supportive work environment)
- Reduced healthcare costs (seen from reducing injury rates and risk of chronic illnesses)
- Improved load carriage as well as improved safety and survivability.

Implementing physical fitness support has a measurable positive impact in agencies across the country.

How agencies can support officer fitness

One of the easiest ways to implement physical fitness support is to simply help remove existing barriers that officers and staff encounter when trying to maintain physical health and/or a physical fitness routine. Police1's "What Cops Want" survey results have uncovered some of the most common barriers.

When asked about the aspects of your work as a police officer most negatively impact physical health, respondents selected:

- Long durations of time spent seated (66%)
- Work/life challenges (61%)
- Long or irregular work hours (59%).

The consistency in those responses illustrates how difficult it can be to maintain a physically active lifestyle if it is not ingrained into the standard weekly schedule of an officer.

Other aspects of the job that survey respondents noted negatively impacting their wellness included on-duty injuries and/or chronic pain (49%), the work environment (46%) and lack of leadership support (33%).

Taking those response rates into account, one of the first and simplest steps that agencies can take to help their sworn and civilian staff members overcome common barriers to maintaining a

healthy physical fitness routine is to encourage all officers to practice on-duty stretches and mobility exercises before and after their shifts and taking more walking breaks during their shifts.

Remember, even spending just 10 minutes per day on those activities can make all the difference in long-term health and wellness. Walking breaks can also help boost community-oriented policing efforts.

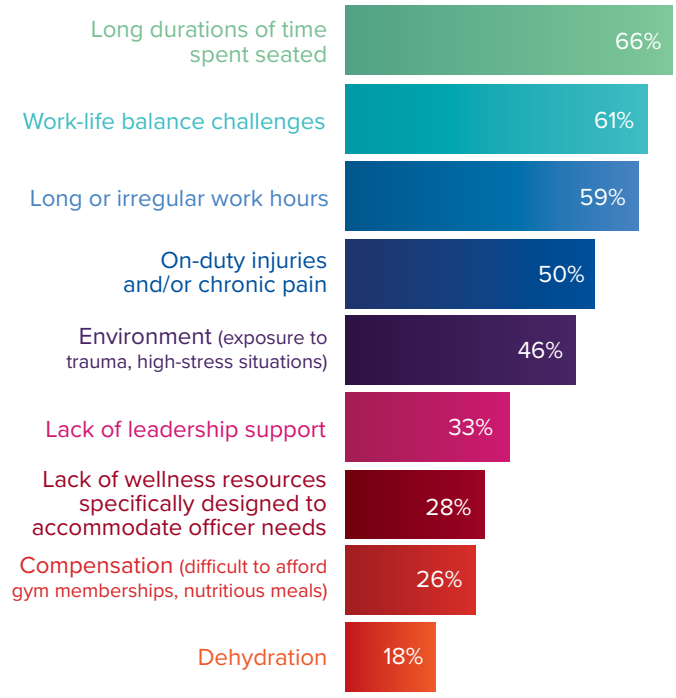
Agencies can also consider providing a gym or fitness center for officers and allow them to work out on duty. In Police1's "What Cops Want" survey, 65% of the 2,800+ survey respondents noted that their agency does provide a gym, and within that, 29% noted that their agency also allows them to work out while on duty. Making the equipment more readily available and providing officers with occupation-specific law enforcement physical fitness training programs is key.

Another way agencies can provide valuable, meaningful physical fitness support for officers and staff is to strategically implement a physical fitness training program. The National Strength and Conditioning Association's (NSCA) five-step system to successfully implement a law enforcement physical fitness program has been recognized by the International Association of Chiefs of Police (IACP) and has been well received by agencies. Results are based on the foundation of evidence-proven best practices and offer a practical framework for success.

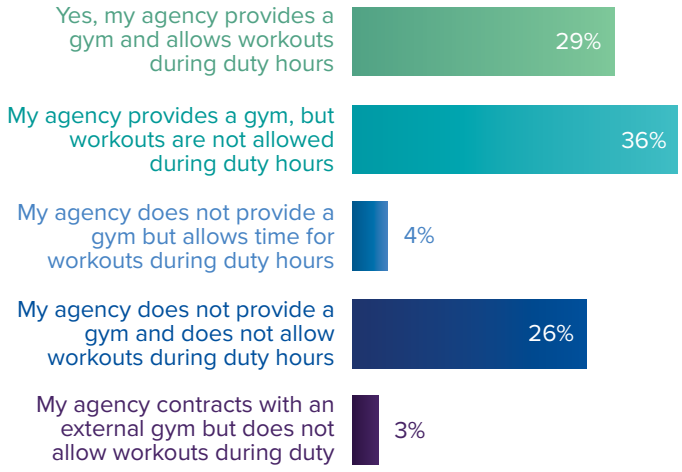
The five-step system involves:

1. Analyzing the opportunity (i.e., uniting key stakeholders to identify the benefits that the agency will gain from implementing a physical fitness program).
2. Prescribing the program (i.e., providing a science-based, practical physical fitness training program and toolkit). The Cordico Law Enforcement Physical Fitness Toolkit is a great example of a sample type of program.
3. Implementing the physical fitness training program.

What aspects of your work as a police officer do you feel negatively impact your physical health the most?



Does your agency provide a gym or fitness center for officers, and are you allowed to work out during duty hours?





It is easy to see how the reported challenge of prolonged sitting on the job can make it difficult for officers to stay physically active.

4. Evaluating the program results. Experts suggest that agencies consider using a variety of assessments and tests to evaluate the effectiveness of efforts.
5. Strategically progressing and evolving the training program in accordance with the needs of the agency's officers and staff.

Hiring an experienced, trusted, and certified Tactical Strength and Conditioning Facilitator is a great way to help ensure programs run smoothly and successfully.

Conclusion

Physical fitness training is crucial for officer wellbeing and safety, as well as career longevity. As an industry, we have data, statistics and analysis to show the deadly dangers of not prioritizing physical fitness. The "What Cops Want" survey results also show the type of fitness support and resources officers need to maintain physical fitness success. Additionally, there is robust research on law enforcement physical fitness training with proven models and best practices that can be customized and applied to any agency To make it easier, we even have readily available solutions that include science

> "Physical fitness training is crucial for officer wellbeing and safety, as well as career longevity."

based physical fitness programs that officers and professional staff members at agencies of all sizes and locations can use any time, right in the palms of their hands.

With all these resources we have a powerful opportunity to make meaningful, measurable and lasting positive impacts on the lives of our brave, noble officers. It is up to all of us to boldly use those resources to make every tomorrow better, safer and stronger than today.

About the authors

Mandy Nice has over 18 years of experience developing and implementing national award-winning physical fitness and wellness programs that measurably improve the health, strength, quality of life and resilience of first responders. Her wellness programs have earned multiple national awards including three gold American Heart Association Workplace Health Achievement awards. Mandy was also awarded the U.S. President's Council on Fitness, Sports, and Nutrition (PCFSN) National Community Leadership Award for exemplary service and dedication to improving the lives of others by promoting and fostering opportunities for participation in fitness, sports, or nutrition programs. Mandy is the Senior Strategic Wellness Director for Lexipol, Chair of the IACP Physical Health Working Group and Board Member of the IACP Officer and Organizational Wellness Section.

Joe Dulla has over 40 years of experience in first responder roles, including emergency medical technician, lifeguard, mountain rescue and law enforcement. He served for 31 years with the Los Angeles County Sheriff's Department (LASD) in various sworn ranks and positions including academy director overseeing the training of over 5,550 recruits. Joe's expertise includes physical fitness, wellness and human performance optimization for public safety personnel across numerous domains. He managed the LASD's "Fast Track Injury Care" program that used cutting-edge sports medicine approaches to rap return injured personnel safely back to duty. Joe is a Ph.D. student at Bond University researching recruit attrition, success factors, physical abilities, injuries, costs and human performance optimization.

Dr. Brent Alvar is a professor and graduate program director in the Department of Kinesiology at Point Loma Nazarene University in San Diego, California. He has been a member of the NSCA since 1996 and is a Certified Strength and Conditioning Specialist with Distinction, Tactical Strength and Conditioning Facilitator with Distinction and recognized as an NSCA Fellow.

Dr. Jay Dawes is an associate professor of applied exercise science in the Department of Kinesiology, Health and Recreation at Oklahoma State University. Dr. Dawes has worked as a university athletic performance coordinator, strength/performance coach, personal trainer, and educator for over 20 years. While he still conducts research in the area of sports performance, his primary research interests are focused on improving the health, fitness and human performance for tactical athletes/first responders. In 2021, Dr. Dawes was recognized by the NSCA as the Tactical Strength and Conditioning Professional of the Year for his contributions in this area

Michael Harper is active as the vice chair of the board for the International Association of Chiefs of Police (IACP) Officer Safety and Organizational Wellness Section. He has provided presentations for the IACP, Federal Law Enforcement Training Center, American Occupational Health Conference, Law Enforcement Management Institute of Texas (LEMIT), National Strength & Conditioning Association, and multiple agencies throughout Texas and nation. As former associate director and strategy leader for first responder and military programs for The Cooper Institute, he assisted agencies throughout the U.S. and internationally in their quest to make themselves and their colleagues fit for duty and fit for life. He also created The Cooper Institute's Law Enforcement Advisory Board to analyze field needs and ensure education assisted with a physical "state of readiness" within law enforcement.





6 STRATEGIES FOR ENHANCING OFFICER PERFORMANCE THROUGH WELLNESS

WRITTEN BY
Lieutenant Jarrett Morris

In law enforcement's dynamic and demanding field, the nexus of physical fitness and emotional wellbeing emerges as a critical determinant of officer effectiveness and job satisfaction

In the multifaceted world of law enforcement, where officers serve as the frontline defenders of societal order and public safety, the intersection of physical fitness and emotional wellbeing plays a pivotal role in shaping both individual officer performance and broader community relations.

Using data from Police1's "What cops want in 2024: The state of officer wellness" survey, this article examines the link between physical health and psychological resilience. It underscores the importance of emotional wellbeing, encompassing stress management, coping skills and mental health support as essential for maintaining officer effectiveness and resilience.

By prioritizing physical fitness and emotional wellbeing, individual officers and law enforcement agencies can chart a course toward enhanced officer effectiveness, strengthened community partnerships, and a more resilient and compassionate approach to public service.

The significance of physical fitness

In the demanding world of law enforcement, physical fitness is not merely a desirable trait but an essential attribute that can mean the difference between life and death in critical situations. Officers often find themselves engaged in physically demanding tasks such as pursuing suspects on foot, apprehending individuals resisting arrest, or responding to emergencies that require swift action. The ability to run a certain distance in a specified time, perform a certain number of push-ups or sit-ups, and maintain a healthy body mass index are all part of the physical fitness requirements for law enforcement officers. Officers may struggle to meet these requirements and perform these tasks effectively without adequate physical conditioning, putting themselves and others at risk.

Moreover, physical fitness directly correlates with overall job performance and longevity in the field. Studies have consistently shown that officers who maintain high levels of physical fitness experience fewer on-the-job injuries, recover more quickly from physical exertion, and exhibit greater resilience in the face of stress and fatigue. A physically fit officer is better equipped to handle the rigors of the job, maintain situational awareness and make split-second decisions under pressure.

Survey respondents feel the same way about their overall physical and job performance. Most respondents strongly agreed or agreed that their overall wellness impacts their job performance.

Furthermore, physical fitness extends beyond individual performance to impact the broader organizational culture within law enforcement agencies. Departments prioritizing fitness and providing resources for officers to maintain their physical health often foster a culture of professionalism, discipline and pride. When officers feel physically capable and supported by their agency, morale improves, camaraderie strengthens and overall job satisfaction increases.

The significance of emotional wellbeing

While physical fitness is undoubtedly crucial, emotional wellbeing is equally vital for law enforcement officers navigating the complexities of their profession. The nature of police work exposes officers to a wide range of traumatic experiences, including violence, death and human suffering, which can take a significant toll on their mental health over time.

> “One key aspect of comprehensive wellness programs is their ability to provide officers with the tools and support they need to manage job-related stress effectively.”

Officers who participated in the survey agreed. Not only did officers agree that their mental wellness affects their safety, but they also agreed that their partner’s mental wellness affects their safety.

Unchecked stress and trauma can lead to a host of mental health challenges, including anxiety, depression, substance abuse and PTSI. These issues affect officers’ personal lives and impair their job performance, decision-making abilities and interactions with the community. An officer struggling with unresolved emotional issues may be more prone to making errors in judgment, exhibiting aggressive behavior, or experiencing burnout, all of which can have serious consequences for themselves and the public they serve.

Furthermore, the stigma surrounding mental health within law enforcement can discourage officers from seeking help when they need it



Through consistent sessions, defined objectives and ongoing encouragement, life coaching equips law enforcement professionals to mitigate the unique stresses of their roles while promoting a well-rounded, healthy lifestyle that optimizes their ability to serve and protect.

most. Over 50% of respondents agree that a stigma still exists around seeking mental health services. Fear of appearing weak or facing repercussions from peers and supervisors may prevent individuals from addressing their mental health concerns until they reach a crisis point. As a result, many officers suffer in silence, exacerbating their symptoms and perpetuating a cycle of distress within the profession.

Recognizing the importance of emotional wellbeing, progressive law enforcement agencies are increasingly investing in mental health resources and support services for their personnel. From peer support programs and confidential counseling services to critical incident stress management teams and resilience training initiatives, these proactive measures aim to destigmatize mental health issues, promote early intervention, and provide officers with the tools to cope with job-related stressors effectively.

Strategies for police leadership

Effective leadership within law enforcement agencies entails a proactive approach to safeguarding officers' physical and emotional welfare under their purview. Comprehensive wellness programs emerge as a cornerstone in this endeavor, offering a structured framework for promoting holistic wellbeing. These programs should encompass regular physical health assessments, tailored fitness regimens, and accessible mental health resources. By institutionalizing wellness as a core value, agencies signal their commitment to supporting officers' holistic development.



By prioritizing physical fitness through department-supported programs and personal initiatives, officers enhance their resilience and ensure they are prepared to meet the demands of their profession with confidence and vigor.

Here are three key considerations:

1 Development of comprehensive wellness programs

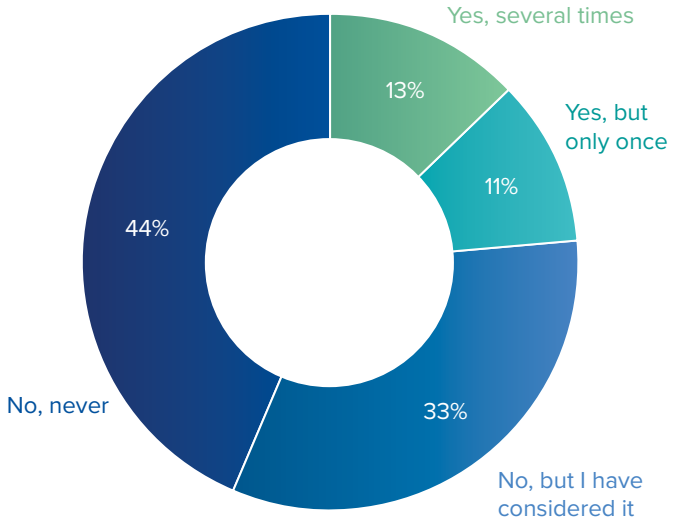
The survey results showed that most respondents have access to at least some form of a wellness program, including an employee assistance program, peer support, family counseling, community support resources, or after-action reviews. Comprehensive wellness programs represent a proactive approach to supporting the holistic wellbeing of law enforcement officers. These programs go beyond merely promoting physical fitness and encompass a wide range of initiatives designed to address the multifaceted needs of officers. In addition to regular physical health assessments and tailored fitness regimens, wellness programs may include nutrition education, stress management techniques and resources for improving sleep quality.

Officers who responded to the survey said they would benefit most from wellness resources such as counseling services, peer support, and stress and resilience training. One key aspect of comprehensive wellness programs is their ability to provide officers with the tools and support they need to manage job-related stress effectively. By equipping officers with coping strategies and resilience-building techniques, these programs empower individuals to navigate law enforcement challenges with greater ease and confidence. Moreover, wellness programs foster a culture of self-care and mutual support within law enforcement agencies, where officers feel valued and supported in prioritizing their health and wellbeing.

Statistics and case studies can highlight the positive impact of comprehensive wellness programs on officer performance and job satisfaction. For example, agencies

implementing such programs may see reduced sick leave usage, lower rates of on-the-job injuries, and improved morale among personnel. During the 2024 survey, it was discovered that almost a quarter of the respondents had called themselves "out of service" due to out-of-the-ordinary sleep deprivation, physical exhaustion, hunger, or emotional distress. By investing in their officers' physical and emotional wellness, police leadership enhances individual performance and strengthens organizational resilience and effectiveness.

Have you ever had to "call yourself out of service" due to out-of-the ordinary sleep deprivation, physical exhaustion, hunger, or emotional distress?



2 Access to mental health resources

Ensuring easy access to mental health resources is another critical aspect of supporting the wellbeing of law enforcement officers. Many officers face unique stressors and trauma in the line of duty, which can have a significant impact on their mental health over time. Almost three-quarters of the respondents have talked to someone about their work-related stress or experience, which shows their willingness to utilize mental health resources.

> "By investing in the resilience of their officers, police leadership can cultivate a culture of strength, adaptability and readiness within their agencies."

Providing access to confidential counseling services, peer support networks and mental health professionals trained in working with law enforcement personnel can help officers address these challenges proactively.

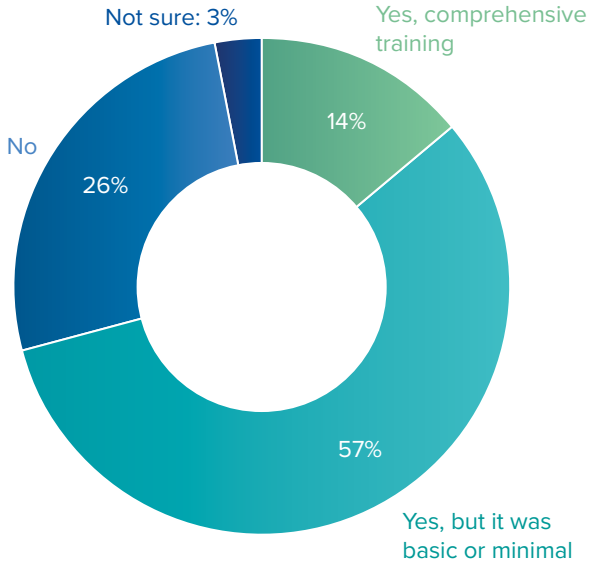
One effective strategy is to establish dedicated mental health units or teams within law enforcement agencies staffed by clinicians with expertise in trauma and stress-related disorders. These units can provide specialized support to officers experiencing job-related mental health issues, offering evidence-based treatments such as cognitive-behavioral therapy (CBT), eye movement desensitization and reprocessing (EMDR) and mindfulness-based interventions.

Additionally, regular mental health check-ups can help identify and address mental health concerns before they escalate. By incorporating mental health screenings into routine wellness assessments, agencies can ensure that officers receive timely support and intervention when needed. This proactive approach to mental health care helps reduce the stigma surrounding mental illness and encourages officers to seek help when they need it most.

3 Building resilience training into regular curriculum

Although 83% of respondents stated they have received minimal to no training on how wellness affects on-the-job decision-making and performance, integrating resilience training into the standard training curriculum is essential for equipping officers with the skills and strategies they need to thrive in adversity. Resilience training programs aim to enhance officers' ability to cope with stress, recover from trauma, and adapt to challenging situations effectively. These programs typically incorporate evidence-based techniques from cognitive-behavioral therapy, mindfulness-based stress reduction and positive psychology.

Have you received training on how wellness affects on-the-job decision-making and performance?



One effective approach is incorporating resilience training modules into recruit academies and ongoing professional development courses for current officers. By embedding resilience-building principles into the fabric of law enforcement training, agencies can ensure that officers are better prepared to handle the rigors of the job and maintain their wellbeing throughout their careers. Additionally, providing opportunities for officers to practice and reinforce resilience skills through scenario-based training exercises can enhance their ability to apply these skills in real-world situations.

Statistics and research findings can demonstrate the effectiveness of resilience training programs in improving officer wellbeing and job performance. For example, agencies implementing resilience training initiatives may see reductions in stress-related absenteeism, improved job satisfaction and retention rates, and enhanced organizational resilience in the face of adversity. By investing in the resilience of their officers, police leadership can cultivate a culture of strength, adaptability and readiness within their agencies, ensuring that officers are better equipped to meet the challenges of modern policing.

Individual officers

While institutional support is essential, individual officers must also take proactive steps to safeguard their physical and emotional wellbeing. Central to this is a commitment to regular physical training, which is the foundation of personal wellness and operational readiness. By prioritizing physical fitness through department-supported programs and personal initiatives, officers enhance their resilience and ensure they are prepared to meet the demands of their profession with confidence and vigor.

Ultimately, the prioritization of physical fitness is on the individual officer. If the agencies are not prioritizing department-supported programs, individual officers must find a way. According to respondents, 76% stated that a lack of time due to work or personal commitments is their biggest barrier in maintaining or improving their physical health. However, with proper time management and efficient communication with family members, time can be made to maintain and improve physical health.

Here are three key considerations:

1 Commitment to regular physical training

A cornerstone of personal wellbeing for law enforcement officers is a steadfast commitment to regular physical training. Physical fitness enhances officers' ability to perform their duties effectively and protects them against injury and fatigue. By prioritizing physical fitness through structured training programs and consistent exercise routines, officers can build strength, endurance and resilience to meet the physical demands of their profession.

Although most respondents participate in cardiovascular exercise and strength training, officers can incorporate various physical activities into their training regimen, including cardiovascular exercise, strength training and flexibility exercises. Engaging in running, weightlifting and martial arts activities like Brazilian Jiu-Jitsu can improve cardiovascular health, increase muscular strength and enhance overall physical conditioning. Additionally, participating in group fitness classes or team sports can foster camaraderie and social support among officers, further promoting a culture of wellness within the law enforcement community.

Regular physical training not only benefits officers' physical health but also has positive effects on their mental wellbeing. Exercise has been shown to reduce stress, alleviate symptoms of anxiety and depression, and improve mood and overall quality of life. By making physical fitness a priority in their lives, officers can better cope with job-related stressors, maintain a positive outlook, and sustain long, fulfilling careers in law enforcement.

2 Engagement in mental health practices

In addition to physical fitness, officers must prioritize their mental health by engaging in practices that promote emotional wellbeing and resilience. Most respondents, and most officers I know, have experienced during their

Action items to improve physical health

Commitment to regular physical training:

- ☐ Officers should prioritize regular physical exercise to build strength, endurance, and resilience.
- ☐ Incorporate various activities such as cardiovascular exercise, strength training, and flexibility exercises.
- ☐ Engage in group fitness classes or team sports to foster camaraderie and social support.
- ☐ Engagement in mental health practices: Practice mindfulness, meditation, and relaxation techniques to manage stress and promote emotional balance.
- ☐ Seek professional mental health support through counseling services, peer support networks, or employee assistance programs.
- ☐ Foster strong social connections and maintain a healthy work-life balance to support mental wellbeing.

career difficulty sleeping, not getting enough sleep, increased feelings of anger, anxiety, and relationship or family issues. Mindfulness, meditation and relaxation techniques are valuable tools for managing stress, enhancing self-awareness and cultivating emotional balance. By incorporating these practices into their daily routines, officers can develop greater resilience to law enforcement challenges and improve their overall mental wellbeing.

Officers can also benefit from seeking professional mental health support when needed. Confidential counseling services, peer support networks and employee assistance programs are valuable resources that can provide officers with the guidance and support they need to address job-related stressors and mental health concerns. By reaching out for help when needed, officers can prevent issues from escalating and receive timely intervention and support.

Moreover, fostering strong social connections and maintaining a healthy work-life balance is essential for promoting mental wellbeing among law enforcement officers. Spending time with friends and family, pursuing hobbies and interests outside of work, and taking regular breaks to rest and recharge are all important strategies for managing stress and maintaining perspective amid the job demands.

Within the broader context of engaging in mental health practices, law enforcement life coaching emerges as a crucial resource, guiding officers toward a comprehensive strategy for achieving balance across all facets of life — physical, mental, nutritional and spiritual. This approach extends beyond traditional support mechanisms, offering a structured yet personalized framework that enables officers to articulate personal and professional aspirations, recognize potential obstacles, and methodically navigate the complex dimensions of their wellness. Such coaching addresses physical conditions and dietary choices and emphasizes mental health

Proactive participation in wellness programs:

Action items to improve mental wellbeing

- [ ] Engage actively in wellness programs offered by agencies, such as fitness challenges, wellness workshops, and stress management seminars.
- [ ] Serve as role models and advocates for wellbeing within the department by sharing experiences and encouraging peers to prioritize health.
- [ ] Support initiatives that promote a positive and supportive organizational culture within law enforcement agencies.
- [ ] By embracing these actionable items, law enforcement agencies and officers can work collaboratively to enhance officer wellbeing, improve job satisfaction, and strengthen community relations. Together, they can create a culture of resilience and excellence that fosters safer, healthier communities and supports the noble ideals of justice, integrity, and service that define the law enforcement profession.

and spiritual growth, fostering resilience, mindfulness, and a deeper sense of purpose. Through consistent sessions, defined objectives and ongoing encouragement, life coaching equips law enforcement professionals to mitigate the unique stresses of their roles while promoting a well-rounded, healthy lifestyle that optimizes their ability to serve and protect.

3 Proactive participation in wellbeing programs

Finally, officers can proactively participate in wellbeing programs offered by their agencies to support their physical and emotional health. These programs may include fitness challenges, wellness workshops, stress management seminars and peer support groups designed to promote holistic wellbeing among officers.

By actively engaging in these programs, officers can access valuable resources and support services to enhance their overall wellbeing and job satisfaction. Participation in wellness initiatives benefits individual officers and contributes to cultivating a positive and supportive organizational culture within law enforcement agencies.

Moreover, officers can serve as role models and advocates for wellbeing within their departments by sharing their experiences, encouraging their peers to prioritize their health, and actively participating in wellness activities. By leading by example and demonstrating a commitment to their wellbeing, officers can inspire others to do the same and contribute to a healthier, more resilient law enforcement community.

Conclusion

In law enforcement's dynamic and demanding field, the nexus of physical fitness and emotional wellbeing emerges as a critical determinant of officer effectiveness, job satisfaction and overall wellbeing. As guardians of public safety and agents of justice, law enforcement officers face myriad challenges and stressors that can impact their physical health, mental wellbeing and job performance. By recognizing the interconnectedness of physical and emotional wellness, agencies and officers alike can take proactive steps to prioritize holistic wellbeing and cultivate a culture of resilience within the law enforcement community. 1

About the author

Lieutenant Jarrett Morris began his career at the Santa Barbara County Sheriff's Office (California) in 2005. He has worked multiple assignments throughout his career including custody operations, patrol operations, gang investigator, narcotics investigator, coroner's detective sergeant, K9 unit coordinator, mobile field force leader and peer support coordinator. Jarrett has a bachelor's degree in criminal justice administration from Union Institute and University.

Jarrett is also the founder and CEO of ethos. He is working to help law enforcement officers build a resilient lifestyle through wellness, fitness, nutrition, discipline and a positive mindset, with the ultimate goal of being a better spouse, parent and law enforcement officer. At www.doseofethos.com, you will find content with the mission objective to make you a more resilient cop, along with a physical fitness app and classes.



ROUND TABLE

Using the WHAT COPS WANT survey data to analyze the state of officer wellbeing

WRITTEN BY
Police1 Staff

Experts interpret the results of Police1's State of the Industry survey and implications for the future of the law enforcement profession

Police1's fourth annual State of the Industry survey explored the current physical and mental wellbeing of our nation's police officers. We asked law enforcement professionals to analyze what the results mean for law enforcement leaders and how they can use these findings to improve recruitment and retention, as well as officer performance and well-being.

Panelists

- **Jim Dudley**, Criminal Justice Faculty, San Francisco State University
- **Dr. Cherylynn Lee**, police psychologist, Santa Barbara Sheriff's Office
- **Jason Shea**, Massachusetts Municipal Police Statewide Health and Wellness Coordinator
- **Eric Tung**, Commander, Washington State

Which finding surprised you the most?

Jim Dudley: The year 2020 was brutal for police officers due to COVID-19 health threats, civil unrest, and negative scrutiny and attacks from groups and some media outlets; it seemed recovery might take several years. I was pleasantly surprised to see a noticeable shift from previous surveys in recent years: officers



Many agencies now offer culturally competent counseling, peer support and wellness training, and some states are beginning to recognize post-traumatic stress injury (PTSI) as a presumptive condition.

appear more hopeful overall and are reporting positive job satisfaction. Seventy percent of the respondents said they entered policing to "help people," reflecting the common belief that policing is a noble profession populated by good people who want to help others.

Cherylynn Lee: I was most surprised by survey respondents discussing their impending departure from their agency or career. While the majority will leave due to retirement, and several are transferring to other agencies, a significant number — nearly 25% of those planning to leave their agency — are choosing to exit public safety entirely. This is both heartbreaking and fiscally unsustainable. Law enforcement is often seen as a calling, and most officers are servant leaders who entered the profession wanting to help others. I wonder if those who are leaving still feel the desire to help and retain their sense of calling but are too depressed, mistreated, or stressed to envision completing their careers intact.

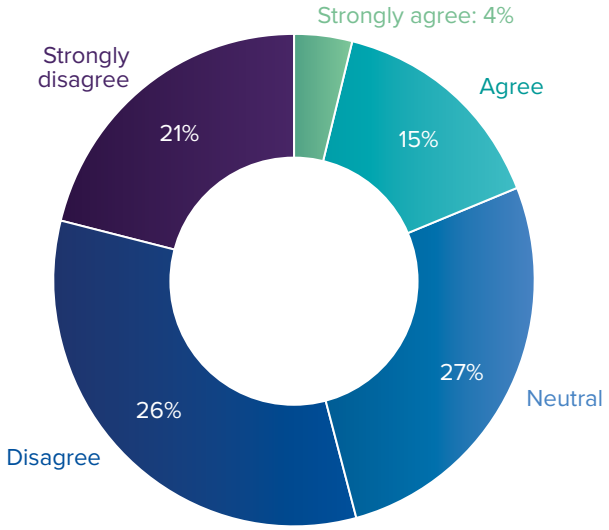
Jason Shea: There were two findings that were surprising. First, the number of respondents who answered "yes" when asked if they had thoughts of suicide or felt indifferent about the value of their life. Nearly 16%, just over 450 respondents, confirmed having such thoughts. This is not only a surprisingly high number but also deeply concerning. Hopefully, as more programs that address mental health and well-being are introduced, the stigma around seeking help for mental health issues will gradually decrease.

The second most surprising finding was the number of respondents who answered neutral (27%), disagree (33%), or strongly disagree (21%) to the question about whether their department prioritizes physical fitness in ongoing training. This issue appears to be twofold: first, 55% of respondents said they receive only "basic or minimal" education on how wellness affects on-the-job decision-making and performance; second, there is a lack of physical fitness

buy-in. These factors may reinforce each other, with limited information leading to minimal buy-in, and vice versa.

With industry-specific programs like the National Strength and Conditioning Association's Tactical Strength and Conditioning (TSAC) program, resources like Lexipol/Police1, and professional tactical coaches and trainers, there seems to be plenty of potential to improve these statistics.

My department prioritizes physical fitness in ongoing training.



Eric Tung: My initial impressions from the survey are very positive. For years, those of us in the policing industry have faced high attrition, low staffing, intense scrutiny, and low morale. With the majority of those surveyed reporting a job satisfaction score of 7-8 out of 10, the outlook is hopeful. Coupled with data showing that over 50% have no intention to leave their employers, I believe this could signal an upswing in the climate of law enforcement in America. A significant number of those in our ranks have chosen to continue to "fight the good fight" and are committed to staying.

What can we learn from the findings to tailor physical fitness programs for law enforcement?

Jim Dudley: The respondents clearly indicated that physical health and fitness are important, but job restrictions and lack of departmental support hinder officers from achieving desired fitness levels, especially given the demands of the job. Instead of spending the majority of their shift sitting in a patrol vehicle, officers should be encouraged to walk the beat at regular intervals or otherwise step out of their radio cars to actively engage with the community.

Agency leaders don't have to reinvent the wheel to address the health and wellbeing of their officers and civilian staff. The National Law Enforcement Officer's Memorial Fund (NLEOMF) Destination Zero Awards recognizes exemplary officer wellness programs. Chief Ben Bliven and athletic trainer Traci Tauferner were guests on Police1's Policing Matters podcast to discuss the physical fitness and injury prevention program they created designed to keep officers fit, strong and on the street.

Cherylynn Lee: Physical fitness is an essential component of being a competent peace officer. Not only does being physically fit prepare you for pursuits and confrontations, but regular exercise is also an incredibly effective stress reliever. Additionally, some studies have shown that exercise can be more effective than anti-depressant medication in managing mental health.

It was encouraging to see that most officers recognize the importance of exercise, but awareness alone is not enough. Nearly 75% of respondents cite the biggest barrier to consistent workouts and physical fitness as a lack of time due to work and personal commitments. Considering the broader perspective of officer wellness and the various initiatives being promoted, providing officers with workout time on duty is a straightforward solution. This is an achievable goal and a solvable problem that doesn't require significant upheaval. Adjusting schedules might be necessary, but isn't this already done quarterly when officers need to qualify? Most use-of-force incidents involve direct personal contact, not just the tools on an officer's belt. It's the responsibility of agencies to ensure their officers are set up for success in terms of safety and wellness, and we have an opportun



With the abundance of information now available, many law enforcement professionals are taking proactive steps to advocate for their own well-being.

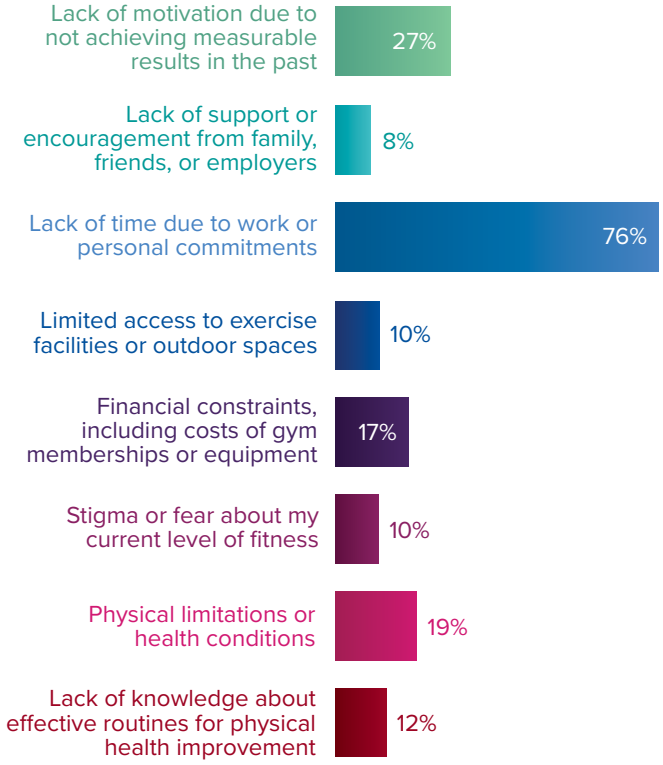
now to implement the changes our officers are requesting.

Eric Tung: Regarding the health and wellbeing of our police first responders, it's excellent that 93% recognize the impact of wellness on job performance. This highlights a shared understanding and provides a common ground from which we can emphasize that wellness is critical and should be a priority — regardless of the starting point.

Obesity is a prevailing health issue among Americans, along with heart disease, diabetes and other metabolic conditions. Many police officers are also affected by these trends, further compounded by long shifts, stressful environments, and the challenges inherent in emergency response work.

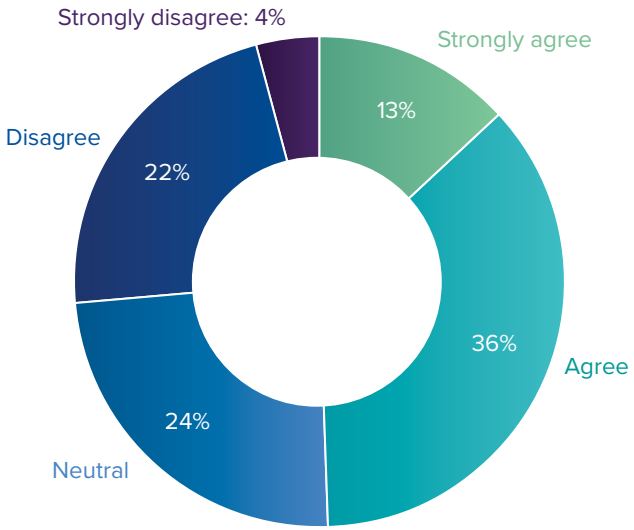
Within the surveys, over 35% of officers felt their fitness levels adequately prepared them for the job, while 29% were neutral, and the rest did not feel prepared. This is a concerning point to reflect

What are your biggest barriers to taking steps to maintain or improve your physical health?



> "The survey results are a call to action for providing relevant, accessible and effective wellness resources that benefit not only the officers but also the agencies and communities they serve."

A substantial portion of my team or partners are below adequate in their physical fitness level.



on, indicating that a majority of our officers are performing their dangerous duties unsure if their fitness levels are sufficient for the challenges they may face.

In addition, 36% of officers believe their coworkers' fitness levels are sub-par. Thus, even if individuals feel confident in their own abilities, inevitable doubt and stress can arise from uncertainty about whether their partners will be able to handle their responsibilities effectively. Prudent officers understand that this can drastically affect their own survival and the safety of innocent civilians.

What can we learn from the findings to tailor mental wellness programs for law enforcement?

Jim Dudley: We have witnessed significant positive efforts in mental health wellness in law enforcement, directed at both officers and their families over the past few years. It is encouraging that agencies and providers are recognizing and addressing vicarious trauma, on-the-job trauma, and stress. Tools like Cordico offer 24/7 access for officers, making support readily available at any time. Check out Police1's podcast mini-series on health and wellness featuring Cordico's Dr. David Black and Mandy Nice.

Cherylynn Lee: As noted in the survey, many officers are dealing with stress, depression, relationship issues, anxiety, increased anger and increased alcohol consumption. In fact, only 8% of the officers surveyed reported that they aren't contending with any of the above issues. Although we are making progress in addressing officer wellness, there remains a significant gap in open dialogue about these issues. What would change if we began to talk openly about them? What if we normalized these responses as reasonable and expected reactions to the challenging situations officers face daily?

Many agencies now offer culturally competent counseling, peer support and wellness training, and some states are beginning to recognize post-traumatic stress injury (PTSI) as a presumptive condition. Given this recognition of job-related problems and their impact on mental wellbeing — and with most respondents acknowledging that their mental health affects their safety — it's clear that organizations must go beyond mere formalities. The survey results are a call to action for providing relevant,



Given that many survey respondents are veterans in their field, it's likely that most have faced trauma, bureaucracy, broken promises and moral injuries. Seeing them articulate what keeps them motivated, especially when it's overwhelmingly positive, is a promising sign for the resilience and morale within the force.

accessible and effective wellness resources that benefit not only the officers but also the agencies and communities they serve. Organizations have a responsibility to act decisively to address these needs comprehensively.

Jason Shea: The role physical well-being and health can play a significant role in mental wellness and the importance of squashing the stigma of not "unloading our emotional backpacks" by never talking about our issues. Programs like Struggle Well developed by the Boulder Crest Foundation and Mental Armor can have significant benefits. Armed with the information provided by this survey, departments can hopefully address blind spots and create programs to help their teams.

What is the one thing police leaders can take from the survey today to improve officer wellbeing tomorrow?

Jim Dudley: Survey respondents are clearly communicating their needs: they require health and wellness support. While it is encouraging that many have access to programs provided by their departments, the fact that 16% of respondents have had suicidal thoughts is alarming. In my experience with my own agency's mental health and wellness team, it was always disappointing that we often had to wait for an officer to initiate contact and seek mental health assistance. Now, with more help available, some agencies have implemented annual mental health check-ins, requiring officers to meet with a mental health provider. These check-ins are designed to address potential issues at an early stage, before they become critical.

Cherylynn Lee: One of the primary reasons cited for dissatisfaction at work, according to the survey, is poor agency leadership. While this might seem like a problem, it actually presents an opportunity. Law enforcement fundamentally revolves around solving problems. Just as you can't address a domestic violence issue without a call for service or solve a property crime case without a report, you can't improve the working environment without knowing its deficiencies. What leaders can do today to enhance officer wellbeing tomorrow is to become their champion. By actively seeking feedback and addressing concerns, leaders can make substantial improvements in the morale and overall work environment.

Leading effectively doesn't require being the fittest or most mentally sound cop on the force. Instead, it's about leading with humility and integrity. It means asking your team honest questions and providing honest answers. It involves fighting to secure the necessary resources to support the programs your officers need and request. And let's be honest, you might not be a wellness champion. Perhaps your strengths as a leader lie in tactics, politics, or policy. That's perfectly fine, as long as you identify and support someone within your agency who is passionate about wellness and can ensure the necessary initiatives are implemented. Keep asking them for updates, stay involved, and if your agency is facing difficulties or if this survey's results are concerning, investigate the underlying issues. Remember, you cannot address a problem if you're unaware it exists.

Jason Shea: I believe a crucial aspect is the impact of physical fitness and wellbeing on the overall culture of a department. If your baseline health is compromised, it can affect numerous aspects of your performance, including stress resilience, mood, attention, and, in some cases, critical decision-making under duress. A few years ago, researchers sought to understand what constitutes resilience. They studied candidates undergoing the first phase of BUD/S training to determine who succeeded and who did not. They measured baseline mental and physical markers and correlated these with the candidates' success rates. Their findings revealed that those who successfully completed the phase remained positive despite adversity and exhibited higher levels of Brain Derived Neurotrophic Factor (BDNF). Essentially, they had increased levels of what could be described as "fertilizer for the brain," a result of regular exercise and maintaining high overall fitness levels.

> "We need to equip our officers with legal knowledge and training, and similarly, we must ensure they have access to fitness information and facilities."

I have also seen through interviews and surveys with chiefs that health and wellness buy-in may correlate with overall department culture. It would be beneficial to conduct a study with a much larger sample size to explore this correlation more thoroughly.

Eric Tung: Thirty-three percent of respondents believe their agency does not prioritize fitness, and 37% are neutral. This is concerning given the demands of the job. As industry leaders, we must ask ourselves if we want our officers, who are often called upon to assist our families on their worst days, to be underprepared. While individual responsibility for fitness is crucial, we also have a role in providing the necessary resources. The increasing strain and stress of the job prevent many officers from accessing better health opportunities. Alarmingly, 36% of officers have access to a gym but aren't permitted to use it while on duty, and many don't have access to gym facilities or equipment at all. Despite budgetary constraints, ensuring fitness and providing the means for it are essential.

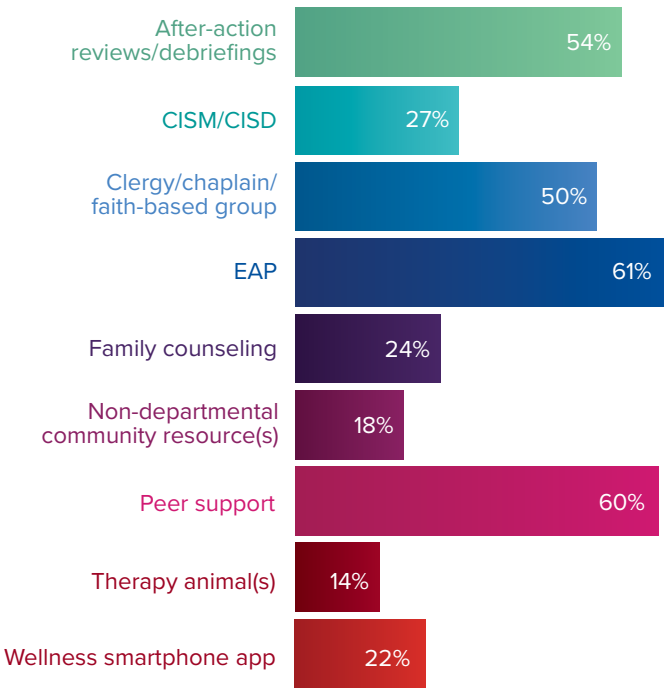


Given that many survey respondents are veterans in their field, it's likely that most have faced trauma, bureaucracy, broken promises and moral injuries. Seeing them articulate what keeps them motivated, especially when it's overwhelmingly positive, is a promising sign for the resilience and morale within the force.

We need to equip our officers with legal knowledge and training, and similarly, we must ensure they have access to fitness information and facilities.

By allowing officers time and space to exercise on duty, decompress, talk to a mental health practitioner, and meet with peer support, they will undoubtedly be more active, achieve better work/life balance, and be better equipped to handle the stressors of their job. According to the survey respondents, 59% recognize the efficacy of therapy and 43% advocate for peer support. Remarkably, peer support is a cost-free resource. Departments lacking a program and policy for peer support are significantly behind; it's an essential service that departments should implement to support their employees adequately. It is also crucial to include protective language ensuring confidentiality and privileged communication within these programs. Furthermore, allowing officers to go out of service following a critical incident if needed is vital for their mental health; 50% of the surveyed officers

Which behavioral health programs/ activities/offerings are available to you?





By allowing officers time and space to exercise on duty, decompress, talk to a mental health practitioner, and meet with peer support, they will undoubtedly be more active, achieve better work/life balance, and be better equipped to handle the stressors of their job

have this option. Coupled with the fact that 40% reported having a "near miss" due to stress or fatigue, the seriousness of these issues cannot be underestimated.

Cops, leaders, politicians, and the community all desire for professional officers to make fewer mistakes. While errors are inevitable, they can be significantly reduced through simple, free, or inexpensive practices and cultural norms. When these strategies and resources are not acknowledged or embraced, it diminishes officer proficiency along with their wellness, leading to losses not only for the officers themselves but also for the community they are sworn to serve.

> "Survey respondents are clearly communicating their needs: they require health and wellness support."

What finding concerns you the most?

Jim Dudley: The majority of officers report having access to behavioral health support resources, but a significant barrier to better mental health outcomes is often the need for improved work/life balance. Overload from calls for service, mandatory overtime, and other job demands heavily impact officers.

To address this, direct supervisors and sergeants should be trained to monitor their officers effectively, enabling them to recognize when some may need to be temporarily relieved from duty to recuperate. Additionally, agency leaders should strive for workload parity and avoid overburdening the most capable officers simply because they consistently perform well.

Cherylynn Lee: I am quite concerned and saddened that more than half of the survey respondents would not recommend a career in law enforcement to others. Historically, law enforcement was often a generational career,

How survey respondents address stress


Online gaming


Community volunteer


Coach a softball team


Started a podcast


Foster animals


Hiking and hunting


Take ice baths

filled with honor and pride in following the footsteps of a family member who previously held the role, whether it was a parent, uncle, or sibling. I recognize that law enforcement has evolved and now includes new, tangible challenges that were not previously a factor. However, 72% of respondents still say they are in this career because they are satisfied with the work they do. Law enforcement is undoubtedly challenging, but humans, particularly cops, are built to handle difficult tasks. The nature of these challenges may have changed, but that does not strip away the valor and satisfaction derived from this work. Additionally, 82% of respondents report that their agencies are understaffed. If we do not encourage more people to enter this profession, we may soon find that maintaining officer wellness becomes increasingly difficult.

Jason Shea: The number of respondents who answered "Yes" to questions about having thoughts of suicide, devaluing their own life, or thinking others would be better off without them is alarming. While the overall percentage for this was 16%, the sheer number of 453 officers affirming these thoughts is deeply concerning. Additionally, when asked how often they talk to someone about their work-related stress and experiences, approximately 15% of respondents (429 officers) reported that they never do. This indicates a significant need for increased mental health support and communication within the force.

Overcoming this stigma can be challenging. One program we have seen take off with great success here in Massachusetts and in other states is the Struggle Well program by Bouldercrest. This program, free for officers and departments, is supported by grants from AT&T FirstNet, the Gary Sinise Foundation, and the Arthur Blank Foundation. The feedback and responses have been overwhelmingly positive, with many participants describing the experience as life-changing. Officers report feeling safe to open up and focus on what the program, Struggle Well, terms "PTG" or Post-Traumatic Growth. Several branches of law enforcement, including municipal, sheriff's departments and more, seem to be getting great results from the two or five-day programs.

What findings are you most optimistic about?

Jim Dudley: The positive responses from officers were encouraging, particularly regarding their willingness to encourage others to join their departments. Most responses were positive or optimistic, marking a noticeable difference from surveys conducted over the past four years. This shift may indicate that officers are increasingly recognizing the importance of prioritizing their own and their families' needs over the immediate demands of the department. This, coupled with the recent PERF report on decreasing retirements and increasing recruitment numbers, shows a positive outlook, in general.

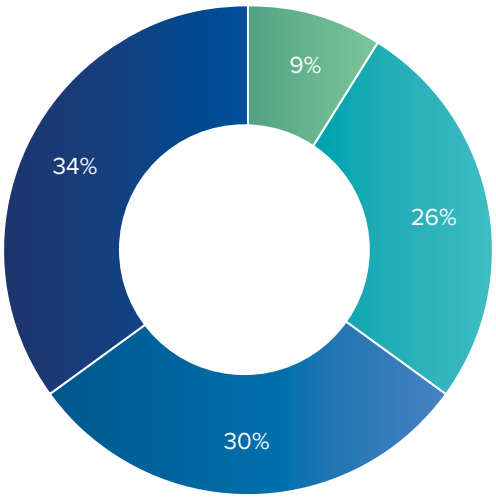
Cherylynn Lee: Reading about what officers find most satisfying in law enforcement was truly encouraging. The top three responses were serving the community, crime-fighting, and their relationships with colleagues. Nietzsche famously said, “He who has a why to live can bear almost any how.” This profession can indeed be daunting, sometimes leaving officers feeling lost, helpless, and defeated. Moral injury — defined as the lasting psychological, biological, spiritual and behavioral impact of either perpetuating, failing to prevent, or bearing witness to acts that transgress deeply held moral beliefs and expectations — is an inherent part of the job. Given that many survey respondents are veterans in their field, it’s likely that most have faced trauma, bureaucracy, broken promises and moral injuries. Seeing them articulate what keeps them motivated, especially when it’s overwhelmingly positive, is a promising sign for the resilience and morale within the force.

Jason Shea: There are several reasons to feel optimistic based on the survey responses. Notably, many officers cited meaningful motivations for choosing to serve. A substantial 72% of respondents are satisfied with their work, and 53% have no plans to leave their positions. Additionally, regarding personal well-being, 32% of officers report getting 6-7 hours of sleep nightly. There is also a recognition of the importance of physical fitness, with 35% agreeing and 11% strongly agreeing that it significantly impacts situational job performance.

Aside from hoping that many departments nationwide will review the survey results, I am particularly optimistic about the responses to the questions concerning how much being a police officer affects personal identity and what non-work-related activities officers engage in to manage stress.

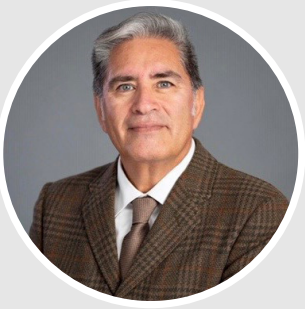
With the abundance of information now available, many law enforcement professionals are taking proactive steps to advocate for their own well-being. Approximately 35% of survey respondents reported having a good work-life identity balance, engaging in hobbies and maintaining friendships outside of their professional duties, indicating that their job does not solely define their ide
Additionally, 30% of respondents recognize they have a moderate balance but acknowledge the need to be more intentional about setting boundaries to maintain this equilibrium. This self-awareness and active management of work-life boundaries are vital for sustaining their mental health and overall job satisfaction.

How much does your role as a police officer affect your identity?



The top responses for nonwork-related stress management activities are encouraging, showing a proactive approach toward well-being among law enforcement professionals. Many officers reported focusing on improving their overall health, spending more time with family, and exploring alternative solutions to manage stress. These responses indicate a healthy recognition of the importance of maintaining a balanced lifestyle and seeking diverse ways to enhance personal well-being outside of their demanding jobs. 1

ABOUT THE PANELISTS



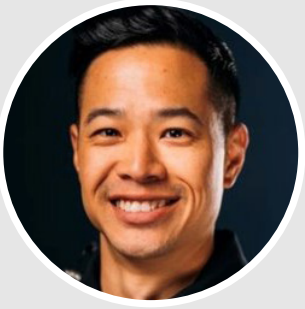
James Dudley is a 32-year veteran of the San Francisco Police Department where he retired as deputy chief of the Patrol Bureau. He has served as the DC of Special Operations and Liaison to the Department of Emergency Management where he served as Event and Incident Commander for a variety of incidents, operations and emergencies. He has a Master's degree in Criminology and Social Ecology from the University of California at Irvine. He is currently a member of the Criminal Justice faculty at San Francisco State University, consults on organizational assessments for LE agencies and hosts the Policing Matters podcast for Police1.



Dr. Cherylynn Lee is a police psychologist and works full-time for the Santa Barbara Sheriff's Office as the Behavioral Sciences Manager, overseeing the mental health co-response teams, CIT training and the internal Wellness Unit, including Peer Support. Dr. Lee is a member of the county's threat management team and consults on threat assessment cases around the state. She also serves on the crisis negotiation response teams for both the Santa Barbara Sheriff's Office and the Santa Barbara Police Department and teaches in the FBI 40-hour Crisis Negotiation Academy. Dr. Lee has a private practice in the Santa Ynez Valley where she sees first responders exclusively, specializing in trauma, post-traumatic stress and mindfulness. She currently sits on the California State Sheriffs Association Wellness board. She can be reached at crl5034@sbsheriff.org.



Jason Shea is a subject matter expert who coordinates health and wellness trainings, classes and certifications throughout Massachusetts. He is also involved with curriculum, course development, and instruction for various classes offered to the law enforcement community in Massachusetts.



Commander Eric Tung has been a police officer for 16 years in Washington State. He currently oversees patrol operations and his department's wellness and peer support programs. He has led and innovated recruiting, hiring, training, community engagement, civil disturbance and field training programs. Eric was a 2022 "40 Under 40" honoree, recognized by the International Association of Chiefs of Police. He develops wellness and leadership content on @bluegritwellness on Instagram, bluegritwellness.com and the Blue Grit Radio podcast.



THE POWER OF AUTOMATED DIGITAL EVIDENCE MANAGEMENT SYSTEMS TO TRANSFORM INVESTIGATIONS AND FIGHT CRIME

WRITTEN BY
Laura Neitzel

Turn tedious, time-consuming tasks over to an automated system and let police do what they do best

According to Police1's 2024 "What Cops Want" survey, crime fighting is the most satisfying aspect of a career in law enforcement, according to nearly 3,000 respondents. Conversely, when asked what the least satisfying aspect of working in law enforcement is, testifying in criminal cases is the least objectionable of the choices given. These survey results show law enforcement officers are motivated to use their skills and talents to prevent and solve crimes, help build strong cases so wrongdoers pay for their misdeeds, and ultimately protect and serve their communities.

However, staffing shortages continue to plague the vast majority of police departments in the country. Police officers are scrambling to keep up with the increased workload, which takes its toll on officer health and well-being

and also impacts officers' ability to do the things they got into law enforcement for – such as fighting crime and ensuring the safety and well-being of their communities.

While staffing shortages and other problems will not be solved in the short term, agencies can improve the quality and efficiency of their crime-fighting forces by using modern technology integrated with AI tools to assist with some of the more tedious and time-consuming tasks involved in evidence collection and management. The efficiencies that automated processes create can shorten investigations to a successful conclusion and free time up for more rewarding, human-advantaged work – like making investigative breakthroughs, building trust in the community, enhancing community safety and making time for officers to care for their own mental and physical well-being.

> "The efficiencies that automated processes create can shorten investigations and free time up for more rewarding, human-advantaged work."

Taking out the tedium

Investigating crime and preparing evidence for prosecuting cases are foundational responsibilities for law enforcement agencies. The tedious and time-consuming aspects of evidence collection and management are compounded by the increasing volume and variety of digital evidence gathered daily.

Not all media captured and stored in a day is even relevant or will ever become evidence in a case. But because a call for service can change from peaceful to precarious in an instant, officers must treat every iota of media as important until proven otherwise. Many departments require their officers to record every call for service and every interaction with the public, just to be safe in this heightened atmosphere.

Being able to collect digital evidence is a wonderful advancement in terms of technology but an added burden if there is no easy way to offload the media, keep and analyze what is relevant, and jettison the excess.

This is where digital evidence management technology can help agencies save time and resources and help get evidence to prosecutions more quickly.

The problem when more is too much

There is little doubt that the proliferation of community-generated cell phone and doorbell camera video has been a welcome addition to the body of digital evidence data law enforcement routinely collected with body-cams, in-car cameras, traffic cameras and CCTV recordings. Add to that the gold mine offered when law-abiding citizens upload social media posts of individuals bragging about their criminal deeds and you have a strong body of evidence to support a criminal investigation that leads to a successful prosecution.

All in all, more evidence is better than not enough, but being inundated with unstructured digital evidence can muddy the waters, making it challenging to locate, identify and surface critical, actionable information from the sea of data.

An automated digital evidence management system (DEMS) like POLARIS from Utility can help agencies manage the flood of evidence, streamline operations, enhance accuracy, gain insights and foster collaboration across the criminal justice system.

Be careful what you wish for

"The proliferation of body cameras and cameras in general has driven a tidal wave of evidence," said Clay Campbell, a retired law enforcement



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agent and business manager for Utility, Inc. "We wanted all this evidence and we're getting it now. How do we handle all of it while ensuring it enhances our ability to protect and serve our communities effectively? As trusted protectors, we manage this influx with integrity and precision."

Most law enforcement agencies have some sort of evidence management system. For some agencies, that still means offloading media like body-worn camera footage and in-car video onto a hard drive, transferring it to another hard drive, jump drive or DVD, and driving it to the prosecutor's office. Then it will be put in a case folder box along with paper files and occupy space in an evidence room until the rules of retention have expired (if you're lucky) or it will lie forgotten and dusty on a shelf for decades. It's a system that still works for many agencies, but the complexity, variety and volume of digital evidence now available is overwhelming agencies' ability to keep up manually. Especially at a time when many agencies are short-staffed, it is crucial to find efficiencies that will save time and labor.

Instead of hard drives to house the evidence while the investigation is in progress, other agencies are using more modern media collection and retention tools that often come with their camera systems and utilize cloud storage. While this can be a vast improvement over manual processes, these systems often fail to take advantage of automation that can reduce the time needed to do laborious tasks like redaction.

Gain both investigative insights and situational awareness

"When you have a digital evidence system management system like POLARIS, one of the key values is being able to find features within the product that have multiple uses," said Campbell.

POLARIS automatically captures data directly from sources like body-cams, in-car video cameras, automated license plate recognition devices and fixed cameras and integrates with third-party computer-aided dispatch and records management systems. POLARIS can



Investigating crime and preparing evidence for prosecuting cases are foundational responsibilities for law enforcement agencies.

also ingest media like CCTV from businesses and community-generated smartphone, doorbell camera and social media videos uploaded via the citizen upload feature, enhancing the overall safety and security of the community.

Once all the digital evidence is collected into a single, CJIS-compliant cloud-based platform, the evidence can be classified and organized into case files available for immediate viewing and video playback anytime, anywhere. POLARIS even allows for multiple videos to be shown from different devices in the same interface, along with GPS data from each device. This allows investigators to view an incident from multiple perspectives at once, alongside a live map view that shows exactly where and when each piece of field evidence was collected and how the incident unfolded.

Using the POLARIS platform, command staff can also start recording remotely on connected devices and initiate live streams to gain situational awareness during an ongoing event in the field.

"There was an officer-involved shooting where one of our client agencies had an officer shot," Campbell recounted. "Command staff were able to watch his body camera video remotely, and within 10 minutes of being alerted by the body camera that he needed help, they were able to review the video, and take screenshots within POLARIS to aid in identifying the suspects. This capability not only helped in swiftly apprehending the suspects but also ensured the safety of the community and provided critical support to the officers on the scene. We make sure every second counts."

Make evidence accessible, shareable and secure

POLARIS includes other built-in intelligence tools that can speed up investigations by making the evidence more usable and accessible. Audio and video recordings as well as document files can be automatically transcribed, translated and searched and analyzed for keywords and locations, saving hours of work. Critical evidence can be quickly and automatically redacted of sensitive personal information before being

shared internally or externally with prosecutors or the public.

To ensure that evidence collected adheres to legal standards and is admissible in court, police departments also have a responsibility to ensure that digital evidence has not been tampered with or accessed by unauthorized persons. POLARIS provides a secure chain of custody by seamlessly transferring information between all devices. Agencies can configure the system according to policy, manage access and maintain an accurate audit log.

At the end of a case, instead of a hard drive or DVD taking up valuable space in an evidence or file room – or an officer taking time to locate and manually dispose of it – POLARIS can also be configured to automatically retain and delete evidence according to department policy or legal requirements.

Shorten the time between investigation and prosecution

POLARIS integrates with another Utility solution, HELIOS, which is a companion DEMS for attorneys. This native integration makes case files easily shared between the law enforcement agency and prosecuting and defense attorneys. Attorneys can view the evidence, download their own copies, transcribe, translate and redact as needed for presentation in court. If a party should change, it's a simple matter to reassign permissions. It also prevents the loss or misplacement of evidence, alleviating the law enforcement agency from the need to re-export, recopy and resubmit to the judicial system more than once.

"The integration of our systems allows law enforcement agencies to seamlessly share digital evidence with the DA's office, giving them full control to perform necessary tasks such as transcription, translation, and redaction, ensuring the evidence is court-ready," said Campbell. "This allows the DA's office – being the final consumer of that evidence – to have complete control and chain of custody, ensuring the integrity of evidence and enabling quicker response to requests. This supports more efficient judicial process that ultimately protects community interests. As thoughtful partners, we ensure that the system is seamless and reliable."

Give police resources to do what they do best

Law enforcement officers want to spend more of their time fighting crime, investigating cases and getting criminals off the street – duties citizens want them spending their time on as well. Providing officers with the tools they need to get the job done more efficiently and effectively will not only benefit officers but also enhance the safety and well-being of the communities they serve.

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"Law enforcement at every level is fundamentally about leadership and community service," said Campbell. "If we're going to be good leaders, we must open our minds to what's possible. POLARIS and other Utility products are not only agency-changing technologies, they are lifesaving and community-protecting. As confident guides, we hope agencies will look to the future and adopt innovative technologies that alleviate burdens on officers, allowing them to focus on their primary mission – fighting crime and making their communities safer." 1

ABOUT THE SPONSOR UTILITY

Utility, Inc. is a technology innovator, providing a range of digital solutions for law enforcement and public safety entities. From state-of-the-art body cameras and in-car video devices to robust ALPR systems and interview room setups, our solutions enhance operational accuracy and transparency. Our cloud-based platforms offer robust evidence management, district attorney case preparation, and unified video feed views for improved situational awareness. A fully customizable suite, backed by round-the-clock Atlanta-based tech support, ensures adherence to agency policies and global service reach. To learn more about Utility's technology solutions, please visit utility.com.

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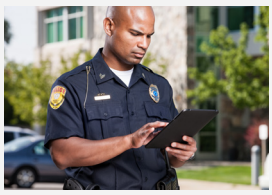
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