

[Speaker 23] (5:44 - 5:46)

Recording in progress.

[Speaker 2] (6:08 - 6:21)

Good evening and welcome to the Tuesday, June 17, 2025 Clayton City Council meeting and at this time I'll call the meeting to order and we'll do roll call.

[Speaker 18] (6:23 - 6:24)

Councilmember Diaz?

[Speaker 2] (6:24 - 6:24)

Yes.

[Speaker 18] (6:24 - 6:31)

Aniya? Yes. Tillman?

Here. Vice Mayor Wong? I'm here.

Mayor Tribiana? I'm here. Thank you.

You have a quorum?

[Speaker 2] (6:31 - 7:42)

Thank you. And if everyone will rise and join us in the Pledge of Allegiance. The chairs take a little getting used to.

I'm almost falling off. We will move on to item number three, which is Planning Commission interviews. We're allowing approximately 45 minutes for this period.

We're going to conduct interviews to fill two vacancies on the Planning Commission and select two candidates to appoint to the Planning Commission for a two-year term ending on June 30th, 2027 and we'll be doing that under item 10a in our action items. And so at this time I guess we're going to call each candidate.

[Speaker 18] (7:44 - 7:46)

You may call them in the order that you like.

[Speaker 2] (7:46 - 7:46)

Okay.

[Speaker 18] (7:47 - 7:49)

How they appear in the agenda is also acceptable.

[Speaker 2] (7:49 - 8:09)

Okay. I don't know if they are all here but Joe, would you like to kick us off? Wonderful.

And we have a series of questions that we'll be asking you and then if you'd like to provide a closing statement. But do you have an opening statement for us? Anything you want to share with us?

[Speaker 13] (8:10 - 8:31)

This was my first term on the Planning Commission. Thank you, council members. Yeah, I enjoyed my time very much.

I learned a lot. Looking forward to using what I've learned in the first two years as an appointee to continue my work and be a louder and stronger voice in the Planning Commission moving forward. Wonderful.

Okay.

[Speaker 2] (8:32 - 8:54)

And we have a series of questions here. We'll try to get through each of them. Does anybody want to start us off with the first question?

Okay, then I will. Don't jump all at once. So, question number one.

Why are you interested in serving on the Planning Commission?

[Speaker 13] (8:56 - 9:15)

I've lived in Clayton for seven years now. I have two small children, five and seven years old, and a wife. We've made our home here.

We've really fallen in love with the city and, you know, I'd like to be a part of this beautiful place and continue keeping it the town that we all love.

[Speaker 2] (9:17 - 9:20)

Thank you, Joe. Okay, question number two.

[Speaker 13] (9:22 - 9:23)

I'll go. Sure.

[Speaker 10] (9:24 - 9:30)

So, what do you feel are the two most important growth and development issues facing Clayton today?

[Speaker 13] (9:32 - 10:22)

Well, I think number one has been an issue that still we see come up consistently, and that's meeting the high-density housing criteria set by California. That will continue to be an issue, finding developers that want to develop here, finding spaces that are amenable to the city plan. So, I think that's number one, the biggest one.

Number two would be driving business to downtown. We saw the success early on with Enyi, the new restaurant that opened up downtown. So, I think if we can push more businesses to downtown, we've got success stories to show that business does work here, and we can be successful.

So, growth in both areas. Thank you.

[Speaker 2] (10:23 - 10:26)

Okay, thank you. Councilmember Diaz, do you want to take question number three?

[Speaker 6] (10:41 - 10:58)

Again, I will complete my question again. How do you feel about the Planning Commission if you make a decision and a recommendation to the City Council, and if the City Council either overturns or denies it?

[Speaker 13] (10:59 - 11:38)

Well, I think, you know, we'd like for you guys to take, for the council members, you guys, the council members to take our decisions and use them in your own decisions. However, we are, at the end of the day, just an advisory board. We review the plans as we see them in relation to the city plan.

And so, personal feelings aside, we, like I said, we're just an advisory board, so we hope that you have the confidence to believe in the decisions that we've come to, but it's up to you. So, yeah, I have no personal feelings one way or the other.

[Speaker 6] (11:39 - 11:41)

Because ultimately, the City Council would have the final decision.

[Speaker 13] (11:41 - 11:42)

Correct.

[Speaker 6] (11:42 - 11:43)

Thank you.

[Speaker 2] (11:44 - 11:47)

Thank you. Okay, Councilmember Chalman, you want to take this one?

[Speaker 12] (11:48 - 11:52)

What is the single most important skill for a Planning Commissioner to have?

[Speaker 13] (12:01 - 12:30)

An analytical mindset, you know, being able to read plans and relate them to the city plan and understand how it can affect the city. That's probably the most important. Also, you know, maybe just as important is being able to create great relationships, see others' point of views, and understand, you know, debate and discussion.

[Speaker 7] (12:33 - 12:48)

Okay, thank you. Councilmember Aneal? Could you describe your knowledge of the city's general plan?

In your opinion, what is the purpose of the general plan? And if you could change one thing in the city general plan, what would that be?

[Speaker 13] (12:50 - 13:29)

I think the purpose of the general plan is to keep Clayton the city that we that we love, essentially, to maintain a beautiful place to live, a beautiful place to have business, and to adhere to the state standards. I think one thing that I would change in the city plan, rezoning some areas, possibly, in neighborhoods. That's really all I can think of off the top of my head.

[Speaker 2] (13:31 - 13:42)

Thank you, Joe. And the last question is, do you have any scheduling conflicts that could impact your ability to consistently attend Planning Commission meetings?

[Speaker 13] (13:43 - 14:01)

No. My career, I'm a commercial real estate designer, so design consultant, officially. So I work from home, and my work is pretty consistently from early in the morning, 7, 6, 7 a.m. until 3 p.m. in the afternoon. So I'm pretty flexible that way.

[Speaker 2] (14:02 - 14:09)

Okay, wonderful. That is it for the questions. Are there any parting comments that you would like to leave with us?

[Speaker 13] (14:09 - 14:19)

No, other than thank you, Councilmembers, for for seeing me today and allowing me to interview, and I look forward to, hopefully, serving for two more years. Thank you. Thank you, Joe.

[Speaker 2] (14:20 - 14:50)

Okay, Commissioner Vincero, yes. Sorry, Joe. Commissioner Casagrande, would you like to come to the podium next?

Okay, and same thing, before we get into our questions, are there any opening statements you would like to make?

[Speaker 16] (14:51 - 15:00)

Not really. I've also served on the Planning Commission for the past two years. I've learned a lot.

I love Clayton, and that's all.

[Speaker 2] (15:02 - 15:07)

Thank you. And again, the first question is, why are you interested in serving on the Planning Commission?

[Speaker 16] (15:09 - 15:40)

Well, like I said, I love Clayton. I love our community, and I'm really interested in giving back. I want to make sure that I want to see Clayton grow, but I want to see Clayton grow in, you know, the right way, and I want to see our town character preserved, and I just like being a part of the community in any way that I can be.

I also like volunteering, too, but the Planning Commission just sparked my interest.

[Speaker 2] (15:41 - 15:45)

Okay, thank you very much. Vice Mayor Wan.

[Speaker 10] (15:46 - 15:52)

What do you feel are the two most important growth and development issues in Clayton today?

[Speaker 16] (15:54 - 16:20)

I don't see a lot of issues coming up, you know, affecting Clayton, but I would say my top two, or even three, would be obviously dealing with high-density housing mandates coming in from Sacramento, and fiscal sustainability, and I think most importantly would be community trust, and that's my answer. Thank you.

[Speaker 6] (16:22 - 16:44)

Written on certain actions that the Planning Commission would take, and if it was forwarded to the City Council, and your recommendation would be denied or overturned by the City Council, what's your feeling about how receptive you would be to that, and what would your action would be?

[Speaker 16] (16:44 - 17:02)

Well, you know, as a Planning Commissioner, it's our job to make sure that ordinances and proposals fall in line with the general plan, the Municipal Code, state law, but as an elected official, all five of you, you would have the final say, and I would have no problem with that.

Thank you.

[Speaker 12] (17:05 - 17:10)

Thanks. What is a single most important skill for a Planning Commissioner to have?

[Speaker 16] (17:10 - 17:42)

I would have to go, again, back to trust, community trust, involvement, listening to your constituents, you know, a general knowledge of all the, you know, mapping and lingo that they use, and I've been, you know, learning that. I went to a training conference that the City sent me on, so they've invested in me, and I would say that just being an active member in your community, and every city is different, you know, so just being very interpretive and open-minded.

[Speaker 2] (17:46 - 17:47)

Council Member Inigo?

[Speaker 7] (17:49 - 17:59)

Yes, could you describe your knowledge of the City's general plan, and in your opinion, what is the purpose of the general plan, and if you can change one thing, what would it be?

[Speaker 16] (18:01 - 18:46)

The City general plan is basically a long-term blueprint for city growth, land use, things of that nature. I don't really see much that I would change to it at this moment. I think it's working pretty well, but I would like to see, you know, Clayton grow, not only as a community, but also downtown businesses.

Foot traffic, I think that's something that a lot of, you know, local businesses in Clayton could use, especially downtown, so I think it's kind of an outline for that, and it could, you know, we can make tweaks along the way if need be, but I think it's working so far.

[Speaker 2] (18:48 - 18:58)

Thank you, and the last question is, do you have any scheduling conflicts that could impact your ability to consistently attend Planning Commission meetings?

[Speaker 16] (18:58 - 18:59)

I do not.

[Speaker 2] (19:01 - 19:05)

And any closing remarks for us this evening?

[Speaker 16] (19:08 - 19:39)

Well, I've had a great time serving on the Planning Commission, and just looking at all the proposals, and all the things I've learned in the past two years, and I hope to do it again for

another two, and give back to my community. Like I said, I love Clayton. I love participating in our community.

I love Clayton growth, our history, and you know, I'd like to see Clayton go in the right direction, and I hope to be a part of that. Thank you. Thank you to all of you for having me.

[Speaker 2] (19:40 - 19:56)

Thank you, Commissioner Casagrande. And Madam City Clerk, did the candidates or applicants have certain times that they were asked to be here, or everybody was at 6 o'clock?

[Speaker 18] (19:56 - 19:57)

Everyone was at 6 o'clock.

[Speaker 2] (19:57 - 19:59)

Okay, so is Mr. Schmidt here?

[Speaker 18] (19:59 - 20:02)

I do not. In the audience, I have not received a confirmation from him.

[Speaker 2] (20:02 - 20:07)

Okay, I just didn't know if we had like 6, 6, 15, 6, 30.

[Speaker 18] (20:07 - 20:08)

No, we did all 6 o'clock.

[Speaker 2] (20:08 - 20:30)

All 6 o'clock. Okay, then I think that concludes our interviews for this evening, and again, this will be action item 10A later this evening, unless anybody has any other comments or Councilmember Diaz?

[Speaker 6] (20:30 - 20:38)

Yeah, so what are we going to do as a result of this? We're only going to limit the, to the two applicants that we have come before us?

[Speaker 2] (20:38 - 20:40)

Correct, we had three applicants.

[Speaker 6] (20:40 - 20:43)

I know how many we have. Two are here. The third one is not here.

[Speaker 2] (20:44 - 20:48)

Correct, so they're not here.

[Speaker 6] (20:49 - 20:51)

So we're passing on them, is that?

[Speaker 2] (20:51 - 21:03)

Well, yes, because we haven't been able to interview him this evening, right? So we'll make it official later in our agenda under action item 10A.

[Speaker 6] (21:04 - 21:08)

So we have two candidates for two openings. Correct. Okay, so I want to make sure we're clear.

[Speaker 2] (21:08 - 21:16)

Okay, thank you. Okay, thank you both, and stay tuned. Anything else to add?

[Speaker 10] (21:16 - 21:36)

Okay, so technically I think the next item is the Oakhurst Geological Hazard Abatement District. That is scheduled to start at 645, so at this point, well actually we're still in the regular meeting, so if we are in the regular meeting, we're not adjourning. Yeah, if you want to take a...

[Speaker 2] (21:36 - 21:41)

We're gonna have to take a recess for about, what, 28 minutes?

[Speaker 10] (21:41 - 21:41)

Sure.

[Speaker 2] (21:42 - 21:45)

And come back at 645 for the GAP meeting.

[Speaker 12] (21:45 - 21:46)

Okay.

[Speaker 10] (21:46 - 21:48)

I don't think we can start early, right?

[Speaker 12] (21:49 - 21:55)

And we can't. No. Okay.

And what if Mr. Schmidt shows up at 630 thinking they were in 15-minute increments?

[Speaker 23] (22:02 - 22:03)

Recording in progress.

[Speaker 2] (22:45 - 23:09)

Okay, we are back from a brief recess, and we are going to reopen our Planning Commissioner

interviews, and at this time, I'd like to ask Mr. Charlie Schmidt to come to the podium for his interview, and just turn on the button. Is it on?

[Speaker 23] (23:10 - 23:10)

Yes?

[Speaker 2] (23:11 - 23:22)

Okay, great. And so we have a series of questions here that we're going to ask you, but is there any opening statement that you would like to make to us before we start the questions?

[Speaker 11] (23:22 - 23:56)

Yes. First, let me apologize. I had 630 on my calendar, and so I apologize for making your break short.

I think you had till 645, so that doesn't bode well for me, being late to a Planning Commission, but I'm certainly interested in position. As you know, I applied before. I'm still interested to do whatever I can to help the town, so whenever there's positions available, my stance is do whatever is necessary to help.

So that's my opening statement.

[Speaker 2] (23:57 - 24:05)

Okay, thank you, Mr. Schmidt. And the first question is, why are you interested in serving on the Planning Commission?

[Speaker 11] (24:05 - 24:45)

Well, let me expound further. So I love this little town. I'm an active member.

I volunteer a lot of my time, but I also have a lot of, let's just say, background which would be helpful to serve on this committee, right? So I think I mentioned before that I had previously spent 28 years in the military as a planner, as an officer, and I think that I could help use that experience to just better this position and better the town. So again, I do love this little town and I want to do whatever I can to help.

[Speaker 2] (24:46 - 24:49)

Okay, thank you very much. Vice Mayor Wong.

[Speaker 10] (24:51 - 24:58)

Thank you. So what do you feel are the two most important growth and development issues facing this city today?

[Speaker 11] (25:00 - 25:53)

Well, there's more than two, but you know, I'll give you some that are right in front of our nose.

Obviously, things are changing. As times change, we need to change with it.

So if you look out in the parking lot, I was wondering what's going on, right? So we're not building gas stations anymore. We're building car chargers.

Well, that's going to change the look and the feel of the town. So those are one of the issues. You know, how do we keep up with the modern era of the way things are moving?

The other is, how do we preserve the past? So those are the two opposing things. We want to keep the charm of the town, but we also want to move into the next century, so to speak, and keep current.

So we have to balance those two. And those are two of the most critical things. The charm of the town, its history, its past, as well as the future.

Thank you.

[Speaker 6] (25:54 - 26:09)

If you were seated on the Planning Commission and you had a recommendation that was forwarded to the City Council, and the City Council either denied it or overturned it, what would your reaction be?

[Speaker 11] (26:12 - 27:09)

I'm not sure, because it's a hypothetical question, but I can give you some of my past history. As a military planner, and even with my career, we had leaders, and those leaders would ask for opinions. I often gave those opinions.

And the way we worked is, everybody would contribute, and then the leader would take all of that information, and they would provide a course of action based on the information they had. But once the leader made a decision, it was all our decision. We all had to support it, whether or not we were opposed to it in the beginning.

So that's how I would operate. You know, basically, if my plan was counter to what the Commission thought, it was the Commission's decision, and I had input to it. So I would provide...

[Speaker 6] (27:09 - 27:30)

I'm not speaking... the question is not related to the Commission and what you feel about it. It's if you came forward with a recommendation to the City Council, and the City Council, which is an advisory...

your position as an advisory body to the City Council, and we either overturned it or denied it. That's the question. What's your reaction to that?

[Speaker 11] (27:30 - 27:52)

So my reaction is simple. I would support it, even if it was counter, even if it was overturned. Why?

Because I'm here in an advisory role. I'm not here to make a decision. So when the City Council makes a decision, and they've included my recommendation and overturned it, so be it.

[Speaker 12] (27:57 - 28:05)

Hi. What is the single most important skill for a Planning Commissioner to have? An open mind.

Really, an open mind.

[Speaker 11] (28:05 - 28:24)

To not have a preset bias or judgment. To hear all sides, see all sides, but also to understand the facts. That is, you have to have some prior knowledge, right?

So if it's a code or anything like that, you have to dig into it and understand those things.

[Speaker 7] (28:28 - 28:37)

Describe your knowledge of the City's General Plan, and in your opinion, what is the purpose of the General Plan? And if you could change one thing in the plan, what would that be?

[Speaker 11] (28:38 - 29:08)

Well, so I am not as aware of the City Plan as I should be, and so as I just mentioned, getting all the facts. So one of the facts that I would do, and I would dig into as part of this, is I would dig into the City Plan. Because I don't know the details of the City Plan, probably as well as any of you, or a lot of the citizens.

So I wouldn't change anything until I had a more detailed knowledge of what was going on.

[Speaker 2] (29:11 - 29:21)

Okay, and the final question is, do you have any scheduling conflicts that could impact your ability to consistently attend Planning Commission meetings?

[Speaker 11] (29:22 - 29:40)

Well, as long as it doesn't interrupt my walking every day, I'm in pretty good shape. So many of you see me out on the trail every day. I'm somewhat retired, although I seem to work harder now than I did before I had a full-time job.

So I don't have any scheduling conflicts that I'm aware of.

[Speaker 2] (29:40 - 29:45)

Okay, and any closing remarks for us before we conclude?

[Speaker 11] (29:45 - 29:59)

Yeah, two things. Thanks for hearing me out, even though I thought I was early, and it turns out I was late. And I'd be glad to serve in an advisory role for you.

Thank you.

[Speaker 2] (30:00 - 30:35)

Oh, thank you, Mr. Schmidt. Appreciate it. Okay, and yes, and so just to repeat again that we will be making a decision when we get to our action items, item 10A, later this evening on our decision for both of these open spots.

Okay, and at this time, we're going to go back to a 10-minute recess before we begin the GAD meeting at 645. Thank you.

[Speaker 10] (30:54 - 30:57)

No. Alright, fine. No.

[Speaker 23] (30:59 - 31:00)

Stephanie, are we good to go? Recording in progress.

[Speaker 10] (31:01 - 31:40)

Alright, it is 645, and I will call this meeting of the Oakhurst Geological Hazard Abatement District to order. It's actually 646. So first thing on our agenda is item number two is public comment on non-agenda items.

This is a meeting of the Oakhurst Geological Hazard Abatement District, the GAD. If anyone has any public comment on non-agenda items for the GAD, now is your time to speak. Show of hands towards the podium, jumping jacks.

[Speaker 8] (31:44 - 34:57)

Mr. Killer. Thank you, I'll keep it very short. I want to thank you for your response, my vice mayor, for clarifying, you know, the concerns on if it's a two-thirds vote or just a majority vote plus one.

So I do thank you for your response there. With my post on Nextdoor and Facebook, it did raise a lot of issues behind the scenes where people are contacting me. I don't want to be the figurehead for Oakhurst.

I don't want to be the next Gary Hood of the community being another Clayton Watch, but I do want to make sure that our city manager and our council are going to be good fiduciaries going forward for this Geological Hazard Abatement District, and so I do want to expect one thing is

that we don't want to be tied up, by your information, we do not want to be tied up doing engineer report after engineer report after engineer report.

Mr. Diaz, you knew my dad at Pacific Telesis, he was the head of real estate for this large company, and then he went on to become the executive director for the San Francisco Opera House, leading the build-out for the restoration and also the earthquake retrofit, and then he also did, he led the Asian Art Museum, the current Asian Art Museum, so he dealt with a lot of politicians and he had to deal with a lot of union leaders and also people in the community, and so a lot of that work was basically, for the Opera House, it was 50-50, 50% public funds, 50% private funds.

So how does that relate to the Geological Hazard Abatement District? Well, short story, when my dad came on, he saw all these different engineering reports, 10 different project managers, so what he did is he scheduled meetings with all of them, and he said, well, what are you doing? What do you believe your role is, and are you providing value?

After the third meeting with the third project manager, all 10 of them resigned, and so basically what he decided, with his questions, he pushed basically accountability, because the answer to the question, they were not providing value, so when it comes to the Geological Hazard Abatement District, you have to be a fiduciary there, and one of the key concerns with Glenn Miller and others who have been out there speaking hard on this issue, is what I've heard from people behind the scenes, I don't feel comfortable going in front of the council, but will you please provide this message?

The message is basically, is we need to get the water off the slopes, we need tangible spend on the GHAD, we don't need another engineering report or legal billings going into this, the other thing is, we don't want this district to be used to make the Landscape Maintenance District whole, or any other general fund, you know, money being built to this district, so again, please be good fiduciaries, make sure the money is doing tangible items for the slopes, keep the water off the slopes, that means capital improvements for the ditches, the Kellogg lines that are draining the water are clogged right now, so please get in there immediately and get those drains unplugged, those are the things that we want to expect, we don't want to be for landscaping, or for attorney fees, or for an engineer looking to bill another dollar to the district, thanks.

[Speaker 10] (35:00 - 35:36)

Thank you, if there's any other public comment on non-agenda items, now is the time. Okay, seeing none, then I will close item two, and just, if anyone is interested in the activities of the GHAD, they are documented in detail within the GHAD plan of control, and the GHAD, the GHAD board are not fiduciaries, so we did neglect to take roll, so if you would take the role formally, that would be great.

[Speaker 18] (35:36 - 35:38)

Director Diaz?

[Speaker 10] (35:38 - 35:38)

Yes.

[Speaker 18] (35:38 - 35:42)

Tillman? Here. Trippiano?

Here. Vice Chair Inea?

[Speaker 10] (35:42 - 35:42)

Here.

[Speaker 18] (35:42 - 35:43)

Chair Wang?

[Speaker 10] (35:43 - 36:16)

And I am here, also. So that concludes item number one and two, item three is action items approval of the minutes, is there any item, is there any comment on the minutes before I open it for public comment? Any questions on that?

Okay, so for item A, this is the approval of the minutes, I guess we were doing these separately, is there any public comment on the approval of the minutes? Seeing none, I will close public comment. Move approval.

[Speaker 18] (36:18 - 36:18)

I'll second.

[Speaker 10] (36:20 - 36:21)

Stephanie, would you please call the roll?

[Speaker 18] (36:22 - 36:23)

Certainly. Director Diaz?

[Speaker 10] (36:23 - 36:23)

Yes.

[Speaker 18] (36:24 - 36:24)

Tillman?

[Speaker 10] (36:24 - 36:25)

Aye.

[Speaker 18] (36:25 - 36:27)
Trippiano? Aye. Vice Chair Inea?

[Speaker 10] (36:28 - 36:28)
Yes.

[Speaker 18] (36:28 - 36:29)
Chair Wang?

[Speaker 10] (36:29 - 36:29)
Aye.

[Speaker 18] (36:29 - 36:30)
Thank you, you have five ayes.

[Speaker 10] (36:30 - 36:43)
Okay, moving on to 3B, this is adopting a resolution confirming the increased assessments of the Eau Claire Geological Hazard Abatement District. I believe our district manager has some comments.

[Speaker 22] (36:44 - 37:50)
Right on time. Good evening board, I'll be brief, this is a next step in the process of increasing the assessments, as you're aware, and hopefully the community is aware, that the vote did pass by a majority, a weighted majority, and so at the last meeting, at the conclusion, we have the results, we are bringing the resolution to formalize that tonight. The next steps after this would be to have a recorded notice of assessment, which basically puts it on the public notice, and then that this information will all be gathered and put, provided to the county assessor to change the assessor's role for next year, fiscal year 25-26, with the new assessments.

So I request that you guys approve the resolution and we can move to the next step. Thank you. Okay, any questions for our GAD manager?

[Speaker 10] (37:52 - 38:12)
Okay, I will move this to public comment. If there's any public comment on this item, now is the time. All right, seeing none, then I will close public comment and bring it back to council.

Either any comment or a motion?

[Speaker 2] (38:15 - 38:18)
I'll make a motion to approve, to adopt the resolution.

[Speaker 18] (38:19 - 38:20)
I'll second.

[Speaker 10] (38:22 - 38:24)

Thank you. Stephanie, if you would call the roll.

[Speaker 18] (38:24 - 38:27)

On that motion, Director Diaz?

[Speaker 10] (38:27 - 38:27)

Yes.

[Speaker 18] (38:28 - 38:28)

Tillman?

[Speaker 10] (38:28 - 38:28)

Aye.

[Speaker 18] (38:29 - 38:31)

Trupiano? Aye. Vice-Chair Nunez?

[Speaker 10] (38:31 - 38:31)

Yes.

[Speaker 18] (38:31 - 38:32)

Chair Wang?

[Speaker 10] (38:32 - 38:33)

Aye.

[Speaker 18] (38:33 - 38:33)

I think you have five ayes.

[Speaker 10] (38:34 - 39:04)

And with that, that concludes item 3B. The next is adjournment. We will adjourn the Oakhurst Geological Hazard Abatement District meeting at 653.

We will move back into the City Council meeting, though I believe, if I, yes, it's not scheduled to start until 7 p.m. and for some reason we are required to wait until that time. So that will be seven minutes from now. Feel free to hang out for a moment.

[Speaker 23] (39:12 - 39:13)

Recording in progress.

[Speaker 2] (39:35 - 40:23)

Okay. Okay. Well, welcome back.

We are coming back from a recess of our Tuesday, June 17th, Clayton City Council meeting. And we have already done our roll call and our Pledge of Allegiance. We did Planning Commissioner interviews.

And so now we are moving on to item number four, which is the swearing-in for incoming Police Chief Jeremy Crone and City Manager Chris. Take it away.

[Speaker 5] (40:24 - 42:54)

Thank you, Mayor, members of Council, community. Today is an exciting day. For those of you who are not familiar, I'll give you a little background on Jeremy.

It is with great honor that I announce the appointment of Jeremy Crone as the next Chief of Police for the City of Clayton. Jeremy brings a wealth of law enforcement experience, leadership, and community focused service to this role. Most recently, he served as the Police Commander for the City of Pinole since 2021.

In this role, he oversaw a broad range of responsibilities, including patrol operations, training coordination, criminal investigations division, professional standards, special event safety coordination, fleet management, and community engagement. He also led the implementation of an organizational wellness program aimed at supporting officer health and resilience. From December 2024 to March 2025, Jeremy stepped up as the acting Police Chief, demonstrating his readiness to lead with integrity and accountability.

Prior to his time in Pinole, oops, my screen just went crazy. Prior to his time in Pinole, Mr. Crone served in Sasso City, where he held the position of Police Commander from September 2018 to February 2021 and was a sergeant from November 2015 to September 2018. His leadership in Sasso City included supervisory roles in detectives, internal affairs investigations, field training, marine patrol, and the dual sport motor program.

He also acted as the Emergency Response Manager and worked closely with the Police Officers Association to address recruitment challenges during financially constrained periods. Jeremy holds a bachelor's degree in criminal justice from American Public University. He is a graduate of Northwestern University School of Police Staff and Command and Post Management School.

In addition, he holds post-supervisory, post-advanced, and CPCA executive leadership certificates, reflecting his commitment to continuous professional development and excellence in leadership. Jeremy's extensive experience dedicated to community policing and focus on officer wellness and organizational development make him an outstanding choice to lead the Clayton Police Department into the future. If you'd all please welcome Chief Jeremy Crone to the City of Clayton.

[Speaker 2] (43:11 - 43:18)

Speech, speech, speech. And you just have to press the button to turn it on. There you go.

[Speaker 19] (43:18 - 45:03)

All right, I passed the first test. Well, thank you. I know there's a full agenda tonight and I want to be respectful of that, but I just want to first thank you to Chris and your team.

One of the things that was so telling about this whole process was the level of professionalism that I received from the city manager's office and the interim chief of police, Don Mort, and through every inner encounter I had with city staff, and that really told me what Clayton is all about. I want to thank mayor, vice mayor, and council, and the community members that are here tonight, my friends and family that are here, and mentors. It means a lot to be to be here tonight and to have them supporting me.

It's an honor to be the next chief of police here in Clayton. I consider it a privilege and view my role as a steward of what this department is and its role within the community. I'm looking forward to working with city leaders, the men and women of this police department, the community, in continuing to make Clayton a safe community to visit, work, and live.

I'm proud to be a part of this team and I'm proud to now call Clayton my new home. And I'll close it with this, as the great leader in order, Ted Lasso, has said, every day is a chance to be better than we were the day before. Thank you very much.

[Speaker 2] (45:11 - 45:15)

Thank you, Chief Krohn. I guess we're going to do the swearing-in ceremony now.

[Speaker 18] (45:25 - 45:26)

I, state your name.

[Speaker 19] (45:27 - 45:33)

I, Jeremy Krohn, do solemnly swear, do solemnly swear, that I will support and defend, that I will support and defend, the

[Speaker 18] (45:33 - 45:39)

Constitution of the United States, the Constitution of the United States, and the Constitution of the state of California, and the Constitution of the

[Speaker 19] (45:39 - 45:47)

state of California, against all enemies, foreign and domestic, foreign and domestic, that I will bear true faith and allegiance, that I will bear true faith

[Speaker 18] (45:47 - 45:52)

and allegiance, to the Constitution of the United States, to the Constitution of the United States, and the Constitution of the state of California, and the

[Speaker 19] (45:52 - 45:56)

Constitution of the state of California, that I take this obligation freely, I

[Speaker 18] (45:56 - 46:00)

take this obligation freely, without any mental reservation or purpose of evasion,

[Speaker 19] (46:00 - 46:04)

without any mental reservation or purpose of evasion, and that I will well

[Speaker 18] (46:04 - 46:07)

and faithfully, and I will well and faithfully, discharge the duties,

[Speaker 19] (46:07 - 46:11)

discharge the duties, of the Office of Chief of Police, the Office of Chief of

[Speaker 18] (46:11 - 46:19)

Police, in and for the city of Clayton, in and for the city of Clayton, to which I have been appointed, according to the law, to which I have been appointed,

[Speaker 19] (46:19 - 46:22)

according to the law, and the best of my ability, and the best of my ability.

[Speaker 18] (46:22 - 46:36)

Congratulations, Chief Crone, and now Mrs. Crone will be pinning Chief Crone.

[Speaker 2] (46:57 - 48:30)

And congratulations, Chief Crone, and if we have not already had enough recesses tonight, we are going to take another small recess. We have cookies in the back, and then we're going to come back and dive into the rest of our agenda. So let's take a five-minute, ten-minute, let's take a ten-minute break, and everybody will get a chance to meet the new chief.

Thank you. Okay, we're coming back. We're coming back from recess, and maybe if somebody could close those doors.

Yeah, okay. Coming back from recess. Thank you, everybody, and Council Member Diaz, I believe you would like to say a few words.

[Speaker 6] (48:31 - 49:35)

Thank you very much, and I want to congratulate our new chief of police here. He's just what we need to take the next step in moving forward. I do, however, want to reiterate some of my

concerns, and I'm sorry Mr. Krines is not here, on the process. And I believe that I found out more about the chief tonight than I have in the whole process, and I appreciate that. But I think it was clouded in secrecy for whatever reason, and the process did not seem to move in a direction where I had related both verbally and in writing. I think it would have been more inclusive of the community, and it is the single most important department head position in the City of Clayton, and we will make sure something like that doesn't happen again in the future.

Thank you.

[Speaker 2] (49:37 - 50:05)

Okay, thank you very much, and at this time we are going to move to item 5, which is public comment on non-agenda items, and at this time I have three cards. Geneva Moss, would you like to go first? I know you're on a time constraint.

Geneva is our librarian, our librarian extraordinaire, and then there you go, one of them.

[Speaker 20] (50:07 - 51:51)

So this is, just wanted to let you know about the important events and fun stuff going on at the library this summer. As you may remember when you were a kid, summer reading, free Pizza Hut pizzas, all that. Prizes may have changed, but summer reading is still here.

It is running now through August 2nd. It is for all ages, and it is even electronic, so no excuses that you lost your tracking sheet or anything. So I urge everybody here, including council, city staff, community, to participate this year.

It is called Level Up at the Library, so if you like games, this is your summer. We are going to have Friday fun nights from 3 to 5 every week, where you can come in and play a variety of board games. They will get switched out.

We also have some fun teen gaming programs coming up, and we hope that you will join us. In addition to every Wednesday is Already Wonderful Wednesday, where we have Harmony Monsters coming next Wednesday for our little kids, the younger kids, to learn more music, and it helps their literacy and everything. And if you do finish the summer reading program, you automatically get a book of your choice.

You get a pin or a sticker if you're three and under, and also entered into a wide variety, a drawing for a wide variety of prizes, both at our local level as well as our county level. Some of our local prizes have been donated by the local businesses, which has been very nice, and some of our county-sponsored prizes are Lego sets or stuffed animals and cool stuff for adults, too. There's just a ton of stuff.

So please, I urge you to participate either through our website or pop by the Passport. Thank you.

[Speaker 2] (51:52 - 52:17)

Thank you, Geneva. Wonderful. And next up, Howard Kaplan.

Mr. Kaplan, are you here? There he is. You will have three minutes.

Microphone.

[Speaker 17] (52:17 - 55:18)

Yep, my name is Howard Kaplan. My wife and I have lived at 1194 Easley Drive for over 35 years, and I happen to be on the Financial Sustainability Committee. Thank you for your time and attention.

I'm here tonight to highlight an observation from late in the last City Council meeting on June the 2nd, 2025. This discussion on the budget included a question about deferred maintenance on city improvements and infrastructure. The city roads are the largest asset the city is responsible for.

The response stated that the deferred maintenance and cost could only be determined later, after the Council established a policy regarding the Target Pavement Condition Index, or PCI. While it is true that there is a relationship between the Target PCI and deferred maintenance, a reference to a PCI range of 50 to 100 is misleading. Note that 100 is a ridiculous metric requiring full replacement.

A 50 PCI is a general road condition that is in rapid decline and increasingly costly to repair. However, it was made perfectly clear in the March 18th, 2025 staff report on roads. The section discussion made the following points.

PCI has declined from 85 to 73 since 2016. Street Saver estimates it will take 2.6 million per year to just maintain the current PCI of 73. Revenues from gas taxes and so forth for road maintenance are only 700,000 per year, leaving a deficit of 1.9 million per year. Clearly there is a great deal of deferred maintenance in the roads. There is also deferred maintenance in landscaping. These were basically brushed off to another time for honest discussion that never seems to come.

Even beyond the roads and landscaping, the budget is nowhere balanced. When you look at question number 16 from the Q&A from the budget workshop meeting the city had, it shows how attempting to, quote, balance the general fund budget involves moving expenses out of the general fund to, quote, help make it balance, end quote, to a special assessment district budget. What is this?

Sleight of hand or playing whack-a-mole? How does the City Council expect the community to support renewal of the landscape maintenance district in 2026 or revenue enhancement taxes if

they don't at least have clarity of the facts? Thank you.

[Speaker 2] (55:19 - 55:27)

Thank you, Mr. Kaplan. Mr. Hayden, you're up next. There he is.

You'll have three minutes.

[Speaker 15] (55:31 - 57:37)

Mayor, Council, thank you. Keith Hayden. My comments tonight are regarding the City Council's approval of the two-year budget at your last City Council meeting.

The Council formed a Financial Sustainability Committee recently and appointed three highly qualified volunteers from the Clayton community, but apparently you did not ask for their review or input of the budget that the Council approved at your last meeting. We thought that was the intent of forming the Financial Sustainability Committee to make sure that the budget will maintain the physical sustainability of our city. If you had requested the committee's review and advice and provided them with all the supporting information, I suspect they would have come to the conclusion that the City Council's pattern of adopting three consecutive budgets with a structural deficit is unsustainable in the long term, which is the exact language and result of your own staff's analysis as they explained in their staff report that was prepared for the Council's Budget and Audit Committee meeting that was scheduled for last Monday and then canceled and has not been rescheduled. Unfortunately, approval of the budget at the last Council meeting appears to continue the trend of deficit budgets and poses a risk to essential services and financial stability, according to your own staff report. The Grand Jury's report that will be discussed later tonight came to a similar conclusion, observing that despite the advice of several Clayton City managers to take steps to eliminate the deficit, the Council has not taken action to increase revenue.

Ignoring these conclusions is not responsibly serving the Clayton community and adequately planning to meet the city's needs going forward. The City Council has an obligation to break this trend of deficit annual budgets and to be fully transparent to our community about the impacts of all of their budget decisions. Thank you.

Thank you, Mr. Hayden.

[Speaker 2] (57:38 - 57:52)

Is there anybody else that would like to speak? One more? Ms. Muller, you can fill that out later. Yeah, Christine, go ahead. You'll have three minutes.

[Speaker 14] (57:55 - 58:11)

I wanted to talk tonight about the Grand Jury report. I'm very disappointed that some of our Council members are just blowing it off like it's not a big deal. Kim, as mayor, I can't believe that...

[Speaker 2] (58:11 - 58:22)

This is an agenda item. She told me I could do it. It is.

Well, we're going to be talking about it later in the agenda, but...

[Speaker 23] (58:22 - 58:23)

I'll go to the consent calendar.

[Speaker 20] (58:24 - 58:32)

No, it's on the action. We're talking about creating an ad hoc committee. Okay.

So, if you're just... I think you're talking about the Grand Jury report in general.

[Speaker 2] (58:32 - 58:33)

Okay, good.

[Speaker 20] (58:33 - 58:33)

Sorry.

[Speaker 14] (58:35 - 59:48)

As this is your mayor right now, is your legacy going to go down as the mayor who denied and did not acknowledge the Grand Jury report? Or are you going to be the mayor that's going to bring it transparent so that the City of Clayton, all the residents, know what's going on? Because just to blow it off, which I've heard on some social media platforms, you know, just dismissing it like it's nothing, is just a sad state of affair.

And you know who does it. This is an important, important report that came out that we should not blow off. It needs to be addressed, and I speak for a lot of people, that we need to get on board.

We're running our budget into a deficit, and we have things that are wrong that need to be fixed. And I implore you guys to figure this out. You are our leaders.

People voted you in. And I expect, as a citizen of Clayton, that you take it seriously, and you do the work, and you figure out how we can improve our town before we go belly up. Thank you.

[Speaker 2] (59:48 - 1:00:07)

Thank you. Ms. Mueller, is there anybody else? Public comment on non-agenda items?

No? Okay, then I will close that item. One more person?

Okay. You will have three minutes.

[Speaker 21] (1:00:13 - 1:01:26)

There we go. I also wanted to speak about the grand jury review. Please take it seriously.

Like Christine said, I spoke up when you guys voted to eliminate participation of people calling in from home. I still think that that was a bad reduction in transparency. It was kind of poo-pooed at the time as being, I think the words that you used were not overly dramatic, but something along that line.

Hyperbole. But it really does impede my ability to participate in council meetings, not to be able to call in and participate over Zoom. I'm sure I'm not the only busy mom in Clayton that has kids to take care of at night.

So please do something to increase the transparency, increase participation from the community, and don't sweep this under the rug, please. Thank you.

[Speaker 2] (1:01:27 - 1:02:32)

Thank you. Anyone else? Okay, then I will close public comment and we will move on to item number six, which is the consent calendar.

And I know that I have an item that I want to move on the agenda this evening. There's a bug flying around. Is there anything else that anyone wants to pull?

My item is 6B, the approval of contract amendment number three with Thies Engineering and Associates. We're going to need to move that to our action calendar this evening. We can make that 10B.

Anything else? No. Okay.

Do I have a motion then to public comment? Sorry, public comment on consent calendar. Anyone?

Going once, going twice, three times. No. Okay.

[Speaker 6] (1:02:32 - 1:02:33)

Move approval.

[Speaker 18] (1:02:33 - 1:02:33)

Second.

[Speaker 2] (1:02:35 - 1:02:36)

Okay, there we go.

[Speaker 18] (1:02:36 - 1:02:46)

Thank you. And on that motion for the record, item 6C will be moving to action 10B. So we'll be voting on items A, B, D, and E.

Council Member Diaz?

[Speaker 10] (1:02:47 - 1:02:47)

Yes.

[Speaker 18] (1:02:47 - 1:03:01)

Aniya? Yes. Tillman?

Aye. Vice Mayor Wan? Can you clarify?

Did you say B or C? I think it's 6B. 6B is the approval of contract amendment.

It's 6C.

[Speaker 10] (1:03:02 - 1:03:03)

Let's clarify.

[Speaker 2] (1:03:05 - 1:03:06)

Am I looking at the wrong agenda?

[Speaker 10] (1:03:06 - 1:03:16)

I believe that there's a discrepancy between the printed version that we have in front of us and the version that's loaded online. So just to clarify, we should make sure we're talking about the right items.

[Speaker 2] (1:03:17 - 1:03:28)

C, 6C. B is Engineering and the online copy is different. It is 6C.

[Speaker 10] (1:03:28 - 1:03:33)

Your version has E, so it's mine, but on mine it's A through D.

[Speaker 2] (1:03:33 - 1:03:33)

It's B.

[Speaker 12] (1:03:41 - 1:03:45)

This one had to move to action item leader.

[Speaker 2] (1:03:50 - 1:04:23)

Can we move that, too? Give us a moment, please.

[Speaker 18] (1:04:59 - 1:05:32)

Okay, go ahead. So now we've clarified we'll be approving items A, which is the approval of the minutes. We'll be moving 6B to the action calendar.

C, adoption of a resolution, and D, adoption of a resolution. We'll also stay on consent, so we'll be approving A, C, and D. Correct.

Thank you. And on that motion, Council Member Diaz? You already said yes.

Yes. We have to clarify for the full record, Vice Mayor Wan, I appreciate it. Aniya?

Yes. Tillman? Aye.

Vice Mayor Wan? Aye. Mayor Tribiano?

Yes. Thank you. You have five ayes.

Okay, thank you.

[Speaker 2] (1:05:33 - 1:06:06)

And now we are going to item number seven, which is our recognitions and presentations. And as if it's not confusing enough already, we're going to be completely changing the order of this lineup as well. And so item number one is actually, or A, is going to be certificates of appreciation presented to Dan Johnston and Jeff Miller first.

City Manager Chris Loftus.

[Speaker 5] (1:06:11 - 1:07:46)

Thank you, Mayor. The first person I'd like to recognize is Dan Johnston for outstanding dedication to the City of Clayton. This evening, we proudly recognize Dan for his exceptional dedication and service to the City of Clayton.

While Dan has been a devoted member of our team for 24 years, a milestone in itself for the celebration, it is his consistent actions and selfless attitude that truly merit recognition this evening. Over the past months, Dan has taken a leading role in overseeing the daily operations of our maintenance staff. He has responded promptly to maintenance requests and ensured that issues are resolved efficiently and thoroughly.

His commitment to excellence has had a direct and positive impact on our operations and the quality of life for our residents. A prime example of Dan's dedication occurred this past Memorial Day when the City co-sponsored an event to honor the significance of this day. Despite it being scheduled a day off for Dan, City Holiday, Dan did not hesitate to step up.

He volunteered to assist with the preparations, and not for recognition, but out of deep respect for his own family members who served, and for all who served our country. It is selfless acts like this, quiet, steadfast contributions made without expectation, that exemplify what makes Dan such a valuable part of our team. His service embodies the spirit of community that makes the City of Clayton a truly special place.

I want to thank you, Dan, for your continued dedication, leadership, integrity, and I'm proud to recognize you this evening.

[Speaker 6] (1:07:59 - 1:08:28)

I think this is on, it's on. Thank you, it's my privilege to, I haven't been to City Council meeting since the day I started. So, it's my privilege to be in this city, and it's my privilege to serve all you citizens and everything, and it's always my privilege to try to do what I can.

I want to keep on serving, and anybody knows that they can always rely on me, so.

[Speaker 11] (1:08:28 - 1:08:34)

And I thank you, council members, Chris, thank you for that, that's great. So, thank you very much.

[Speaker 2] (1:08:36 - 1:08:40)

I think we'd like to get a photo with you, Dan, if that's okay. Sandy's waiting.

[Speaker 23] (1:08:41 - 1:08:42)

We're going to come up here.

[Speaker 5] (1:09:15 - 1:09:20)

Mayor, we have somebody who wants to say something. We have somebody in the public who wants to say something about Dan.

[Speaker 2] (1:09:26 - 1:09:27)

Mr. Gavidia.

[Speaker 13] (1:09:27 - 1:10:04)

Madam Mayor, good evening. This is the second year that we do the flag raising. The Marines come out and do the flag raising with the bugle call at the park, and on behalf of the Marines, Dan, thank you for taking the time to help us.

That flagpole's not the best one in the world, okay? It's got a funky mechanism, but Dan shows up, he helps us, and then he's the one who comes down and takes the flag at noon and put it back at full staff because, you know, the rest of us are out doing what we're supposed to be doing at that hour. But, Dan, thank you on behalf of the Marines very much.

[Speaker 7] (1:10:09 - 1:10:54)

Sure. Council Member Ennio. Yes, I've known Dan since he started 24 years ago.

And, you know, maintenance, public works is not just an eight-hour-a-day job. I used to call him out 1, 2, 3 in the morning, pouring down rain for a tree limb that fell. He has to go to the courtyard and get the saws to cut the tree.

I've called him out myself for streetlights, poles down, hit by drivers, and I'm sure every Clayton officer here has used him for something good night. The only thing he won't come out for is the boars that run wild. I don't blame him if we have to hire a professional whoop guy for that.

But thanks again, Dan.

[Speaker 6] (1:10:54 - 1:11:17)

If I might add, Dan is the go-to guy down there. He's got a good team that he has assembled and coordinates. When we need to have something done, we can always count on Dan and the team.

Thank you very much.

[Speaker 9] (1:11:19 - 1:11:48)

Okay. I have to agree. I've known Dan for 20-some years, and he's always out.

My wife and I walk every single day in town, and he's always out. We always see him. He's always working hard.

He's always around to answer all of my dumb questions about what's going on in the city and maintenance and why aren't you doing this and why isn't this a priority. He's always very pleasant. It's just a pleasure to have somebody like that on our team in the city.

So thank you very much.

[Speaker 2] (1:11:49 - 1:11:53)

Thank you. Thank you, Dan.

[Speaker 5] (1:11:55 - 1:13:43)

Next. Yes. Next, I have the privilege of recognizing Jeff Miller for his outstanding dedication to the city.

I'd like to take a moment to recognize Jeff Miller for his exceptional dedication to the city of Clayton and his willingness to go above and beyond to help others. This was reported to me by Sergeant Anea. One evening, there was a situation where Chief Mort's vehicle had suffered a

flat tire, and he was not able to move his vehicle, and he couldn't go home for the day.

Staff was in the process of calling a tow truck to have somebody come out and take care of the tire, and Jeff was off of work and just happened to come by and ask Sergeant Anea what was going on. Upon hearing this situation, Jeff didn't hesitate. Without missing a beat, he offered to help and quickly change the tire himself, allowing the chief to continue about his day, and Jeff just kind of was something that he did.

Yes, Jeff's actions saved the city some money, but far more importantly, his actions demonstrated his true character. Jeff could have simply gone about his way, gone home. The tow truck would have eventually made it there.

We would have paid the bill, and the chief would have gotten home late for dinner, but he would have been okay. This small act reflects the values we hope to see in all public servants, kindness, initiative, teamwork, selflessness. Jeff, thank you for not only this gesture, but for everything you do on a daily basis for the community of Clayton.

Your actions do not go unnoticed, and they are deeply appreciated. Thank you. Another photo op.

[Speaker 2] (1:14:10 - 1:17:04)

I'm freezing. Okay. So, again, our order is going to be a little bit different tonight.

I'm going to go to the unsung hero of the month, and this is for the month of May, which we're awarding here in June, and this person is just a superstar. Her name is Joanne Casper, and I'm going to read from my laptop, and then we're going to have you come up, Joanne. In 1979, Joanne Casper and her husband, John, moved from Danville to Clayton and built their custom home.

Joanne, who was a teacher in Danville, was able to secure a position at Mount Diablo Elementary School, where she continued teaching for the next 18 years and was a very popular teacher, as most kids wanted to get into her fourth and sixth grade classrooms, because she made teaching so much fun for her and the children. She retired from teaching to take care of her ailing husband, and after his passing, she decided to get more involved with the community. Boy, is that an understatement.

She was first involved with AAUW, where she later became president, not once but twice. She's also been a member of the Clayton Valley Garden Club for 28 years, where she has served as past president twice. It was her involvement with the Garden Club that led her to involvement with the Clayton Historical Society and Museum, where she has served in a number of roles, including, you guessed it, past president, five years straight, a docent since 1994, and a driving force for their annual fundraiser, the Clayton Garden Tour, for the past 30 years.

This is a fundraiser started by Eldora Hoyer, our first mayor's wife, in 1993. In fact, Joanne's own home has been featured on the Clayton Garden Tour three times. She has been a longtime member of the Clayton Business and Community Association and has volunteered for art and wine and October festivals many times.

At 94 years of age, 93? I put 93, but then I think you corrected me. I think you corrected me.

There is little that she has not done to benefit our community, and she is still going strong. Thank you, Joanne Casper, for all that you have done to make our community a better place to live for so many years. Thank you.

[Speaker 14] (1:17:22 - 1:17:52)

Okay, I won't say much, but I just want everybody to know that I love the little city of Clayton, especially the Historical Society, and this award is just worth more than one, because the city council gave it to me. I just am really appreciative. I didn't know I did all those things, but as you say, I'm old, so no wonder I did them all.

Anyway, thank you very, very much. I appreciate it, and I appreciate my friends that came.

[Speaker 15] (1:17:54 - 1:17:56)

Thank you. There she is. There they are.

[Speaker 2] (1:18:01 - 1:18:06)

Did we want to do a photo, Joanne? We'd like to do it. I think some folks are waiting.

[Speaker 23] (1:18:07 - 1:18:09)

Did you get a bug? Yeah.

[Speaker 2] (1:18:12 - 1:18:13)

Okay, one more photo.

[Speaker 23] (1:18:13 - 1:18:42)

Will we do it by myself? No, no, with all the households. Oh, my goodness.

Yes, you get a picture, too. No, no, you hold on to that. Yeah.

Absolutely. Okay. One, two, three.

One, two, three.

[Speaker 2] (1:19:01 - 1:22:24)

Okay. Joanne, thank you again, and thank you, Linda Cruz, for helping me with that story. Our next item is a presentation of a proclamation to honor Rory Richmond for his dedication to

community service in the Clayton community.

Mr. Richmond has passed, and there is going to be a special ceremony in his honor this Saturday at the Historical Museum. His new garden, what time is that? 10 a.m. 10 a.m., and Councilmember Diaz is going to bring the proclamation. I'm just going to read that whereas the city of Clayton hereby recognizes the profound influence that volunteers have on the quality of life in the Clayton community, whereas Rory Richmond was one such volunteer, and whereas Rory was born on Marine Base El Toro in Tustin, California, the son of a Marine, he moved to Pittsburgh, California, after meeting his life partner, Rebecca, a Bay Area native. In 2007, they moved to Clayton and fell in love with the town.

Rory knew instantly that he had to give back to his newfound community a place that he never intended to leave. Whereas a Renaissance man, Rory became a very active and inspirational member of many service organizations, including the Clayton Business and Community Association, the Clayton Historical Society, Clayton Valley Garden Club, where his service to our community was displayed by his dedication to efforts and events benefiting our community. Whereas Rory served on committees that produced the CBCA Clayton Art and Wine Festival, CBCA Clayton Oktoberfest, and the CBCA barbecue event, to become nationally sanctioned and recognized, Rory put Clayton on the map in the barbecue world.

And whereas Rory also worked on the Clayton Historical Society garden tour to benefit the historical museum and historical events. Now, therefore, in honor of Rory's service to our Clayton community, I, Mayor Kim Truppiano, on behalf of the Clayton City Council and the citizens of Clayton, do hereby dedicate the Rory Richmond Memorial Garden and designate June 21st, 2025, as Rory Richmond Day in the City of Clayton. And again, that proclamation will be awarded or recognized on Saturday at 10 a.m. Okay, the next item. Oh, does somebody want to say a few words? Of course. Go ahead, Mr. Hayden.

[Speaker 15] (1:22:25 - 1:23:32)

Go ahead. I was very glad that the City Council saw fit to issue this proclamation. It's appropriate that we recognize Rory.

He did so much for every organization in town. He was everywhere. We used to tease him and call him our Energizer Bunny because he was usually the first to show up to do an event and one of the last to go home.

And he had so much energy and really focused on Clayton with that energy and helped every organization that he was a member of. I want to also point out that he was an expert gardener and that was also included in the proclamation, was a reference to his love of gardens. And that's why it was decided a great way to honor him would be to dedicate a memorial garden.

And the obvious place was right in front of the museum where he also spent quite a few days working in the garden either by himself or with the garden community. And that will be Saturday

morning at 10 o'clock and invite the community to join us for that dedication. Thank you.

Thank you.

[Speaker 2] (1:23:36 - 1:23:58)

OK, if nothing else, and we are going to move into our presentation by our interim police chief, Chief Mort. It's a six month assessment of the Clayton Police Department. And I believe we have a presentation.

Will we be sharing that on the screen?

[Speaker 1] (1:23:59 - 1:24:00)

That's the plan.

[Speaker 2] (1:24:01 - 1:24:04)

There we go. Go ahead, Chief Mort.

[Speaker 1] (1:24:04 - 1:46:49)

Well, first of all, before they disappear, I do want to say thank you to both Dan and Jeff for treating me so welcome and warm here. Although I am disappointed because I was looking forward to watching Sergeant Ameal change that tire while I was drinking my soda on that day. But that's neither here nor there.

Anyways, Madam Mayor, council members, it's a pleasure to be here for you tonight. And what ultimately will be my last presentation in a council meeting anywhere. No disrespect at all.

But, you know, the best for last. I did. And I'll say some stuff in my closing comments.

But 43 years, it's time for me to figure out what retirement is. So, yes, I am going to give you a very short overview of my observations over the last six months on multiple different things. This is not the only stuff I have.

Chief Crone and the city manager will be receiving a couple documents from me totaling about 15, 18 pages of what I see in the department. And kind of what's going, which is what I was tasked with when I got here when I first met with Chris on what the needs are. So if questions come up, he'll have the information.

If you have questions later on that come to your mind, I'm available. So feel free. But thank you.

You know, how this started off when I first got here, I met with every officer. I met with city staff. I met with each one of you one on one.

So, you know, kind of looking at what the desires are. I met with community members that I

know that live here. What are they looking for in the police department?

And where do you see the future going down the line? You know, I want to start off by saying that you've got a solid police department. You've got mature people that have a desire to be here, that like being here, that want to be a part of Clayton.

Some have grown up here. Sergeant Marchute, for example, was just telling me a minute ago you were his first grade teacher. So, you know, I'm not sure how well he did, but that's a different story.

You know, so that's, you know, I think that's important to really talk about. You do have good people that are mature and really trying to do the right thing. And dedicated to serving the city of Clayton.

They're respected by the community. I was amazed my first couple weeks driving around. I haven't been in Clayton for many years.

As we're driving down the street when I was riding with different officers, everybody was waving. Everybody was smiling. And it was all five fingers, so I know they enjoyed us being there, you know, which is kind of nice.

You know, so I know we're respected. And you have, we'll talk a little bit more about this down the line. You don't have major crime here.

You don't have major issues. You have the issues of traffic and speed and vehicles, parking complaints. But there's not overall major stuff.

Doesn't mean it won't happen. You know, I'm not a forecaster that can look on the crystal ball and say it won't happen. But you don't have that.

So those are the good things. The four kind of areas I want to concentrate on tonight without getting into all the other stuff that my document contains relative to policy procedures and just tweaking little things in the department. I want to talk about staffing for a few minutes because I heard that from many people in the community, your council members, from the POA.

I talk about staffing. Recruitment and retention have been an issue. So I want to talk some points about that and my observations of that.

And then I want to follow up with a little bit of training. At the end, I'll give you an opportunity to, next slide, please. I'll give you an opportunity to ask questions or whatever else you'd like to talk about.

So staffing is not, there is no black and white one method serves all, first of all. You know,

there's multiple different options. There's multiple different ways of looking at staffing.

And really what it comes down to is what you as a council are willing to accept, what you as a community are willing to accept. And so some of the most common methods, staffing ratios being based on population, for example. The old adage when I started many years ago was you had to strive for one per 1,000.

You know, some of that now is 1.5 per 1,000. Some agencies are at two per 1,000. You know, there's some downsides with that in the sense that you're not really taking into consideration the history, the calls, everything you have.

You're just setting an arbitrary number that has no, nothing set in stone. So, you know, if the council chooses to do that and give us right now, we're at one per 1,000. You've got 11 counting the chief.

You've got just under 11,000 people. You are at one per 1,000. If you decide that you as a council want 1.5 per 1,000, then you need to hire five officers. Two per 1,000, you need to hire 10 officers. That's a council decision on how they'd like to do it. That's one method of staffing.

Another method that many agencies use or have used in the past is comparison to a peer agency, a similar agency in size, population, different areas. I can talk about the last agency I worked at, which was very, very similar to Clayton in the sense of pretty much the same size staffing, pretty much same population. The only difference is they got a little bit more population during the weekends as compared to the weekdays, and their staffing was sitting with 12, 13 officers.

But at the same time, if you're just looking at a peer agency, the crimes they responded to, the type of calls they had were completely different than what Clayton has. So it's really to say this agency with this population should have this type of staffing. So that's not really a good, solid way of doing it.

Another method that's been in the past that councils have used is looking at our budget and what is our budget willing to say we can do, a kind of comparison with the authorized strength and staff, and this is what we can afford, and we set our staffing based on that. The downside with that, it really doesn't take into crimes, statistics, calls, time of day, and so forth. And it doesn't have any of the historical perspectives that take into place.

So the most common that's coming now that a lot of agencies are looking at is really taking a look at a comprehensive method, looking at all of it. What is your calls for service? What are your population?

What type of calls you go to? How much time do you have? And so that's what I kind of believe in, and that's what I've focused on in my career as I became a chief, and what I focused on at

the agencies I've worked at.

Next slide, please. So what I started doing is I took a look at the crime statistics for the last 10 years. Well, the first thing I noticed is there really has not been an annual report to council that I was able to find, which I'm used to.

End of the year, the chief should make a presentation and tell you what's going on, not just the crime stats but what the department has done for the last year. What have they done for community outreach? You know, did they participate in the 4th of July parade?

Did they have a chief for a day? What did they do, because it's not all about crime stats. So I started with looking at the crime stats, and before you there is a historical perspective of the last 10 years.

And, you know, the population has not changed. It's been stagnant. Up and down 2% or 3% is what it's been.

And your calls for service currently right now, the one for 2025, is just through June 1 of this year. And I compare it based on number of officers. You've got 10 officers.

You've got this many calls. In 2024, for example, they had 3,991 calls for service. When I say calls for service, that's in the dispatch entry from a citizen calling to an officer making a traffic stop, to being waved over any time they went out on some sort of service call.

So we're averaging just in 2024 just under 4,000 calls for service a day. The next category is the police reports, how many written crime reports are taken. In this case, 2024 is 377 reports.

Again, it's just a statistical data point, and I'm big on data. So if you look at those two things, just concentrate on 2024, the average daily average for calls for service was 10.93 over a 24-hour period. Now, I'll be honest with you, that doesn't mean every day they did 10.

There may have been days they did 20, and there may have been days they did two or three. It all depends on calls. That's just a yearly average.

On report writing, the 377 reports average it out to about 1.03 reports a day. So, you know, it's just a perspective, a data of looking at that. And you'll notice the numbers back in 2018, 2019, they were higher.

They were a little bit higher. They had more calls for service. They had more reports.

So I started trying to digest that. Why? I don't really know.

2020 hit. COVID hit. I know you had volunteers in the past.

You had reserve officers in the past. They may have been there back in 18, 17. I'm not really sure.

It would take more research on that, why we had more. But COVID changed a lot of things, and we're seeing lower numbers pretty much across the board, especially when it comes to officer-initiated proactive activity. That's not unusual for any city.

So I really don't have a sense right now why that dropped, but it's something to really be thinking about. Next slide, please. So the next thing I look at is crime reports.

What are those 377 reports that were written? We track reports of crimes under two categories. Part one crimes are what the FBI calls your most serious crimes.

Your rape, your robberies, your murders, your homicides, your larceny, your auto thefts. So out of those 377 reports in 2024, 64 of those were part one crimes, averaging about 16.9%, just under 17%. Of those 64, 55 of them were theft-related.

You know, unlocked vehicles, burglary vehicles. We don't have high crime with residential burglaries. I think we've had one since I've been here in the six months.

So don't get caught up in theft-related. That means burglaries. People are breaking into houses, mostly or vehicles.

And without saying it, there is one area that a lot of those reports, many of them came out of a residential complex here that had some issues with people coming in and taking stuff out of the homes where some of the people were living, unfortunately. Part two is all the other reports that you take that aren't classified by the FBI as a part one crime. 83% of those 333 reports were or 313 reports, 83% were what we call part twos.

I didn't list them all. There's a laundry list of them, about 15 different stuff. What I did was just put on this list the ones that are double-digit.

You had 38 traffic accidents. You had 24 warrant arrests. Subject was arrested.

The 5150 mental health evaluations. You can see them up there. I'm not going to read them all.

And 129 of those are miscellaneous reports that don't fall into one of the categories here. Anything from a civil case to just writing a report because somebody wanted to document it for restraining order purposes, I can break that 129. Actually, Chief Conger would break that down if he wanted to break it down further.

So I look at this, and to me, again, what I said earlier, we don't have a major crime problem

here. Doesn't mean it won't happen, but right now, currently looking at the data, we don't have a major crime problem. Next slide, please.

So the last thing I look at is kind of a workload assessment where I talk about not only population, calls for service data, what is the workload? And in talking to members of the staff, how much time they allocate, what do you do? So out of the 2,993 calls for service during that time period, how much time do you think it takes?

An hour? Half an hour? What's the average?

Now, we saw some of those calls for service take 5, 10 minutes. Some take a little bit longer. So, again, this is just kind of an arbitrary swing shot.

If you like this, you can delve a lot more further with computer-aided dispatching. You get more accurate figures. Report writing, how long does it take you to write those reports?

An hour per report on average? It doesn't say every report takes an hour. Some are less, some are a little bit longer.

There's an hour of fair assessment. Time off, how much time off does everybody take throughout the year? Vacation, sick leave.

You know, I use an arbitrary figure right now based on my discussions, about 100 hours per officer throughout the year. What do you do for training? You know, about 75 hours, which equates to 750 hours.

Long story short, what this tells me is I look at it, I say, okay, using the formula of 2,080 hours is a full-time job, state of California, you multiply that by 10, you have 20,800 hours of work during a work year. You break that all down using this formula, you take a look at it, and what it tells me at the end of this, when I deduct all this stuff out, is they have about 13,000 hours, just over 13,600 hours of unallocated discretionary time. Not on a call, not writing a report, not on vacation.

Again, it's just data. How much does the community want? How much time do they want the officers to be free for calls coming, everything else?

So those are the things I kind of looked at, and I have shared this with the POA. I've shared it with my sergeants. I've talked about it.

It's just my interpretation when I do the data. So you take all these things into consideration, and what I encourage the council, not only you folks, but those in the future, city manager, what does the community want? How much time do they want them to have?

How much, you know, are we happy with this, do we want more? I mean, I've heard comments that we should staff more people because our population's increased. Okay, if that's the decision, then yeah, tell us what it is.

I've heard we should staff more people to overhire so we have people ready to leave, and I'm going to get into that in a minute with recruitment and retention in a minute. Some agencies do that, absolutely. I've heard comments, I want three people on every shift.

There are always three people out there. Absolutely. Again, it's decision-making that you've got to let your chief know what you want.

And the other thing I've been doing is I've been tracking how much time the sergeants report to me weekly that they are working with one officer being available when somebody's transporting somebody to Martinez, somebody's transporting them to Concord, some other issue comes up. So since January 1, when I've started this tracking system, they've reported 44 hours where it's been one officer available over the last six months. Again, data for you guys to make the decision, but I just want to make sure that you get a full perspective of what staffing looks like and what they're doing out there.

Next slide, please. Get into recruitment and retention. So I started looking at that.

Since 2014, using that same time frame, 10, 11 years, you've had 10 people leave the department. Three were due to retirement. One left because he failed to meet field training.

They just decided, you know, this person's not making it, we're going to release him. It's not going to work for us. So six people have left for other law enforcement agencies over the last 10 or 11 years.

Is that a retention problem? Maybe, maybe not. But I will tell you that averages out to about one point or about one individual every two years.

What I can tell you, the agencies I've worked for and the chiefs I've talked to, that's not unusual losing an officer every couple years. It does happen. You know, we're right there with everybody else.

There's many agencies that are down right now in Contra Costa County that are down multiple digits of officers. An agency I used to work with, they have not been at full staffing in five years because it comes to recruitment down the line. But people leave for multiple different reasons.

You know, pay is part of it. Special assignments, the availability to go work K-9, to work SWAT, to work detectives, to sexual assault, to be on drug teams. Some people just strive to have those special assignments.

You know, promotional opportunities. How often do you have promotions? Other people leave to get promoted.

Increased activity. I want to be more active. I want more calls.

I want more crimes. So those are things out there. And then other reasons.

Just relocation. Personal reasons. I want to move out of state.

I'm going to go do this. And the other thing I'll talk about on my last slide here when I get to training, training. And the ability of training on how we train our officers, how much training we give them, can be a retention issue.

So that's it. You know, recruitment, kind of touching on that, it is difficult. I heard the statement the last year it took us, last time it took us a year to find somebody.

That's not unusual. From opening the recruitment to backgrounds, to sites, to medicals, to find an individual that really wants to come here. It is difficult.

And it is difficult for smaller agencies as a whole because most people that want to get in law enforcement, want to work again, where all those things I talk about, the special assignments, the promotional opportunities, want to work with their friends, want to work where they grew up, there's a bunch. The bottom line is recruitment is more and more difficult every day, not only for small agencies, very tough for small agencies, also very difficult for larger agencies. When I started, I remember going into my first testing process on a written exam and there was 2,000 people in the room for one position.

That was many, many years ago. Today, you don't even give written exams anymore and you're lucky if you get four or five applications sometimes. So it is.

And what makes it more difficult is the state requirements, the police officer standards and training. There's some stuff coming down the pike that I'll give you kind of a heads up on that the state of California is trying to change it that you have to have a college degree before you can even apply. And if you don't have a college degree, then they're creating a program that calls it a police training certificate that you'll have to have before you can get hired in the academy.

Now, many state chiefs are trying to challenge that and it may or may not, but I know they're doing pilot programs right now at two colleges in the state of California. So, you know, recruitment's going to be there. It's not unusual.

I wish I had better answers for you, but what used to be a recruitment pool is now a drip out of a faucet for many agencies, and it is difficult when somebody leaves, which kind of throws it back. Do you want to overhire? So we're always at the staffing.

Again, council decision and priority. Next slide, please. So the last subject I want to touch on real quick is training, and this is based upon, again, my data, seeing what the staff has gotten over the years.

We're maintaining the bare minimum. What POST requires is 24 hours every two years of what they call continuous professional training. We do get opportunities occasionally.

For example, right now, Sergeant E has been working with Conquer PD. They're offering some free training in July and August for active shooter. Those are rare, but they do happen.

But the bottom line, what I think the agency needs is an opportunity for the low-frequency, high-risk type of situation. Are we prepared when there's a homicide? Are we prepared when there's a major sexual assault?

Yeah, we can do it. But are we professionally ready to do it and have people that are trained to do that so we don't have to rely on the county, we don't have to rely on outside agencies? The other aspect of training is I've heard from council members, why can't we grow our own?

Why do we have to go out and have a chief? What are we doing to prepare them to step up to the next level? Well, you know, there are things we can do.

Yes, I advocate for more leadership training. I advocate for more assertive supervision training. I advocate for more management training as a whole for the sergeants to make them prepared.

Going back to recruitment, you're five or six years away from three sergeants being able to retire. That's 30% of your department. Do we have people prepared to step up to be a sergeant, let alone stepping up to be a chief?

So those are things to think about. That's kind of my comments. I want to end with a summary of it's a good department.

It's good people. Our job and our goal, your job, Chief Crone's goal, Chris, the city manager's goal, is to keep our people here and make them feel welcome and wanting to be here and enjoy the quality of life that Clayton brings. With that, I'll turn it over to any questions that you may have.

There's a lot more detail that Mr. Loftus will have. Probably will get tired of reading some of the stuff I've written.

[Speaker 2] (1:46:51 - 1:46:55)

Okay. Thank you, Chief Ward. What questions do we have?

[Speaker 7] (1:46:56 - 1:47:03)

Questions? The slide about the calls for service, those are dispatched calls.

[Speaker 1] (1:47:04 - 1:47:12)

Dispatch calls and officer-initiated 1195s, traffic stops. I'm out with the citizens. Anytime a CAD call is entered, that is it.

[Speaker 7] (1:47:13 - 1:47:32)

Let's talk about traffic stops. Sure. Because I've mentioned this before to the council.

On the city chart, organizational chart, it has a traffic officer. That's correct. We don't have one.

Yes, you do. We have a person working that part-time until he gets calls. He's not a dedicated traffic officer.

[Speaker 1] (1:47:32 - 1:47:49)

That is incorrect. He is dedicated to working motors and traffic. However, at staffing at times, he will not be on the motor because we want that second car out there.

But he is assigned, received, especially you pay, as a motor officer. So he's not there. So it's an interpretation of that, sir.

[Speaker 7] (1:47:49 - 1:47:56)

He's not there the entire day that he works. He's not there for the whole shift all the time. Is that fair?

[Speaker 1] (1:47:56 - 1:47:58)

Well, that's true of any officer. Okay. They take time off.

[Speaker 7] (1:47:58 - 1:48:02)

So what if we had another officer? What would you do with an extra officer?

[Speaker 1] (1:48:03 - 1:48:09)

What I would do with an extra officer, first of all, and you probably don't want to go down this path, I would hire a lieutenant.

[Speaker 7] (1:48:10 - 1:48:15)

I said officer, not lieutenant. I would hire a lieutenant and put the four sergeants back out as supervisors. We've done that before.

[Speaker 1] (1:48:15 - 1:48:16)

Well, you asked what I would do.

[Speaker 7] (1:48:17 - 1:48:25)

I'll be honest with what I'd do. Let me change that. What would you do if you had a new police officer?

Okay. Where would you put him?

[Speaker 1] (1:48:25 - 1:48:32)

I would put him probably on nights. Friday, Saturday used to be our busiest nights. I'd put another swing shift person out there, which would give you the three officers per shift.

[Speaker 7] (1:48:32 - 1:48:37)

Would you think about making one of the people a permanent traffic officer?

[Speaker 1] (1:48:38 - 1:48:42)

Potentially. That would be a discussion with you guys as a council and what your expectations are.

[Speaker 7] (1:48:42 - 1:49:55)

Because as you know, I don't know how many hundreds of cars come through here, commuters. Right. And traffic is the number one complaint we all get.

Absolutely. And we haven't really solved that yet. So what about calls for service?

There's other calls that you might not have considered that other cities don't do. Snake calls. We pay a fortune to animal services.

They don't take snake calls. That's correct. Our department is one of the few that still does.

And I guess that's a call for service because you wouldn't be disgraced. That's correct. But on medical calls, you may not know this, police officers go on medical calls and they try to help.

And let me tell you one of the reasons. Engine 11 in Clayton is not here a lot of the time because they move that engine to East County because Brentwood has one fire station, so they move Antioch over and then Clayton has to move. So a lot of the times that engine is not here and the police take it upon themselves to go on those calls.

That's correct. Now they dispatch another fire engine either from downtown Concord or way up by Crystal Ranch.

[Speaker 1] (1:49:55 - 1:49:57)

I'm aware of that. That would be calculated in the calls for service.

[Speaker 7] (1:49:58 - 1:50:05)

Vacation house checks are not on the calls for service because officers do that during the shift. That's correct. So they're not dispatched.

[Speaker 1] (1:50:06 - 1:50:12)

And if you look at my chart, you would see there's 1,000 hours that have accelerated to other administrative duties.

[Speaker 7] (1:50:13 - 1:50:26)

Did you know that in the department manual that it says minimum staffing is one officer? I'm aware of that. Are you recommending that be changed?

I would recommend you have a minimum for any agency.

[Speaker 1] (1:50:26 - 1:50:28)

You have a minimum of two officers, absolutely.

[Speaker 7] (1:50:28 - 1:50:35)

Thank you. Because as you're aware, we had an officer that was shot and killed here in the 70s. I am aware of that.

Because he was working by himself.

[Speaker 1] (1:50:35 - 1:50:40)

I'm aware of that. I would never advocate for any city based on the population to work with one sole officer.

[Speaker 7] (1:50:40 - 1:51:11)

Okay. And I guess you're also aware that with the CBCA that pays for the streets to be closed and pays for the permits when they have Art and Wine or Oktoberfest, we don't have enough officers to cover that, closed calls. And so we ask ABC to come in.

That's correct. I'm aware of that. Okay.

So it appears to show that there's a lot of police there. But if they weren't available, you'd have, what, three officers?

[Speaker 1] (1:51:12 - 1:51:15)

Potentially, or you'd have more people in overtime. It could be. Absolutely.

[Speaker 7] (1:51:15 - 1:51:38)

Okay. Another thing that you might not know here, but I know about, and the council should be aware, when somebody passes away here, the officers usually stay with the family until all the arrangements are done, until clergy gets there, until other family members get there. That is

something that other departments don't do.

[Speaker 1] (1:51:38 - 1:51:45)

I'm aware of that. As a matter of fact, my first month here, I attended and went over where suicide was, and I know the officers stayed there the entire time.

[Speaker 7] (1:51:46 - 1:52:00)

And the other thing officers do is they, especially at night, and I'm sure you're aware probably, that they walk. They walk downtown or they walk to the shopping center for the foot beat, checking doors. Did you account for that?

[Speaker 1] (1:52:00 - 1:52:03)

That's, again, a thousand hours of administrative time.

[Speaker 7] (1:52:03 - 1:52:04)

Okay. That sounds good.

[Speaker 1] (1:52:04 - 1:52:06)

Miscellaneous extra time. I accounted for that as well.

[Speaker 7] (1:52:06 - 1:52:48)

And the last thing I had was retention. Retention might be everybody has the problems, but we have a major problem where one person is gone because those shifts have to be filled with overtime. Officers get tired of having to work overtime all the time, and it costs the city money.

So I would suggest something that Martinez is doing. They're overhiring because they expect people to leave, and we ought to expect that in Clayton. We ought to hire an officer because within a year or so, somebody's going to be gone.

I know three people that are looking right now, and I know it takes a year because we pay nothing. And so that's why.

[Speaker 1] (1:52:49 - 1:53:32)

I'm not disagreeing with you. That is a council direction. You want to give me five more police officers, I'll take five more police officers, and I will find a shift and put them on.

It comes down to, again, budget, workloads, and what you as a council set as priority. I will tell you the agency you're talking about overhiring. I had a conversation with the chief recently.

They're losing cops in their budget. So, you know, it's up and down, and that's why I'm trying to stress on you. This is just my viewpoint.

I'm not saying it's perfect. I'm not saying it's great. There's a lot more detail that you can have,

Chief Crone, and more detail driven in here to assess it.

This is just a snapshot of six months. I don't disagree with a lot of what you're saying, Council Member Mejia.

[Speaker 7] (1:53:33 - 1:53:36)

I agree with you on some of it. Yes. Thank you.

[Speaker 6] (1:53:38 - 1:55:50)

Well, Chief Crone, I really want to thank you, first of all, for your six-month period here, and honestly this is the first time we've ever had an assessment from the chief of police, and I think it's very valuable. It's eye-opening. I'm one that believes we ought to augment the force with another officer, not more management, if you will.

The fact that we, just perceptually, the fact we have more officers who are not on call or not handling calls for service, the fact that they are out there and being seen by the population is a deterrent. At one time, and I don't know how we did it, but back in the 80s, we had a dedicated traffic officer. That's all that person was assigned to.

The department was only about five or six officers total. You've got 11 today. So I don't know how we did it.

Maybe the population didn't demand the calls for service back then. However, with that one traffic officer, that's all that person did. They didn't answer calls.

They were solely dedicated. I don't know if it was separately funded by a grant, but the bottom line was that person was totally, 100%, dedicated to traffic enforcement. As a result, Clayton had a reputation.

You don't speed in Clayton, where we have that problem today. As Councilmember Agnew has mentioned, I get calls all the time. They're speeding down Oakhurst Drive.

What do you want to do? Or they're speeding down Mount Air Parkway, coming out of the development. So it just strikes me that if we needed to overhire, if you would, and dedicate one person to traffic enforcement, that would nip that right in the bud.

[Speaker 1] (1:55:50 - 1:56:12)

It would be an additional resource towards that. I think you're going to see speeding continue to be, no matter how many officers you have here. That is the way that society has changed over the years, and people speed everywhere.

You've heard me encourage them to get out there and get the tickets. I think you and I have talked about this.

[Speaker 6] (1:56:12 - 1:56:17)

Are there any potential grants out there that could help fund that officer?

[Speaker 1] (1:56:17 - 1:56:29)

What you've got to be able to show, the grants you're talking about is Office of Traffic Safety. You've got to show an accident problem. Thirty-eight accidents in one year is not a massive accident problem.

[Speaker 22] (1:56:29 - 1:56:30)

I would agree.

[Speaker 1] (1:56:30 - 1:56:49)

So they're not going to give you funding for a motor cop for 38 accidents. You've got to look at fatalities. You've got to look at speeds.

You've got to look at all those different things. So the grant opportunities for a motor, slim and none, unless the traffic picture changes drastically, where you're having a lot more major accidents, major injuries, or fatalities.

[Speaker 6] (1:56:51 - 1:58:15)

I guess I would encourage the new chief to really expand that looking for some sort of potential grant money that would be available to fund that additional officer so it doesn't burn the city down budget-wise. Again, I think just by having officers present and out being seen, which they are, acts as a deterrent. That's why I believe we enjoy such a low crime rate in this community.

Our neighbors across the boulevard have a heck of a lot more problems that we do on a regular basis. So that's very advantageous for the people that live here. They like the idea that it's relatively crime-free.

It's not completely crime-free, but the other thing that has seemed to also augment reducing the crime is the installation of the license plate reader cameras. Those things have been an exceptional boon to our people. I know that when a hit comes through, within 30 seconds to a minimum, or maximum to 30 seconds to a minute, we've got them, and it helps keep the crime rate down and keeps this community safe.

[Speaker 1] (1:58:16 - 1:58:58)

Absolutely, and a couple comments on that. I agree with you, and I appreciate the council supporting us in this year's coming budget, moving the flock. We will be getting rid of our old, outdated cameras and going flock completely free.

The contract was just sent to the city manager today, so I've been working on that to get that done. I agree with everything you said. And one other comment real quick, going back to the

80s, when you only had five officers, I think that's probably what was happening with Mr. Nia's comment over here, one officer out there patrolling at the time. You couldn't cover, even if you had a solo motor traffic, five people covering 24-7. That's just my guess without looking at it.

[Speaker 6] (1:58:58 - 1:59:17)

Well, if I could leave with anything, I would encourage my colleagues here to support adding an additional officer, not a manager, a sergeant, or whatever. We need to have a field person out there in the public helping to maintain that lower crime rate.

[Speaker 1] (1:59:17 - 1:59:50)

You can, and you get a field person back out there with a sergeant, taking them out of the admin position, or you can cover the sergeant out there, which is we are a unique city. Sergeants' role and responsibility is not just being a supervisor. They have an obligation to be part of that patrol team and respond out there and do other stuff.

I'm not saying anything I haven't said to all of them. I don't want you sitting in the station. I want you out there being visible.

And the last comment that I want to say about speed and other strategies, we have a decoy car. That decoy car should be out on a daily basis, be invisible, whether it's a parking complaint or a speeding complaint. That's why we have it.

[Speaker 6] (1:59:52 - 2:00:54)

I'd like to talk about cars at another time. I'm concerned that patrol may end up being minus additional patrol car, and we need to address that. And I'm not getting a clear, concise answer on that particular matter.

So I'll close with that. I want to thank you again. You were the right guy to come in here at this time.

As I told the group earlier today, we've had a series of police chiefs. Each one of them brought a different skill set and role to the department. Chief Peterson, personality to the department.

Chief Warren, Elise Warren, brought structure and organization. You brought maturity, leadership, and experience that we needed at this time. And I want to thank you.

Thank you.

[Speaker 2] (2:00:54 - 2:00:56)

Thank you, Chief. Council Member Tillman.

[Speaker 12] (2:00:57 - 2:01:47)

Thank you, Mayor. I concur that this report was definitely needed, and I'm glad that you did it

before you left, so thank you. I do have a question, though, about retention that you mentioned.

And what are your thoughts on why some people leave? And I'm looking at chart or page seven where you mentioned multiple factors are involved for people leaving, the pay and the incentives, the special assignments, promotional, increased activity, et cetera, for the types of calls. So the upward mobility of officers here, unless someone leaves, no one moves up.

They can't get promoted. That's correct. Is that correct?

So what would your recommendation be to our council? I heard you say the lieutenant position. I hear my fellow council members mentioning hiring an officer.

But if no one leaves at the top, are people leaving because there's no upward mobility?

[Speaker 1] (2:01:49 - 2:02:54)

I think that's one of many reasons. Without interviewing those and without me going back, talking to the six people that have left in the last ten years, why they left, there's multiple factors. Some of it's money.

Some of it is a chance of promotion. Some of it's special assignments. A combination of all, family relocation.

We have an officer right now that is seriously looking to move out of state for personal reasons. Whether money is the sole factor or other opportunities, there's multiple things. So it's usually not just one straight thing, as best I can answer it, until you really look down to it.

As officers leave, hopefully Chief Crone or whoever is sitting in this position will do good, exit interviews, and really delve into why they're leaving. And going back, this should be an annual report coming back to you. This should not be, I'm used to every agency I've worked.

I've submitted 24-page annual reports at the end of the year for a lot of things. So I concur, and I think that needs to keep on going. I know talking to the city manager, that's his expectation too.

[Speaker 12] (2:02:54 - 2:03:04)

Good. So the lieutenant position, let's talk about that for a second. Why do you think it's important for us to have that here?

Because you would be the fourth chief who said that since Elise Warren.

[Speaker 1] (2:03:05 - 2:05:07)

I think it's important to have here. Again, you can do a couple things. There is an administrative sergeant right now that does get a chance.

Now you can put that person back into straight patrol and get that extra body into patrol. You've also got the ability now to grow your own. Do you want to keep going back every two, three years to recruit for your next police chief, which has been the pattern lately?

There has to be some suggestion planning. There has to be somebody in place that has the ability to step in the role, whether it's just on vacation for a couple of weeks, at a training class, different types of things. To expect the one chief here to be constantly 24-7, that's a lot.

You have somebody there to get them trained and be able to operate as the chief in a time of need. When your last chief left, the city manager all of a sudden goes, what have we got to do? Unfortunately, he found the bottom barrel and found me.

But the bottom line is it builds succession. It gives an opportunity for somebody in the department to strive for that and the upward mobility and succession. It is to have that good second-in-command that the chief has the ability to have a confidant to do those things.

Stepping down to a sergeant and the chief, you really don't have that management perspective. You don't have that management ability to be that second-in-command to talk about confidential issues. If an IA comes up, an internal affairs investigation, luckily you don't have a lot of those.

That's in my report that's going over there. You don't average that. But if you have a citizen's complaint against a sergeant, you can't have another sergeant investigate that.

You can't have the chief investigate that because the chief is ultimately going to be the one that finds the final factor on discipline and all the other stuff, whether it's an if-in-fact discipline is needed. So what you end up doing, and the one internal affairs investigation that we had to do this year, I had to pay for hiring an outside investigator to come and do it. That gets costly as well.

[Speaker 12] (2:05:08 - 2:05:18)

So there's multiple reasons why I think it's important to have that mid-management position. And do you know off the top of your head how much that would cost us per year additional?

[Speaker 1] (2:05:20 - 2:05:23)

As far as the position or an outside investigator?

[Speaker 12] (2:05:23 - 2:05:25)

I'm sorry, the position, lieutenant. Sorry.

[Speaker 1] (2:05:25 - 2:05:39)

I don't know. I didn't delve into when you guys looked at this a year and a half ago. I don't know what that figure was.

I've heard different figures. I don't want to be accurate. I don't want to be inaccurate on what I say.

[Speaker 12] (2:05:39 - 2:05:40)

No problem. Thank you. You're welcome.

[Speaker 7] (2:05:43 - 2:06:36)

Sure, go ahead. You brought up the lieutenant, so I had a question about that. You know that we've had two in the past.

They didn't work out. They didn't hire any more. When you put another person in that office all the time, you lose because he's in that office.

And I don't buy the story about that you can't talk. First of all, if you get an EIA investigation in a small city where everybody works together at the department, you need to farm it out. We've done that before, and it needs to be done.

The other thing is I don't think we're going to have that problem in two or three years. This chief has at least 10 more years to go. He's got 20 years.

He's going to stay 10 years. He has all these glowing reports, so he'd have no reason to move. It's not money, and it's not other things.

This would be perfect for him.

[Speaker 1] (2:06:38 - 2:06:59)

I will say this. I don't know what Chief Crone is going to plan to do, but retention falls no matter where you are in the city or the department. All the factors I talked about will apply to the chief just as well.

Hopefully he stays there 10 years. Hopefully he stays 15 years. But the bottom line is what opportunities are out there or anything else?

I didn't stay with my same department my entire career either.

[Speaker 7] (2:07:00 - 2:07:11)

He's dealt with turmoil before when he was in Sissou. He dealt with turmoil in Pinal. And here it's pretty stable.

I think that's one of the reasons he wanted to come here.

[Speaker 1] (2:07:12 - 2:07:15)

That would be a great conversation to have with him when you meet with him.

[Speaker 7] (2:07:15 - 2:07:33)

Oh, yes, I'll meet with him and talk to him about that. Because I'd be extremely disappointed if he stayed two years and went to a bigger department. Because we've had that happen just recently.

I know you have. And so we have to pick chiefs that are going to stick around. And that is the goal.

[Speaker 1] (2:07:33 - 2:08:05)

And I think I will say this. I think the process was fantastic. I think whether individual disagreement or not, you've got a damn good chief.

And it was a great testing process. It was wholeheartedly done up in front. And I disagree with some of the comments about how the process was done, being involved in it, being taken care of.

I think that is disrespectful for not only the city manager, but I also think it's disrespectful for the teams involved. And I will leave it at that.

[Speaker 7] (2:08:05 - 2:08:13)

And I think that tells me that he's going to stay ten years. And if he doesn't, you're coming back. Oh, boy.

Uh-oh.

[Speaker 1] (2:08:14 - 2:08:19)

If he doesn't stay ten years and you've got to call me in nine, you'll look fine to me.

[Speaker 2] (2:08:20 - 2:08:32)

And, Chief, my only comment, not really a question but just confirm, I believe we do have one officer on the staff that is supplemented, whether it's through a grant or a state program. Is that correct?

[Speaker 1] (2:08:33 - 2:08:51)

That is my understanding. How much goes towards that? We get an annual grant that is state law enforcement supplemental funding that has been there.

Yes, I have not delved in that. I've heard a couple different things, but the finance director could probably talk about that a little bit.

[Speaker 2] (2:08:53 - 2:08:56)

Vice Mayor Wan. And we'll open up for public comment.

[Speaker 10] (2:08:56 - 2:08:58)

I just want to say thank you, Chief Moore.

[Speaker 2] (2:08:58 - 2:08:58)

Yes.

[Speaker 10] (2:08:59 - 2:08:59)

Thank you.

[Speaker 1] (2:09:00 - 2:09:01)

It's been a pleasure.

[Speaker 2] (2:09:01 - 2:09:14)

Ditto, ditto. Okay. If there are no further questions, public comment?

Anyone? Three minutes. Sergeant Anea.

[Speaker 6] (2:09:17 - 2:09:33)

Thank you, Chief, for putting this together. We're proud of that time that we have spent because that's time spent on patrol. As far as the motor officer, because I want to make sure that this doesn't come back when negotiations come around, the motor officer is not paid a specialty assignment.

He's not paid specialty.

[Speaker 16] (2:09:34 - 2:09:35)

It's not an assignment that we have.

[Speaker 6] (2:09:36 - 2:09:58)

There's no stipend for that position. As far as a lieutenant's position when the chief's gone, the sergeant's named acting chief when the chief is gone. The POA has talked about this lieutenant's position.

This is not the time or the place, but I hope the council would meet with the POA and we can discuss our concerns for or against it. So thank you.

[Speaker 2] (2:09:58 - 2:10:01)

Thank you, Sergeant Anea. Mr. Killaran.

[Speaker 8] (2:10:06 - 2:13:11)

First of all, I want to say to the chief that's leaving here, excellent job in splicing the data. That was outstanding. I've done a lot of research over the last several months, and that was a major

part, just talking to many police officers, people with the sheriff's department, people with other departments.

So, again, a great way of splicing the data. The one thing I can say to you is that during this analysis that I've been doing and I've been posting on Facebook and also next door, there's two different ways to approach this, and I'm only going to talk about the way which is basically staying as a city and supporting our officers. One thing that's very clear from what's happening in corporate America and also is happening with every police department right now is that when I look at the pay for our landscapers and for our police officers, this is way too low.

I've talked to Sergeant Anea and also other officers. The bottom line is we are 18% underpaid for other cities, but that's not the real story here. The real story you need to focus in on is basically you're no longer competing against smaller cities.

In corporate America, if you're a small bank, you're competing against the medium-sized banks. You're also competing against the big banks. So when you're competing, you're competing against the bigger cities, and those bigger cities are not 18%.

It's much higher. So I want to leave this key note here for our police officers and every one of you sitting here to understand. I'm hearing about we want to increase our office.

Good, but here's the key thing here. We're paying them low pay because it's low violence here. Theoretically, it's a policy decision that we decide to pay them low.

But let me give you a different option here. Because we pay those officers such a low pay, they're going to be living in Baypoint or Pittsburgh or Antioch because that's all they can afford for a home, or they've got to partner up with someone. So the bottom line is these officers are making decisions on pay so they can live in a better area for their families, and they may work in a city that has higher crime.

Somehow that's not connecting the dots here with this city. They have to be able to afford a million-dollar house in the Bay Area. So you have to be able to support them.

So, again, there's a lot of different analysis here, but you need to pay up. The other thing, since I have 30 seconds, when we saw the police work with these landscapers, and these landscapers, when you look at that salary, what we're going to be showing here, comparison? Comparison to what?

They're compared to day laborers at Home Depot at \$30 an hour. They're helping our police officers. They're with them all the time.

They talk to each other. It's an insult to them that we're paying \$30 an hour, and we're barely paying our police officers. We're the lowest pay in the Bay Area.

[Speaker 2] (2:13:12 - 2:13:36)

Thank you, Mr. Killaran. Is there anybody else? Public comment?

Okay. I'm going to bring it back to the Council, and there's no action item on this. But at this time, so we can honor Chief Mort, we do have a certificate for him because it's the Night of Certificates.

[Speaker 5] (2:13:36 - 2:13:37)

It is the Night of Certificates. Is it not?

[Speaker 2] (2:13:37 - 2:13:39)

Yes, it is. Yes, it is.

[Speaker 5] (2:13:41 - 2:16:17)

Chris Loftus. Thank you. Certificate number three.

We had the Chief's going-away lunch today, earlier this afternoon, so I already said nice things about him. But I can repeat them. I did not know Chief Mort prior to him coming here.

I received his name from somebody I have high respect for, Joe Krines, who has been an interim chief here in the past, and he also ran the recruitment for our new chief. And the first call was, I got a guy, but he doesn't want to work anymore. I said, well, just have him meet with me.

Let's have coffee. So he met me for coffee. It took about 10 minutes for me to know that this was my guy.

This was going to, if I could convince him to come work with me, he would do well and be successful. He had a couple of demands. He was not going to wear a suit and tie.

Okay. He needed a flexible schedule so he could go to Mexico and go to Las Vegas and do some other things with his wife. Absolutely no problem.

And could I get him a car that he could travel in back and forth with a flat tire. So we made that agreement, and he went home and talked to his wife, and I am so thankful that he had that conversation with his wife and that he's been here for the last six months. He's brought a very steady form of leadership.

He was not a bull in a china shop. He did not come in and start throwing hand grenades and blowing stuff up and causing havoc. That's the last thing we needed or I wanted.

I asked him, look at things, update, make changes, provide a roadmap for the incoming chief, and provide an analysis to this council of what you see at the end of your term, which he just

shared with you. I can't thank you enough for the last six months. I truly value your opinion, the conversations we had, the strategic talks that we had, and as I said earlier today, not goodbye, but I'll see you soon for golf, for lunch, adult beverages, whatever.

But I truly want to thank you for everything that you've done, and I truly appreciate what you've done for this city. You guys get another photo op.

[Speaker 1] (2:16:23 - 2:16:53)

No, a photo's the thing tonight, absolutely. I've said it all. Again, I just want to reiterate, it has been a true pleasure coming here.

This was more than I expected. Not only do you have a great PD, you've got a great staff. I've loved every minute coming here, and thank you for giving me this opportunity and supporting me, and it is almost a full swan song of coming back to weigh in my career, and I'll leave it with that.

Thank you.

[Speaker 2] (2:17:44 - 2:18:13)

And because we haven't had enough breaks tonight either, we do need to just – I know the fire chief is here, fire district. We just need like five minutes. We'll be right back.

Recording stopped. All right. Stephanie, just let us know when you're ready.

Welcome back from break number three or whatever.

[Speaker 23] (2:18:13 - 2:18:13)

Four.

[Speaker 2] (2:18:13 - 2:18:15)

Four. I've lost count.

[Speaker 10] (2:18:16 - 2:18:16)

Maybe five.

[Speaker 2] (2:18:17 - 2:18:25)

All right. No, four. Just waiting on our city clerk here.

[Speaker 23] (2:18:37 - 2:18:38)

Recording in progress.

[Speaker 2] (2:18:39 - 2:19:12)

Okay. We are ready. And so our next presentation is item 7E, I'm sorry, 7F.

Is that correct? No. Yeah.

Okay. Quarterly Contra Costa County Fire Protection District update, and we have Fire Chief Brouhard here. And do we have a presentation to accompany this?

I imagine we're going to get that on the screen. There it is. Go ahead, chief.

[Speaker 4] (2:19:13 - 2:35:44)

Well, good evening, Madam Mayor, members of council. It's a pleasure to be here tonight. I want to go over a couple of pieces of information that are relevant to what we've been up to for the last six or seven months at Confire, talk a little bit about some data for our responses for the first quarter, or maybe it's the first trimester of the year in Clayton, and then I'm going to invite our Fire Marshall Assistant Chief Chris Bachman to come up and talk about the very popular local hazard severity zone maps that were recently adopted, along with some evacuation zone information as well that I think is very timely and important. So am I pushing or? You're okay.

Okay. All right. Perfect.

So I don't want to assume that everybody knows, but Confire is obviously the largest fire service organization in the county, one of the top 14 fire service organizations as far as size in the state of California. These stats will change in about two weeks after the annexation on July 1st of But as of tonight, we're a little over 600 total employees, about 450 of which are engaged in fire rescue or EMS. We have 35 stations from Discovery Bay all the way to San Pablo, and currently it's about 550 square miles. That will increase a little bit.

It's an all-hazards organization, so there's very few things that we don't do. Services that we don't provide. Many of our services are emergency services-based.

Some of them are specialized, and some of them are administrative or prevention-based programs that we offer throughout the district. So for 2024, looking back last year, we ended up with a small academy in May of 2024 that graduated 13 recruits. We were lucky enough to be on the tail end of a very significant 10-year program to expand and enhance our apparatus fleet.

So we worked very diligently starting in 2014, putting literally millions of dollars into this program every year, and working through the challenges of COVID. And ironically, 10 years later in 2024, we woke up and said, wow, that first batch of 13 engines and ladder trucks just got paid off. It was about \$13 million that we had spent for that first group.

And so that program is designed to take that money, similar to a bond ladder investment, if you will, and take it and then roll it over and purchase another basket of fire engines. The problem is we were able to get 13 engines for about \$10 million in 2014, and it's about six or seven now. So it is what it is.

But happy to say that we are very much at the tip of the spear when it comes to that innovative program and being able to have a very modern, reliable fleet where all of our fire engines and ladder trucks right now have an average age of less than 10 years, which is actually the national standard, which most organizations, big and small, cannot actually say that they fulfill. It's a very expensive proposition, but we've been very aggressive with that initiative. So that was a big moment for us in 2024.

We purchased the Byron Boys Ranch, turned it into a wildland fire center for us. So that's where our hand crew is based out of. Also our seasonal helicopter that just started a couple of weeks ago is currently based out of Byron.

And if we end up with large red flag commitments of resources in the county, that's a staging area that we'll be able to use. We also, you'll see Samson Wong, Engineer Wong, and Mara, one of our canine support dogs, turns out to be an incredible program, very popular. Actually, I think we just committed to getting another canine.

So we'll have one, I hope, per shift at this moment. So we've been doing things both with regards to traditional issues facing the fire service as well as new and up-and-coming nontraditional things like peer support through canine programs. So as we look ahead into 2025, our academy just graduated about almost a month ago.

I think it was May 19th. We graduated 22 recruits, and one plus one, so the 23rd, was a Rodeo Hercules recruit, which will be ours in two weeks. We just launched a new program on June 10th called Nurse Navigation.

This is a program where certain very low-level non-emergency 911 calls are transitioned to discussing their current needs for care with a nurse, different than sort of the Kaiser Advice nurse, if you will. This is really to help navigate them to get the right care when and where they need it, trying to decrease the impact on the 911 system. So it is less than a week old.

Actually, it's a week old today. And it's about four to five ambulance transports per day is what we're projecting. We're starting very, very small so we can learn from it and then move on from there.

This is a program that Seattle EMS uses. Washington, D.C. EMS uses. Not very popular in California, primarily because it's a revenue problem.

If you take calls off the board, we don't transport, ergo no revenue. So most of the time you don't see it in the ambulance systems because you're literally taking revenue away from yourself. But we're focusing on sustaining the system, given all the hospital wait times and the increased use of 911.

So much more to follow on that as the months progress, but that was a major lift. We have the Regional Communications Center, 2010 Geary Road, our old headquarters, a \$15 million project to turn that building into a new communications center. It's been years in the making, and we're literally about six months away, hopefully, from occupying that new center.

That's going to be huge for every community in the county. We have some new fire stations being planned. You may have heard there's one that should be breaking ground soon in Brentwood.

And we have some other ones along the way in East County as well as Pacheco. And we are anticipating that the county will be issuing the ambulance RFP sometime this year, although it may not be until next year. The contract runs out at the end of December this year.

So that may have to be extended. But we're anticipating that, and we're prepared to bid on that to hopefully secure another five- to ten-year contract as the emergency ambulance service provider for the entire county. So now getting into some data for the first four months of the calendar year.

And you are pretty much on track to meet the same total number of incidents that you had in 2024. So nothing really stands out right now as an anomaly. With every community that we serve, medical calls are the highest quantity of calls, and that's no different in Clayton.

You do not have a significant fire problem here. We had one structure fire in the first four months. And in some years, you have one structure fire for the entirety of the year.

So hopefully that is it. And we have a few vehicle accidents to report, but not many. So 268 calls for the first four months.

And as I multiply that out, last year I think you were at 828 calls. Well, actually, I have it. For the year last year, 825.

So it's within about 10 to 12 calls of last year's total if you extrapolate that out. So moving on to some information, and shortly I'll transition to Chief Bachman. But summer fire season is here.

We had a significant fire in Pittsburgh tonight. And you back up to a significant wildland urban interface. And there is, not just for Clayton, but for the surrounding communities, many communities within our county have a significant wildland threat.

And that doesn't really matter if your zone is a high zone or a very high zone or a moderate zone. There is risk throughout the county. And Clayton is no different.

So one of the things that we push, frankly, is to sign up for CWS alerts. That is the one singular unifying communication system that we will be using in the event of an evacuation or anything

else that we need to communicate to the public as far as protective actions. We will do so through the community warning system.

Chief Bachman is going to talk a little bit about, I used to call it Zone Haven. It was purchased. It's called Genesis.

I think Genesis Protect. It is essentially fairly ubiquitous throughout California. It is used up and down the state where literally every square mile of the county is put into a zone system.

And we worked with law enforcement agencies to create those zones. And those zones sort of have an identity. And the concept is for you to know your zone.

So in Clayton, where you live has a number, like Clayton 1, 2, 3, 4. And we want you to know what your zone is because if we call for Clayton Zone 5 to be evacuated, we want you to know that that's you. Or if you're right next to it, that you're right next to it.

So Chris will talk a little bit about that. And then defensible space is important. And I think this is already outdated.

We are all going to be faced with some very difficult and trying regulations coming up in California in the next several months, probably to be taken effect on January 1st. Most of us live in some form of a high or very high fire hazard severity zone. And because of that, we will have to do things around our house and to our house to make our house much more defensible from wildfire.

It's not just about defensible space anymore. While that's important, now we're going to get into actually home hardening. And you're going to hear Zone 0.

Zone 0 is the first five feet from the walls of the home. It is not going to be kind. It is not going to be cheap.

But it is something that I truly believe is something we need to do if we're going to change the script, if you will, about communities being able to withstand wind-driven, ember-cast fire events each home needs to essentially be a fortress against fire, and it needs to be able to stand on its own. I took a trip as part of our vacation, my wife loves this, down to L.A., and we were there, watched my son play baseball at college, and then we decided to drive up the coast. I said, well, wait a minute.

Why don't we go check out the devastation of the Eaton Fire on our way to the central coast? So completely unplanned, and it was a very eye-opening experience to drive up Lake Avenue or Lake Boulevard out of Pasadena, and you go straight up the hill. Wow, just wow.

I've been on strike teams up and down the state. I've seen communities, namely subdivisions,

get severely impacted. I had never seen really a downtown area, a downtown district, get decimated like that.

It looked like something out of scenes from World War II, frankly, where large buildings had been bombed. But one of the things that really struck me was taking a few minutes, getting out of the car, walking around, and looking at this house that was completely untouched, and everything around it was gone. And frankly, if this was your neighbor, you probably would have not been.

. . It wasn't probably the nicest house on the street.

It was all concrete all the way around. That was the landscaping was concrete all the way around, and older home. But luck has nothing to do with a house surviving fire.

It is all physics. It is all physics. That house, because of the choices that were made, maybe not looking all that great, was able to withstand that wind-driven ember cast because there was no vegetation around the bottom of the house.

The roof was of such a construction that it didn't accept ember cast. So I took a bunch of pictures and then found, across the street, was a brand-new house. That one made sense.

All built to new codes, but then everything around it was gone. Everything around both of those homes were gone. So you had one that was built to the current code, and you had one that just by luck was able to develop an armor that the physics stepped in, and it didn't burn down.

So we're all going to be asked to not only educate, but also enforce these new regulations. They're not going to be popular at all, and it's going to be difficult for all of us. As a homeowner where I live, I'm going to have to do it myself, but it makes sense.

I've spent a lot of time in a lot of classes and a lot of discussions since the first of the year, and it all lines up and it all makes sense as much as we may not want to accept it. So those things are coming. So defensible space is part of it, but home hardening is going to be a really, really big piece of it.

It is less of a wildland-urban interface, fire environment now. It's much more of an urban conflagration risk, and we have to break the chain. In order to break the chain, houses have to stand alone so that they don't burn and the other houses down the street don't burn.

So all of that is coming. So this will be, I think, my last slide coming up here, and so this is a picture of September 11th, actually, last year, and Willow Pass Road, but the most important things on this page are the QR codes to sign up for CWS. CWS takes less than five minutes to sign up, and then the green one is a link to Genesis Protect, which is the former zone haven, which will get you a map and be able to see where your house is and get you started with that.

So with that, I'm going to turn it over to Chief Bachman to walk you through some of the information about evacuation, planning preparation, as well as those fire hazard maps we talked about. Thanks.

[Speaker 2] (2:35:46 - 2:35:47)

Thank you, Chief.

[Speaker 3] (2:35:49 - 2:52:04)

Good evening. As Chief said, my name is Chris Bachman. I'm the fire marshal and assistant chief of our Fire Prevention Bureau.

So the slide we have pulled up is what was referenced as the Genesis. So CWS is the Community Warning System. That's what alerts the residents if they need to evacuate or if there's an emergency notification that needs to go out.

Genesis kind of breaks it down to say what zone are you in. As the chief mentioned, every square foot of the county is zoned out by a designation of what city you're in, are you in the incorporated area, and then what's the number. So I pulled up an example here of Clayton 009, and that 009 gives an example because how it used to be is when you give the coordinates, this says it is north of Mount Trinity Court, it is south of Marsh Creek Road, and it is east of Mountain Shire Circle, and it is west of Weatherly Drive.

So when we used to give evacuation orders and say north of, south of, east of, a lot of people would get confused and say, I know where those roads are, but what direction am I? And so the idea of these zones, of knowing you're in a zone ahead of time, where are you at, and we hand out these postcards, and we tell people to put it on their refrigerator, put it in their house so they know. And then the nice thing about that QR code is it will take you to the live map that if we put a zone in warning anywhere in the county, or we put a zone in evacuation order, you can see it live as we do it.

So residents have that situational awareness of what's going on in the county, and as the fires were happening even down in the L.A. area, as we're watching the news, the first thing I'm doing is going to Genesis, and I'm looking at the map and I'm watching it in real time. Those areas expand of where they were evacuating and what they were giving warnings to. So even really anywhere in the state that has implemented this platform, you can watch it real time, what's going on.

And the nice thing is as the incident commander or the chief officer is making the decisions in a unified command post with law enforcement and if CAL FIRE is at the incident, to say what area are we going to evacuate? What do we think we need to do? Do we need to put an area in warning or do we need to evacuate an area?

So I pulled up the example of this Zone 9 to say, well, if we were to evacuate Zone 9, that it has a daytime population of 301, a nighttime population of 886, 379 vehicles in the day, 758 vehicles at night, it's 142 acres and 296 homes. So I like to always pull up a zone and say, when we're thinking about evacuating a zone, this is why we don't just select three or four zones and say, well, why not just evacuate a bunch of them? Because we want to be strategic and only evacuate the areas that we feel are necessary to evacuate and maybe put the next zone, if necessary, in a warning to give residents a little more time to get prepared and load their vehicle.

The other thing that I think is worth noting in this slide, so if you go on to Zone Haven or Genesis, you don't see this breakdown. This breakdown is for us to know the consequences when we evacuate that zone and to tell the law enforcement partners that you're going to have to deal with 296 homes being evacuated. When residents say, well, what can I do?

What you can do is take one car because if you talk to any law enforcement officer, if they're at an intersection trying to evacuate out of Clayton or out of this neighborhood and you have 750 cars to evacuate versus you have 379 it's a lot easier to, or I should say, that's the daytime population. If you have roughly 300 homes, it's a lot easier to evacuate 300 cars than it is 750. So when residents say, what can I do to be better prepared to evacuate out of my residence?

I say, just take one vehicle because if you own two or three vehicles, you are now doubling or tripling the evacuation time that it's going to take to evacuate your neighborhood. Because these are decisions as we're making it, we're evaluating to say, what kind of choke points do we have to look at and how burdened is the traffic system going to become as we select these evacuation routes? So kind of the importance is know your zone, know how to go to the maps to see what's going on, and if you're given an evacuation order, it means we need you to leave immediately.

Ideally, we put additional zones in warning if we feel it potentially could be necessary. Take that warning serious, start grabbing the stuff you need, and if you're uncomfortable, then go ahead and leave. I'd also like to point out Alert California.

It's a wildfire camera system. It's another system that we use for situational awareness. Our dispatchers are going to have that pulled up if we're paged to an incident to identify how big is the column of smoke?

Is it a working fire? What's going on? And the cameras will be turned towards that area that the fire is burning.

So not only will you be able to monitor in real time what's going on with evacuation warnings or orders, you'll also be able to see from a distance through the wildfire camera system what's actually going on and is that plume getting bigger or smaller. Next slide, please. So let's get into the controversial fire hazard severity zones.

Clayton was definitely one of our cities that had one of the biggest changes in our jurisdiction from not having any very high fire hazard severity zone ratings to having a decent portion of your community move to a very high rating. I would like to point out, though, so before, a lot of residents have commented and said, we've never had a rating, we weren't rated. Well, the reality is in 2009, that is up there, that's the before map.

So CAL FIRE presented all the local agencies, the local fire departments, maps statewide, that said this is the moderate rating, this is the high rating, and this is the very high. But it was only through state statute that we had to adopt the very high. So when you look up there and see in before, Clayton didn't have any very high.

So back in 2009 and then when they adopted in 2011, we didn't need to adopt any area of Clayton that was affected because you didn't have any very high. But they were identified as areas of high and moderate even back in 2009. So it didn't go from there we've never been rated to now we have all these ratings and look at what is surrounded with Clayton with our ratings.

They've always been there, it's just the maps weren't adopted. But with the new maps that have come out, the state has said it's important to adopt all the severity zones, both the high, the moderate, and the very high throughout the entire state. So when these came out, that's why we developed this slide tool to be able to show this is what the map was before throughout Contra Costa County, and this is what was being proposed today.

I'd also like to add that with these maps, you can scan that QR code and go to our website and it's a swipe tool that you can look throughout the county to see where these changes have occurred. Go to the next slide. And then the facts with the maps is it's an adoption process that we're required to go through.

We were given a time frame to say here's the maps, you have so many days to actually make them available to the public. We actually had them available to the public within 24 hours of us receiving the maps on our website. We then had to make sure that we implemented an ordinance within I believe it was 90 days.

We did that with the first reading. We also had a public comment period. We opened up a public comment section on our website, took the public comment, and every public comment that we had we attached to our ordinance that we have to send on to the state.

So the state will see all the public comments that were collected both either sent by email, by mail, or through the online forum, or in person at our one meeting that we had for a public comment. The fire district does not have the ability to decrease or remove areas. We could go more restrictive and add additional areas, but we could not go less restrictive and change a severity zone from very high down to high.

The only thing we could have done was we could have taken an area of moderate or high and bumped it up a class or add to it, but we couldn't decrease the severity zones that have been identified by the state. If you go to our website, you'll also see a piece, actually the formula, and the information and all the data sets where CAL FIRE pulled the information from to come up with the maps. That's a common question I've also got is, well, how did they do it?

Where did they get their information? So if you look on our website on that same section where we have all our maps, you'll see it's called the geospatial data, and that data gives a reference and all the links to where CAL FIRE has pulled all the data to come up with the creation and updating the map for 2025. So what does this mean with these updated maps?

Well, one thing is it means that it potentially could be one piece that could impact your insurance. It's not the only piece that insurance companies look at. Insurance companies have their own risk models.

But what we are noticing is communities that had a big change that didn't have previous ratings that were adopted to now having ratings, it's caused a lot of underwriters or insurance companies to go back and look at a community and maybe reevaluate and rerun their models. And it has impacted some residents in these areas that the severity zones have changed, but it's not the only reason that it's occurred. Because insurance companies will tell you that they have their own models.

They're not just exclusively looking at what the severity zone map says. They're going to run their own FIRE modeling and risk assessment, and they won't share that information. They'll say it's proprietary, and they only disclose that or share that with the California Department of Insurance.

One thing that is worth noting, though, is there's some new regulation that also came out with the California Department of Insurance. It said here's a list of items that when you're running your models and you're evaluating what homeowners should be charged, if any of these items occur, then you must give that resident a discount. And one of those items is if you're a FIREwise community.

And in Contra Costa County, we're very proud of the number of FIREwise communities that we have promoted in the last five years. In fact, I believe it was six years ago we only had one or two FIREwise communities that was active in the entire county. We now have over 100.

And I believe over 10 currently in application to become FIREwise. So California was just celebrating saying they hit a milestone that they just hit the number 1,000 FIREwise community in the state. When you think about that and say, well, wait a minute, Contra Costa County has over 100, and statewide there's 1,000, we are definitely not 10% of the size of population for this entire state, but we are definitely representing the FIREwise community throughout the state

with over 100.

So we're very proud of the efforts that we're doing, and we're encouraging residents, if they're not FIREwise, to become FIREwise, and there are insurance incentives available if you do that. We have a county coordinator, her name is Michelle Reinhart. She is constantly out in the communities promoting FIREwise.

She's partially funded through a Firesafe Council grant, and her job is to not only try and search out grants for fire departments, but also for residents and Firesafe councils and FIREwise communities and give them recommendations of where they can potentially seek funding as well to try and battle this defensible space and home hardening regulations and recommendations that are coming down. The other piece that it means is defensible space requirements and potentially home requirements. So with new construction, there is going to be additional requirements if you're in the very high to build what's called 7A construction.

There's also new regulation that's going to be coming out January 1 that should identify that not only if you're in the very high, but also if you're in the high and you build new construction, you would have to meet 7A construction requirements as well. So we'll be working with a lot of builders, educating them about what 7A construction is, what that means and what the requirements are and that certification. The good thing is if you build a 7A construction, then I would strongly recommend that when you go to get insurance, you then follow up and get your house certified through a program called Wildfire Prepared because that's another one of those mandatory deductions or incentives that the California Department of Insurance has passed down to say if your house is certified as a wildfire prepared home, insurance companies have to give you a discount, which you're pretty much going to be there with the proper vegetation management plan in Zone 0. You would be there with a 7A construction home. Next slide.

So to find your specific address, you can scan this QR code. This is the actual state website because it will zoom in to exactly where your address is to show you. A lot of people have said when I look on your map or if I go to the PDF, I can't tell exactly where my street is.

So we recommend you go to the Fire Hazard Severity Zone Viewer that CAL FIRE has provided. This is a QR code for it, and you can type in your address, and it will show you exactly where you identify on that new map. And if I could have you go on to the next slide.

We'll be happy to take any questions about the presentation or the severity zone maps. If you want to open it up for public comment, we could come up and answer any questions at the end. Thank you.

Or any questions that you may have.

[Speaker 2] (2:52:04 - 2:52:06)

Thank you, Chief Bachman. Questions?

[Speaker 3] (2:52:08 - 2:52:08)

I have several.

[Speaker 2] (2:52:09 - 2:52:09)

Yes, go ahead.

[Speaker 6] (2:52:10 - 2:52:39)

I don't know who's going to handle them, if the chief's going to handle one or you. But the first thing I've attended most all of the recent graduations, and one thing I noticed or at least observed is that all of those firefighters, when they graduate, are called probationary firefighters. What's the retention rate?

Do any of them fall out of training after a period of time, or are they all successful?

[Speaker 3] (2:52:40 - 2:52:57)

Usually if any of our firefighters fall out with our organization, it's usually a very small number. But if it is, it's usually during the academy. We might lose one or two.

[Speaker 6] (2:52:57 - 2:52:58)

I was saying watching the films.

[Speaker 3] (2:52:58 - 2:53:02)

Once they become a probationary firefighter, we lose a very, very low number.

[Speaker 6] (2:53:03 - 2:53:44)

Getting through the academy is similar to going through Marine boot camp. No, it isn't. I have a Marine back there in the back that's contesting that.

But anyway, I was just curious. What's the general probationary period, six months, 90 days? One year.

One year? Okay. Last question related to the statistic that you have for Clayton.

These categories, I understand the ones were fire and medical. What is an alarm? Is that something where you would go to it and it's false?

[Speaker 3] (2:53:44 - 2:53:58)

Yeah, it would probably be like a commercial. It could either be a commercial alarm or a residential alarm. Some residents have security systems that are also tied to a smoke detector.

So if that smoke detector is set off, it could.

[Speaker 6] (2:53:58 - 2:54:00)

I own an alarm company.

[Speaker 3] (2:54:00 - 2:54:07)

Yeah, it could set that off. It's typically commercial businesses that were called to false alarms that we go to.

[Speaker 6] (2:54:08 - 2:54:18)

And then hazardous conditions, that must be there would be something that's a potential fire problem that could be overgrown grass or weeds or something like that. Is that?

[Speaker 3] (2:54:19 - 2:54:29)

If it's exterior hazard, then yes, that could be. If it's on there as a hazardous condition, it might be a hazmat. I don't have the.

[Speaker 6] (2:54:33 - 2:54:50)

Yeah. And then finally, the rescue, that seems pretty self-evident. But is it related to the ambulance service or is it something else that the firefighters do actually as opposed to the.

[Speaker 3] (2:54:50 - 2:55:09)

So your rescue number in Clayton is probably a little higher associated when we're doing a rescue or a search for like a hiker or someone that has gotten hurt or can't get off the trail and we have to go get them. Thank you.

[Speaker 2] (2:55:10 - 2:55:14)

Okay. Any other questions? Go ahead.

[Speaker 12] (2:55:14 - 2:55:57)

Council Member Schulman. Thank you both for your presentation and for coming out. I will second that Michelle Reinhart is extremely helpful here in Clayton.

We started talking about firewise communities in 2023 and she's come out here several times, twice with me. She was just here last month to do one for my neighborhood, which is the Keller Ridge neighborhood. So we had to rezone the Oakers to Keller Ridge.

And I'm excited that we have several homeowners associations that are starting to do firewise communities as well as other bigger neighborhoods. So my questions are on home hardening and the January 1 effect of these maps. When will enforcement begin for those?

Will there be like a ramping up period where homeowners have time to get to zone zero?

[Speaker 3] (2:55:57 - 2:58:48)

So they're still writing the regulation as we speak. In fact, yesterday there was a workshop that

started at 10 in the morning and it ended shortly after 5 p.m. at night with a few breaks. But same way, you know, that we're working through the recommendations and they're taking public comment and recommendations from fire agencies, recommendations from HOAs, city officials, CAL FIRE representatives, previous state fire marshals, a whole list of people provided public comment yesterday.

And they kind of gave an update from the last workshop. Here's some changes they've made. Here's the current recommendation.

It could change again here in the next month because it hasn't been formalized or finalized to submit for a vote yet. We are sending our deputy fire marshal up to the board meeting tomorrow to make sure that, you know, our voice is heard as well. We're providing public comment in all the meetings and staying on top of what their recommendations of the regulation as it's being developed are.

Currently, it's listed that on January 1st, the regulation for Zone 0 and any regulations for home hardening for the high wouldn't occur until January 1 for new construction only. But today, if you're in the very high, if someone is so effective, July 10th is when our new maps go into effect. If someone was to build a house and they were in a new construction home and they were in the very high, after July 10th, they would be required to build to 7A construction when they get their permit for a new construction home.

If you have an existing home, you're not required to meet 7A construction requirements. Under the proposed regulation that they have in draft right now, if Zone 0 is that noncombustible, you know, 0 to 5 feet around your house, that would go in effect on January 1, 2026, again, only for new construction. The current proposal is that there would be a three-year implementation for all existing.

So they would want all the fire districts, all the municipalities, the cities to educate the residents what Zone 0 looks like, what the requirements would be, and that you have three years to make that change to become compliant. So we would spend, starting January 1st, the next three years to educate all those existing homes that are in very high what Zone 0 means, why it's important, and what the requirements would be.

[Speaker 12] (2:58:50 - 2:58:54)

Very good. Can you do me a favor and include landscapers in your educational process?

[Speaker 3] (2:58:55 - 2:58:55)

Absolutely.

[Speaker 12] (2:58:55 - 2:59:12)

I say that selfishly because we put in stuff in the backyard and there's plants all along the house. A lot of people have that issue. And I think it would behoove them to understand that.

I will spread the word. I think everybody should, but people are wasting money if they're putting vegetation right up against their homes. So thank you both.

That was all my questions.

[Speaker 10] (2:59:14 - 2:59:40)

Are you aware of the existing home requirement, the three-year phase-in that's being proposed, what's the enforcement mechanism currently being discussed? Because I imagine this would apply to a lot of residents who may be unable or unwilling for whatever reason to comply with the requirements. How does that get enforced?

[Speaker 3] (2:59:41 - 3:02:37)

Currently, when we're doing defensible space inspections, we identify with the checklist that here's everything that you're, not just Zone 0, but just the whole defensible space. This is everything that you comply with, and here's your deficiencies, and provide them photos of what's noncompliant and even the code section saying, here's what the regulation says that you're supposed to comply with, and then asking them, would you like us to come back out and explain or do a reinspection? Ideally, they're there when we do it, but if they're not, then we do it from the road and we will mail it to them.

We have their email address and we email it to them. But where we found the best compliance is when we show up and knock on the door and they say, sure, let's, and we say, do you want to walk with us? And we do a full 360 around their house and talk through the inspection as we're identifying to explain any violations that they have and how they could most easily correct those violations to where they would be compliant, and then ask them, what kind of time frame do you think would be reasonable that you could make these changes to have us back?

And the ones that we found that are the most susceptible to say, I want to know what I can do to change are the ones that have gotten on renewal notices or are experiencing high insurance rates, and their insurance companies are telling them, you need to look into getting your house certified as wildfire prepared because some insurance companies have actually did a large non-renewal in a couple zip codes, and they actually came back and said, we'll actually reverse those non-renewals to any house that gets wildfire prepared certified and we will renew your current policy. And I think they even gave a time frame. So we've heard several insurance companies that are recognizing that.

They're not going to just take the fire department defensible space inspection because zone zero isn't required yet, where with the wildfire prepared, zone zero is required to meet that certification. So where we're seeing the best compliance are the residents that are either getting threatened to be non-renewed or have had extreme hikes in their insurance, and when they've compared the cost of what they're paying with an increase to looking into what kind of discounts they can get and over time, what that cost would be to be compliant and get that certification, in

the long run, it usually becomes a cost savings. It's just an investment in your home.

The difficult part for some is can they afford to make that investment right now?

[Speaker 10] (3:02:38 - 3:02:43)

That's great. So is it going to be Confire that's doing those?

[Speaker 3] (3:02:43 - 3:03:28)

So we can't certify a house as wildfire prepared, but it is relatively inexpensive, and it is an online application. No, I wasn't talking about the certification. I was talking about the enforcement.

The defensible space inspections, yes, we will be doing those, and the good thing is we're focusing our next three years on that zone zero defensible space from an educational standpoint, knowing that they have technically three and a half years for that zone zero enforcement, but we want to get out in our neighborhoods immediately. So you'll see us coming to Clayton very soon, again, for the education piece to give people as much time as possible to understand what zone zero is and what they need to be prepared for moving forward. Thank you.

[Speaker 2] (3:03:30 - 3:03:58)

And I just want to say on my own HOA, we just created a FireWise community, and I missed the meeting tonight, but I was volunteered to be on the committee, so we're delighted to be a part of that. When you say coming to the Clayton community, what does that look like? Will there be town hall meetings?

Will there be... You know, how are you planning on educating the community?

[Speaker 3] (3:03:58 - 3:04:59)

So we have door hangers. We have flyers. We have lots of material that we hand out.

If somebody's home when they're doing an inspection, if they're not, we'll hang a door hanger on their door. It's got QR codes on it. And the best way to, you know, we're encouraging residents to call us back, have us come back out and explain what that, you know, because they'll receive a defensible space inspection in the mail.

We're not charging for them. We're using this opportunity to try and educate our residents, and we're only going to be focusing right now on the new, very high-designation areas that are required, that we're required to do the defensible space inspection. So that's the areas we're going to focus on.

But knowing on that Zone 0 piece, we're not ignoring it. We're not...nobody's in violation. We're not saying you didn't pass because you don't meet it.

But we are taking the opportunity to educate residents about what's coming with Zone 0 and what they should expect.

[Speaker 2] (3:05:00 - 3:05:12)

OK. I was just thinking, is there something we can do on our city website and maybe have a location on our website that's, you know, Firewise or...

[Speaker 3] (3:05:14 - 3:05:47)

I know that where we've had some really positive success is when we've reached out to a Firewise community and said, hey, let's pick a date that this week we're going to be in your neighborhood. So don't be alarmed if you see a Contra Costa County vehicle on your street. You're probably going to see an inspector walking around knocking door to door.

Please answer the door. We're just here to educate you and provide a defensible space inspection at no cost to help make your house better prepared for a wildfire if it comes to your community. OK.

[Speaker 15] (3:05:47 - 3:05:55)

Terrific. Madam Mayor, I will work with Chief Brochard's office as well as the Public Information Officer to see what we can come up with.

[Speaker 2] (3:05:55 - 3:06:12)

Great. That's fantastic. I know it's top of mind here.

OK. If there was no other questions by the Council, I'd like to open it up for public comment. Anyone?

Public comment? Mr. Miller? OK.

No, go ahead. You'll have three minutes.

[Speaker 9] (3:06:14 - 3:09:04)

Thank you. Thank you, Mayor. Ed Miller, Dana Ridge.

I had four specific suggestions for the Council. One of these predates this meeting, and I was encouraged by some of the things that I heard Chris mention, but I would encourage the City to double down and even go a bit further. So here are the four specific things that I think.

Number one, the City has a municipal code that requires a permit to be obtained and paid for in order to get rid of trees, and I would recommend that the City either temporarily or permanently suspend or eliminate that so that residents feel there's not a barrier for them to get rid of wood that's around, wooden trees and stuff that are around their house. The second piece is that, you

know, there are some requirements coming with this Zone Zero, but one of the things that I wonder aloud, if the City could make a huge difference for its residents who have been affected by insurance increases. I work for an insurance company.

I know what WUE is, the Wildland Urban Interface. But the thing is, if we could adopt a sort of an aggressive policy about fireproof roofing, because in addition to the stuff around the house, having, like, asphalt or clay or asphalt with fiberglass, if we could have those kinds of things as they're required, not new construction thing, but, like, we will have this within, I don't know, three years, five years, whatever, and then the Council goes and directly approaches local insurers to help them understand that the community is going to be in a completely different place as far as the defensibility of our community versus others. I realize that the cost of roofing materials and install, it's all expensive, but it might be that collective defense, you know, one weak house is the thing that catches on fire and catches everybody else next door on fire.

It might be that that collective defense of, yeah, this is not just new construction. All of our houses have fireproof roofs on them, and we might be able to get, like, the lowest kinds of insurance rates for our homeowners, effectively paying for, as he had suggested, maybe for the cost of the roofing. So those are my suggestions, and I appreciate you listening to them.

Thank you.

[Speaker 2] (3:09:04 - 3:09:41)

Thank you, Mr. Miller. Is there anybody else? Public comment?

Okay. If not, I'll close public comment and bring it back to the Council. Any additional comments?

No? We thank you, Chief. We thank you, Chief.

Thank you for being here, and we know this is really important, and anything we can do to help, we're here to support the effort. So thank you. Okay.

We are now going to the next item on our agenda, which is item eight, reports. City Manager?

[Speaker 5] (3:09:57 - 3:11:28)

It's getting late, so I'll be quick. A few schedule updates for the public. July 1st, there will be no Council meeting.

Remember, that week is the 4th of July, and we have the 4th of July parade. Interested parties can visit the City website for more information and to participate, if you would like. We have good governance training coming up on July 22nd.

That will be with the City Council. It is an open meeting. It will be held at Endeavor Hall, starting

at 4 o'clock.

And then, finally, National Night Out, Tuesday, August 5th. We will be doing that event, so we will not have a Council meeting that evening as well. A quick update on our housing element.

We have another meeting with HCD next week. We are inching closer to certification. I am hopeful that this meeting will give us the detail of what we need to do to check the last box and be certified, because I'm becoming certifiable.

As you can see out front, there's some construction happening. That is our Climatec Energy Project. Right now, they are working on repaving that small area and increasing one space for our EV charger.

They will then bore through the ground and start doing our solar panels, which will be in our Corporation Yard. Six to eight weeks would be fantastic, and we will be making some power. That concludes my report for this evening.

Okay.

[Speaker 2] (3:11:29 - 3:11:58)

I just want to say you mentioned the 4th of July Parade. The chair of our 4th of July Parade, Sarah Brinkman, is here this evening. Thank you for joining us.

She is doing a phenomenal job, and this is her first year chairing it. And our deadline to participate is June 29th, so that's coming up quickly. You also mentioned, I think we do have a meeting July 15th, right?

It's our next Council meeting.

[Speaker 5] (3:11:58 - 3:12:00)

Yeah, I was just mentioning the ones that were canceled.

[Speaker 2] (3:12:01 - 3:12:04)

Oh, okay. And then the 22nd, did you say we're at Endeavor Hall?

[Speaker 5] (3:12:04 - 3:12:04)

Yes.

[Speaker 2] (3:12:05 - 3:12:10)

Oh, not here? Not here. Okay.

Terrific. All right, thank you. Yes, go ahead.

[Speaker 6] (3:12:10 - 3:12:12)

Where is National Light going to be held?

[Speaker 5] (3:12:14 - 3:12:16)

I would have to talk to our friends at the police department.

[Speaker 6] (3:12:18 - 3:12:20)

Well, last year it was up at the community park.

[Speaker 5] (3:12:20 - 3:12:21)

Okay.

[Speaker 6] (3:12:22 - 3:12:25)

Because it was a good place to have everybody up there.

[Speaker 2] (3:12:25 - 3:12:29)

Okay, thank you. The last two years, I think it was up there. That's the place to have it, right?

[Speaker 6] (3:12:29 - 3:12:29)

All right.

[Speaker 5] (3:12:29 - 3:12:30)

Excellent. Thank you.

[Speaker 2] (3:12:31 - 3:13:10)

Okay. I'll move on to item number 9, which is public hearings. There are none scheduled for this meeting, so we'll move on to action items.

And then 10A is adopt a resolution appointing two individuals to the Planning Commission for a two-year term ending June 30th, 2027. And I don't know if we've made a decision on those, if anybody would like to weigh in. We did our interviews earlier this evening at 6 p.m. Anyone?

[Speaker 7] (3:13:11 - 3:13:45)

Go ahead, Council Member. I'll start. Well, I worked with both of the incumbents for about a year and a half before I got on the city council.

And for this last year, from June to June, June 24 to the end of June 25, the Planning Commission has had three meetings. It's like they haven't had a chance to go to any meetings. And we're very few in 2024.

So I would be in favor of reappointing for another two-year term.

[Speaker 6] (3:13:48 - 3:15:06)

I would like to thank all the candidates that came out this evening to seek the appointment for the two slots. Everybody that applied appeared to be well qualified and well background, if you will, into the positions. We do have a significant investment in two of the reapplying commissioners, which is an investment that we need to keep in mind for future work.

And, by the way, for the few Planning Commission meetings that were held, this has been something that I quite frankly don't understand. It seems to me there could be training sessions that we could hold throughout the year to keep them current on various things that are happening at the state level, and I think that would be very valuable so that we don't have these gaps in training. But, anyway, back to the issue at hand.

And I concur with Council Member Aniya's recommendation. Thank you.

[Speaker 2] (3:15:08 - 3:15:14)

And City Manager Chris, we did talk about that earlier today about training. Do you want to just speak to that briefly?

[Speaker 5] (3:15:14 - 3:15:39)

Yeah, there's some ongoing things that we need to do at least every other year or when we have new commissioners as well, Brown Act training, ethics training. League of Cal Cities does a Planning Commission training annually. It's typically in February or March, so we'll plan for that next year to send our Planning Commissioners to that.

And then we can also work with the City Attorney's Office if there's other specialty areas that we need addressed.

[Speaker 2] (3:15:40 - 3:15:45)

Okay, thank you. Council Member Tillman, go ahead.

[Speaker 12] (3:15:45 - 3:17:10)

Sure. I kind of don't have an opinion, really. And the reason why is hearing some of my colleagues right now and their rationale for why we would choose people tonight versus any other time and hearing that there's time invested in training, that they're all qualified, et cetera.

That's been the case every time we have any incumbents. There's been training from the league. There have been time that's been invested.

In fact, there were actually commissioners who were kicked off after spending more than three meetings a year making decisions on behalf of the city. And I would say that their time was a lot more invested than the ones who were sitting, the incumbents that we're voting on tonight. So that's what I'm listening to right now.

And on the fly, I would say I would rather have Charlie, who has the experience, just based off of

his tenure on earth, if you forgive me for saying that, but his life experience, I think, would bring a lot to this commission versus what I heard that was duplicative from the two candidates tonight. I like to see diversity in thought, and I didn't hear that from you two. It almost sounded identical.

So that's what I am. Vice Mayor Wong. Did you say that to us?

[Speaker 2] (3:17:10 - 3:17:11)

Yeah, because I didn't have my mic on.

[Speaker 12] (3:17:11 - 3:17:12)

Okay, sorry.

[Speaker 10] (3:17:14 - 3:18:00)

Yeah, again, I'd like to thank all the candidates for applying. Anytime someone puts themselves out there, I think it takes a lot, so I really appreciate that. I think I heard that, and especially through Mr. Schmidt's comments that he made, that he'd be willing to serve in any capacity that the city needs. And so I know that we do have openings in the TLC and that you have applied as well at the TLC. I think given that and the incumbents, I would say I would welcome you into TLC, and I think that would be a great add to the city as well. And then I'd support the two incumbents as well.

[Speaker 2] (3:18:02 - 3:18:39)

Thank you, and thank you all again, both for reapplying and Mr. Schmidt for applying, and you're certainly all qualified. I know that we do have a very busy year coming up this year, and I think I'm leaning more towards consistency, keeping the current commissioners that we have and reappointing them. And I thank you, Mr. Schmidt, and I hope you do keep that application for the TLC, but I think I'd like to keep with our current planning commissioners and reappoint them. So do we need to do a vote?

[Speaker 5] (3:18:39 - 3:18:39)

Public comment.

[Speaker 2] (3:18:40 - 3:18:57)

Oh, public comment. I'm so sorry. Public comment.

Is there anybody who would like to speak? Public comment on this item? No?

Okay. Then I'll close public comment and bring it back. I guess we need a motion.

[Speaker 10] (3:18:57 - 3:19:04)

I would move that we reappoint the two incumbent commissioners. Second. Okay.

[Speaker 18] (3:19:05 - 3:19:22)

We have a first and a second. Thank you. On the motion to reappoint Joseph Manchero and Breton Casagrande to a term ending June 30th, 2027.

Council Member Diaz? Yes. Anya?

Yes. Tillman? No.

Thank you. Vice Mayor Wan?

[Speaker 2] (3:19:22 - 3:19:22)

Aye.

[Speaker 18] (3:19:23 - 3:19:28)

Mayor Trupiano? Yes. Thank you.

Motion passes 4-1 with Council Member Tillman dissenting.

[Speaker 2] (3:19:28 - 3:20:58)

Okay. Thank you. Thank you all.

And at this time, I think we're going to go to, or we're going to bring the Thies Engineering Contract to Item 10B, which was on our consent calendar. And I think the only thing I just wanted to point out, this is our current city manager, current city engineer, Thies Engineering. We're kind of coming to the end of his contract on June 30th, correct?

In the meantime, we are searching for a public works slash civil engineer. And I think we've closed the application process on that. And so we kind of need to amend Thies Engineering's contract to extend it for a short period of time until we have somebody new in place.

And there was an inconsistency between our staff report and the contract. Our staff report was saying that it was a month-to-month agreement, which it's not. It's through September 30th, 2025, with a 10-day out, correct?

But in case we need, you know, we no longer need Thies Engineering services. Is there anything else to add to that, city attorney?

[Speaker 5] (3:20:59 - 3:21:18)

We did reduce the scope. We worked on a finite plan for him. It's not as broad.

So finishing up some projects, doing some handoff with the new employee, and then we had a few things that were at the very tail end that we're going to leave with Thies to complete that. That makes sense.

[Speaker 2] (3:21:19 - 3:21:23)

Okay. Any questions for city staff?

[Speaker 10] (3:21:24 - 3:21:27)

So is the actual agreement through September then?

[Speaker 5] (3:21:27 - 3:21:28)

That is correct.

[Speaker 10] (3:21:28 - 3:21:33)

Okay. So it's not month-to-month? No.

Is there any provision for extending past September?

[Speaker 5] (3:21:34 - 3:21:37)

Nothing built in. It would be a conversation with them.

[Speaker 2] (3:21:40 - 3:21:53)

Any other questions? Public comment? Any public comment?

No. Okay. I'll bring it back to council.

Do I have a motion?

[Speaker 10] (3:21:53 - 3:21:55)

Sounds good. I'd move approval. I'll second.

[Speaker 18] (3:21:57 - 3:22:03)

Okay. We have a first and a second. Sorry for clarity.

Who was the second? Diaz or Tillman? Thank you.

Okay. Council Member Diaz?

[Speaker 10] (3:22:03 - 3:22:04)

Yes.

[Speaker 18] (3:22:05 - 3:22:06)

Enia? Yes. Tillman?

[Speaker 2] (3:22:06 - 3:22:07)

Aye.

[Speaker 18] (3:22:07 - 3:22:08)
Vice Mayor Wang?

[Speaker 2] (3:22:08 - 3:22:08)
Aye.

[Speaker 18] (3:22:08 - 3:22:12)
Mayor Cipriano? Yes. Thank you.

You have five ayes. Thank you.

[Speaker 2] (3:22:13 - 3:22:36)
And so our next item is adopt two resolutions approving the memorandum of understanding for the miscellaneous employees bargaining unit and adopting the city of Clayton salary schedule effective July 1st, 2025 in conformance with CalPERS requirements to provide a publicly available salary schedule. City Manager Chris?

[Speaker 5] (3:22:37 - 3:24:13)
Thank you. So the MOUs for our miscellaneous employees ends June 30th, which is in a couple of weeks. So we've been through negotiations and we have an agreement that is before you this evening.

The major components of that agreement are a four percent COLA in year one 2025, and then a three percent in year two. The other provisions that were added are longevity, so a way to try to retain our employees in this miscellaneous group. They will receive two percent increase at year five, three percent at year ten, and five at year twenty.

So somebody like Dan that we recognized this morning will see an increase for his longevity and his dedication to the community. So that's fantastic. The other thing that is in this agreement is deferred compensation for this group.

A hundred dollars a month if they to add one hundred dollars a month into their deferred comp program. So the city will contribute into that plan. There is some language cleanup and some other provisions that were added for to codify our boot allowance for those who are required to wear boots.

It was kind of a wild west boot experience and now we have some policy and making sure that they have this the footwear that they need so we prevent injury. I do have one thing that we need to correct in the MOU before you and it's on page 544. Yeah I know right.

I'll just how about I'll just explain it.

[Speaker 23] (3:24:14 - 3:24:14)

Just tell us.

[Speaker 5] (3:24:15 - 3:24:42)

In the first year there are certain positions that are not getting a COLA because they they are either newly formed or there was no employee in that. In year one I have police admin clerk in there. That needs to be stricken.

They do not get the four percent COLA just like the other admin clerk and some of the other positions. So that was an error that needs to be omitted. So that's the only correction that needs to be made in the document.

[Speaker 10] (3:24:42 - 3:24:45)

That's the one in section 5.1-A.

[Speaker 5] (3:24:45 - 3:24:51)

Correct. No that's okay. Year two is fine.

Yep.

[Speaker 2] (3:24:53 - 3:25:00)

Okay and also the other thing is the management MOU is not this evening.

[Speaker 5] (3:25:00 - 3:25:43)

Correct. The management MOU will come to you in July. There is a discrepancy in a couple of the salary ranges that we are working through to determine what the issue is.

So we will bring that back in July. We will update the salary schedule for management as well and then you'll adopt that MOU and the employees will get retroactive pay back to July 1st. So we're not punishing them for this this error that's in the in our system.

So and this is the first time that we are breaking out miscellaneous from management because there are a lot of different policies that don't affect one another and it's just a cleaner way to do it.

[Speaker 2] (3:25:43 - 3:25:47)

Okay. All right. What questions do we have?

Any questions?

[Speaker 7] (3:25:49 - 3:25:52)

Go ahead. The longevity. What is that percent?

[Speaker 5] (3:25:55 - 3:26:02)

Year five is two percent. Year ten is three percent and then year twenty is five percent. Okay thanks.

[Speaker 10] (3:26:05 - 3:26:13)

And so we engaged in a lot of discussion. Is everything consistent other than the things that you called out specifically?

[Speaker 5] (3:26:13 - 3:26:19)

It is exactly what was agreed upon in our discussions. Yes. Thank you.

[Speaker 2] (3:26:20 - 3:26:34)

Any other questions? I'll open it up for public comment. Is there anybody who wants to comment?

No. Seeing none, bring it back to the council. Do I have a motion?

[Speaker 10] (3:26:34 - 3:26:36)

Move approval. Second.

[Speaker 2] (3:26:37 - 3:26:38)

Okay. We have a first and a second.

[Speaker 18] (3:26:38 - 3:26:42)

Thank you on that motion. Council Member Diaz? Yes.

Aniya?

[Speaker 2] (3:26:42 - 3:26:42)

Yes.

[Speaker 18] (3:26:43 - 3:26:43)

Tilghman?

[Speaker 2] (3:26:43 - 3:26:43)

Aye.

[Speaker 18] (3:26:43 - 3:26:49)

Vice Mayor Wan? Aye. Mayor Trupiano?

Yes. Thank you. You have five ayes.

Wonderful. Thank you.

[Speaker 2] (3:26:50 - 3:28:05)

And then this is our last action item of the evening. This is the formation of an ad hoc committee to review the grand jury report and the recommendation is that the council direct the mayor, myself, to create an ad hoc committee tasked with reviewing the grand jury report, assess each finding, outlining responses regarding agreement and disagreement as well as plans for implementing recommendations where applicable and the ad hoc committee would work in conjunction with our city manager and our city attorney and we do plan on having a special meeting a week from today, actually June 24th at 5 p.m. here in this room to report our findings and our response to those findings actually and how to address moving forward.

So I'm just going to say I would like to be on the committee and I don't know how anybody else feels about being on the committee with me.

[Speaker 10] (3:28:05 - 3:28:07)

Yeah, I think I would as well.

[Speaker 2] (3:28:07 - 3:28:11)

Okay. And if the rest of the council is okay with that?

[Speaker 12] (3:28:12 - 3:28:17)

I can support the mayor and vice mayor on the ad hoc committee.

[Speaker 2] (3:28:17 - 3:28:21)

Okay. Thank you, Council Member Diaz. Everybody okay with that?

[Speaker 12] (3:28:21 - 3:28:22)

I'm totally fine with it.

[Speaker 2] (3:28:23 - 3:28:23)

Okay.

[Speaker 12] (3:28:23 - 3:28:51)

Yeah, I think that, I'm not, hold on, please. I think that it's actually good that the vice mayor and the mayor actually serve on this, especially since I had been asking for an independent third party investigation since October of 2023 and it was never agendized. I think that you two going through the work to actually address this and taking your time with staff to be sure that we address it properly versus what was posted on social media, I'm counting on you two to do the right thing.

So have at it.

[Speaker 2] (3:28:54 - 3:29:20)

Well, and you were asking for an investigation knowing that there was an investigation also going on. So yes, we will address it and we're going to be expeditious and thoughtful in our process and we'll have that, that will be posted by Friday, correct? For a Tuesday meeting?

[Speaker 5] (3:29:21 - 3:29:22)

Yeah, the agenda, yeah.

[Speaker 2] (3:29:22 - 3:29:40)

Okay, great. All righty, that's it for public comment. Mayor, we need public comment and then we will need an actual vote on the agenda.

Yeah, sorry, public comment. Mr. Miller, you're speaking on this.

[Speaker 9] (3:29:48 - 3:32:47)

Thank you, Madam Mayor. Apologies, I have some uncomfortable things to say, but I'll try and deliver them with as little hubris or sarcasm or whatever, hyperbole as possible. I wanted to say that I'm a little concerned because the optics from the outset here of how seriously this is actually being taken are not good.

And let me tell you that the phrase that comes to mind is, the cover-up is worse than the crime. Starting with making sure that this item was the last item. We had a room of 50 people here tonight and now it's down to about, you know, a dozen or so.

And it does feel like that was quite deliberate to have all of these, you know, breaks and observations and every last item covered before coming to this to make sure that public input on it was minimized. And then on top of that, I think it's a bit tone deaf to be forming an ad hoc committee to review this because, I'm just going to read the context for this comment, right out of the grand jury report itself. It says, the council has several committees, each of which focuses on a specific area of city affairs.

Some are ad hoc committees with limited scope and duration, while others are subject to Brown Act requirements. And goes on to mention that these ad hoc committees don't have to take public comment. And then it says, while council guidelines require that committees make routine reports to the council of their activities, this requirement was not consistently observed, leading me to wonder if we'll ever hear out of this ad hoc committee in the general council.

And then it says that basically these ad hoc committees have shorter notification requirements and basically limit public participation in the meetings. So this really does kind of feel like we're going to try and bury this as far as it possibly can go. Also to this effect, there's a member sitting in here who is an appointee on the planning commission of this, who voted as a moderator to remove a couple of comments out of next door that were about, or actually eliminate two posts on next door that were about this grand jury.

I don't know if that's a Brown Act violation. When I was on the planning commission, I was told that even liking something was conveying intent and was potentially a Brown Act violation. So I'll leave that to the city attorney and you guys to look into or whatnot.

But I do feel like this is being buried as far as it possibly can.

[Speaker 2] (3:32:49 - 3:32:54)

Thank you, Mr. Miller. Is there anyone else? Public comment?

Ms. Mullen?

[Speaker 14] (3:32:56 - 3:34:44)

I agree with what Ed said. I feel also that you're not taking it seriously still. I'll just reiterate that.

There is one of the council members that is sitting here today that has posted on his social media page slash city council page that called the report not important. He deflected a lot of stuff. And he's on the committee.

So you're telling me that that's going to be an accurate report coming out from you too. If someone stating right away does not agree and sees little or no appreciation for what the grand jury has gone through to reach this conclusion that things are not right in Clayton. They are not right.

And Holly's been calling it out for a long time. We finally get to a point where they're calling us out saying, this is wrong. This is wrong.

This is wrong. This should be fixed. This should be fixed.

And now you two are on the committee. And just what Ed said, how are we going to know that you guys take this seriously and that there's going to be an outcome to this? Will you report back to the city to us at all with your ad hoc committee question?

I don't know. But I will say that I want to hear answers about this. Absolutely.

And I want the city of Clayton to be the best it can be. And if we don't address this and we don't address our budget and our deficit, we're running our town down. So I beseech you that you two do the right thing and perform your duties as best to your ability and that we actually have an outcome with this grand jury investigation and things change in the city of Clayton.

Thank you.

[Speaker 2] (3:34:45 - 3:35:36)

Thank you. And also have faith. We are working on this with our city manager, our city attorney,

the two of us.

And we will be having another public meeting reporting our responses a week from today at five o'clock in this room. So it'll be posted on our city website by Friday, close of day Friday. You can review those and then certainly come and participate.

I encourage everyone to do that on June 24th at 5 p.m. Okay. We, I guess, need a motion. No, is there any more public comment?

I think we're done. No public comment. I'll bring it back to the council.

Do we need a motion at this point?

[Speaker 10] (3:35:36 - 3:35:41)

Yeah, I would move that we create the ad hoc committee consisting of Mayor Trupan and myself. And I'll second that.

[Speaker 18] (3:35:42 - 3:35:45)

Okay, we have a first and a second. On that motion, Council Member Diaz?

[Speaker 2] (3:35:45 - 3:35:46)

Yes.

[Speaker 18] (3:35:46 - 3:35:53)

Aniya? Yes. Tillman?

Aye. Vice Mayor Wan? Aye.

Mayor Trupiano? Aye. Thank you.

You have five ayes. Thank you.

[Speaker 2] (3:35:54 - 3:36:05)

And we're now, oh look at you're packed up already. You're ready to go. I know it's 20 after 10.

Item number 11, adjournment at 10 18 p.m. Thank you all for coming out tonight.