

**CITY OF CITRUS HEIGHTS
CITY COUNCIL
MINUTES
Special / Regular Meeting of Thursday, September 28, 2023
City Hall Council Chambers
6360 Fountain Square Drive, Citrus Heights, CA**

CALL SPECIAL MEETING TO ORDER

The special meeting was called to order at 5:30 p.m. by Mayor Schaefer.

1. Roll Call: Council Members present: Karpinski-Costa, Lopez-Taff, Middleton, Daniels, Schaefer
Council Members absent: None
Staff present at the roll call: Feeney, Jones and Van

PUBLIC COMMENT

None

CLOSED SESSION

2. CONFERENCE WITH REAL PROPERTY NEGOTIATORS
Pursuant to Government Code Section 54956.8
Property: APN 243243-0031-006-000 (6448 Sylvan Road) and APN 243-0031-872-2657 (7500 Coronado Lane)
Agency negotiator: Ashley Feeney, City Manager and Ryan Jones, City Attorney
Negotiating parties: Robert Coronado
Under negotiation: Price, terms of payment, or both

The City Council, City Manager and City Attorney participated in the closed session.

REPORT OUT OF CLOSED SESSION

There was no reportable action from closed session.

ADJOURNMENT

Mayor Schaefer adjourned the special meeting at 5:45 p.m.

CALL REGULAR MEETING TO ORDER

The regular meeting was called to order at 6:00 p.m. by Mayor Schaefer.

1. The Flag Salute was led by Vice Mayor Daniels.
2. Roll Call: Council Members present: Karpinski-Costa, Middleton, Daniels, Schaefer
Council Members absent: Lopez-Taff
Staff present: Blomquist, Duhe, Feeney, Huber, Jones, Riddle, Van and department directors.

3. The video statement was read by Acting City Clerk Duhe.

APPROVAL OF AGENDA

ACTION: On a motion by Council Member Karpinski-Costa, seconded by Vice Mayor Daniels, the City Council approved the agenda.

AYES: Karpinski-Costa, Middleton, Daniels, Schaefer
 NOES: None
 ABSENT: Lopez-Taff

PUBLIC COMMENT

None

PRESENTATIONS

4. Proclamation of the City of Citrus Heights Proclaiming September 28, 2023 to October 4, 2023 as "Good Neighbor Week"

Council Member Karpinski-Costa read and presented the proclamation to Residents Empowerment Association of Citrus Heights (REACH) President Natalee Price.

Public Comment

Kathy Morris spoke on behalf of Neighborhood Area 7,8 & 9 (CHASEN) President Bill Shirley and stated the neighborhood association supports REACH and Good Neighbor Week.

5. Proclamation of the City of Citrus Heights Honoring Leatherby's as a Community Partner of Distinction

Mayor Schaefer read and presented the proclamation to Citrus Heights Leatherby's Family Creamery, Leslie Ray and Dave Leatherby, Jr.

COMMENTS BY COUNCIL MEMBERS AND REGIONAL BOARD UPDATES

Council Member Middleton attended the League of California Cities Annual Conference and is currently serving as President of the African-American Caucus. She offered condolences on the passing of Region 3 Representative to the Sacramento Valley Board, Council Member Valerie Klinefelter from the City of Plymouth.

Council Member Karpinski-Costa attended the Leatherby's Sock Hop event with her fellow council members. She attended the See's Candy opening event. She received an update on Sunrise Mall. She provided a report from the Sacramento-Yolo Mosquito & Vector Control District meeting. She attended the League of California Cities Annual Conference. She attended Sunday Funday. She attended the SOAR Neighbor Area meeting. She provided a report from the Sacramento Area Sewer District meeting. She announced Good Neighbor Week. She announced the Blessing of Animals event on September 30 at Ascension Lutheran Church.

Vice Mayor Daniels attended the Leatherby's Sock Hop event. He provided a report from the Capitol Corridor Joint Powers Authority meeting. He attended the Tile Liquidators grand opening. He attended Sunday Funday.

He provided a report from the Sacramento Regional Transit Board meeting and announced free rides on October 7. He attended the 14th Annual Tribute to Fallen Soldiers event. He attended the Sacramento Metropolitan Air Quality Management District . He announced the Citrus Heights Chamber Luncheon on October 10.

Mayor Schaefer provided a report from the Sacramento Area Council of Governments meeting. He attended Sunday Funday.

CONSENT CALENDAR

6. **SUBJECT:** Approval of Minutes
RECOMMENDATION: Approve the Minutes of the Meeting of September 14, 2023
7. **SUBJECT:** Update to City Council Ad Hoc Subcommittees
STAFF REPORT: A. Van
RECOMMENDATION: Receive and file this report with the recommended change to move the Community Block Development Grant subject matter area and Community Support Grants for nonprofits to the functional area of the Quality of Life ad hoc subcommittee

ACTION: On a motion by Vice Mayor Daniels, seconded by Council Member Middleton, the City Council adopted Consent Calendar Items 6 and 7.

AYES: Karpinski-Costa, Middleton, Daniels, Schaefer
 NOES: None
 ABSENT: Lopez-Taff

REGULAR CALENDAR

8. **SUBJECT:** Final Acceptance and Notice of Completion
- a. 2022 Residential Street Resurfacing Project – City PN 15-21-010
 - b. 2021 Greenback Lane Complete Streets Improvements Project – City PN 45-20-002
- STAFF REPORT:** R. Cave / L. Blomquist
RECOMMENDATION:
- a. Adopt Resolution No. 2023-086 a Resolution of the City Council of the City of Citrus Heights, California, Accepting the 2022 Residential Street Resurfacing Project as Complete and Authorizing the City Engineer to Record a Notice of Completion and Release the Contract Retention
 - b. Adopt Resolution No. 2023-087 a Resolution of the City Council of the City of Citrus Heights, California, Accepting the 2021 Greenback Lane Complete Streets Improvements Project as Complete and Authorizing the City Engineer to Record a Notice of Completion and Release the Contract Retention

City Engineer Blomquist presented an overview on two recently completed resurfacing projects. The Residential Street Resurfacing Project commenced in August 2022. The final cost of the project was just over \$2.9 million and came in under budget by \$75,000. The project included resurfacing 20 streets, ADA curb ramps, sidewalk replacement, curb and gutter replacement, and storm drain replacement. The project also included traffic safety enhancements on Wachtel Way and Verner Avenue. The Greenback Lane Complete Streets project commenced in March 2022. The final cost of the project was just under \$2.9 million and came

in under budget by approximately \$188,000. Sacramento County will be contributing over \$500,000 for their share of improvements on Fair Oaks Boulevard which is shared with the City and County. The project included resurfacing Greenback Lane between Sunrise Boulevard and Fair Oaks Boulevard. The project included ADA complaint curb ramps and storm drain upgrades. The project also included bicycle and pedestrian safety upgrades and traffic signal upgrades at the intersection of Greenback Lane and Fair Oaks Boulevard.

City Council comments and questions followed.

ACTION: On a motion by Council Member Karpinski-Costa, seconded by Vice Mayor Daniels, the City Council adopted Resolution No. 2023-086 a Resolution of the City Council of the City of Citrus Heights, California, Accepting the 2022 Residential Street Resurfacing Project as Complete and Authorizing the City Engineer to Record a Notice of Completion and Release the Contract Retention.

AYES: Karpinski-Costa, Middleton, Daniels, Schaefer
 NOES: None
 ABSENT: Lopez-Taff

ACTION: On a motion by Vice Mayor Daniels, seconded by Council Member Karpinski-Costa the City Council adopted Resolution No. 2023-087 a Resolution of the City Council of the City of Citrus Heights, California, Accepting the 2021 Greenback Lane Complete Streets Improvements Project as Complete and Authorizing the City Engineer to Record a Notice of Completion and Release the Contract Retention.

AYES: Karpinski-Costa, Middleton, Daniels, Schaefer
 NOES: None
 ABSENT: Lopez-Taff

9. **SUBJECT:** Resolutions Adopting the Memorandums of Understanding for the Citrus Heights Police Officers Association and the Citrus Heights Police Employees Association; Amended Salary Table with Cost of Living Adjustments and Select Market Equity Adjustments; Amendments to the Employer Contribution Level for Employee Health Benefits; and Unrepresented Safety and CHPOA Employee Cost-Sharing

STAFF REPORT: S. Talwar / M. Dippert

RECOMMENDATION:

- a. Adopt Resolution No. 2023-088 a Resolution of the City Council of the City of Citrus Heights, California, Adopting the Memorandum of Understanding for the Citrus Heights Police Officers Association
- b. Adopt Resolution No. 2023-089 a Resolution of the City Council of the City of Citrus Heights, California, Adopting the Memorandum of Understanding for the Citrus Heights Police Employees Association
- c. Adopt Resolution No. 2023-090 a Resolution of the City Council of the City of Citrus Heights, California, Adopting an Amended Salary Table with Cost of Living Adjustments and Select Market Equity Adjustments
- d. Adopt Resolution No. 2023-091 a Resolution of the City Council of the City of Citrus Heights, California, Adopting the Amendments to the Employer Contribution Level for Employee Health Benefits
- e. Adopt Resolution No. 2023-092 a Resolution of the City Council of the City of Citrus Heights, California, Adopting Unrepresented Safety Employee Cost-Sharing

City Manager Feeney introduced the item and explained the City's policy is to do a compensation study at least every five years and the last study was done in 2017. The study confirmed the City had fallen behind other regional agencies relative to total compensation. Over the last year and a half the City has experienced challenges with retention and recruitment. He stated it is important for the City to remain relevant in marketplace, there are significant costs associated with recruiting and training employees to fill vacancies. Historically, the City has strived to be at the midpoint in the marketplace relative to comparable agencies. The recommendations being presented looked at the long range budget forecasting model and maintaining healthy General Fund reserves while also addressing compensation.

Human Resources Manager Dippert presented an overview of the total compensation study. Total compensation includes base salary, benefits, retirement, education incentives, or any other items offered by the City to an employee. She explained that the City's survey approach and parameters included identifying the labor market and comparable cities, comparing the job duties of the identified benchmark classifications, reviewing current compensation including benefits to determine if Citrus Heights was at median or below median.

Administrative Services Director Talwar provided an overview of three recommended compensation adjustments. Staff is recommending an increase to all benefited classification medical contribution rates. There are 17 benchmark classifications that need market equity adjustments. Lastly, staff recommends a 3% Cost of Living Adjustment, which was budgeted for and included in the financial forecast.

Labor Relations consultant Patrick Clark provided an overview of the proposed Memorandum of Understanding (MOU) with the Citrus Heights Police Officers Association (CHPOA) and the Citrus Heights Police Employees Association (CHPEA). The contract terms are from October 1, 2023 through June 30, 2026. For the first year, compensation includes a 3% cost of living adjustment, market equity adjustments for select benchmark classifications, and medical contribution adjustments. He provided an explanation of additional items contained in the MOU with the CHPOA relating to retirement benefits, specialty assignment pays and leave time. He also provided an explanation of additional items contained in the MOU with the CHPEA relating to holiday / leave time and work schedules.

Human Resources Manager Dippert stated this item is a recommendation to approve a 3% cost of living adjustment to the top of the salary range for the Executive Management classifications of Administrative Services Director, Chief of Police, Community Development Director, Economic Development and Community Engagement Director and General Services Director. In addition, the Chief of Police agrees to pay an additional 1% for a total of 4% toward the employer contribution for retirement under Government Code Section 20516 until such time as the contract with California Public Employees Retirement System (CalPERS) for unrepresented safety members can be amended to allow payment of an additional 1% for a total of 4% toward the Employer Contribution pursuant to Government Code Section 20516. These changes will become effective October 8, 2023. She noted this is not an increase to executive staff salary.

Administrative Services Director Talwar reviewed the fiscal impact of the recommended adjustments. The City is maintaining reserves above the City Council minimum reserve policy and City Manager recommendation. There is no budget adjustment requested for Fiscal Year 2023/2024 to implement the compensation adjustments and MOUs. In Fiscal Year 2024/2025 staff anticipates a budget adjustment of approximately \$2.2 million.

Public Comment

Michael Lagomarsino addressed the Council urging the Council to approve the recommendation for the increase. He expressed the Police Department's Records Department has lost employees due to better pay in other locations.

City Council comments and questions followed.

ACTION: On a motion by Vice Mayor Daniels, seconded by Council Member Middleton, the City Council adopted Resolution No. 2023-088 a Resolution of the City Council of the City of Citrus Heights, California, Adopting the Memorandum of Understanding for the Citrus Heights Police Officers Association.

AYES: Karpinski-Costa, Middleton, Daniels, Schaefer
NOES: None
ABSENT: Lopez-Taff

ACTION: On a motion by Council Member Middleton, seconded by Council Member Karpinski-Costa, the City Council adopted Resolution No. 2023-089 a Resolution of the City Council of the City of Citrus Heights, California, Adopting the Memorandum of Understanding for the Citrus Heights Police Employees Association.

AYES: Karpinski-Costa, Middleton, Daniels, Schaefer
NOES: None
ABSENT: Lopez-Taff

ACTION: On a motion by Council Member Karpinski-Costa, seconded by Vice Mayor Daniels, the City Council adopted Resolution No. 2023-090 a Resolution of the City Council of the City of Citrus Heights, California, Adopting an Amended Salary Table with Cost of Living Adjustments and Select Market Equity Adjustments.

AYES: Karpinski-Costa, Middleton, Daniels, Schaefer
NOES: None
ABSENT: Lopez-Taff

ACTION: On a motion by Vice Mayor Daniels, seconded by Council Member Karpinski-Costa, the City Council adopted Resolution No. 2023-091 a Resolution of the City Council of the City of Citrus Heights, California, Adopting the Amendments to the Employer Contribution Level for Employee Health Benefits.

AYES: Karpinski-Costa, Middleton, Daniels, Schaefer
NOES: None
ABSENT: Lopez-Taff

ACTION: On a motion by Council Member Middleton, seconded by Vice Mayor Daniels, the City Council adopted Resolution No. 2023-092 a Resolution of the City Council of the City of Citrus Heights, California, Adopting Unrepresented Safety Employee Cost-Sharing.

AYES: Karpinski-Costa, Middleton, Daniels, Schaefer
NOES: None
ABSENT: Lopez-Taff

Mayor Schaefer read the following written comment submitted by Council Member Lopez-Taff, "I am unable to attend the meeting due to illness. However, I did want to share with my Council colleagues that though I would need to hear all the testimony and deliberations involved with the public hearing to inform my ultimate decision, based upon the information laid out in the staff report and past discussions related to labor issues, I would be inclined to support approval of this item."

DEPARTMENT REPORTS

10. **SUBJECT:** City Scoop Summer Event Series Recap
DEPARTMENT: Economic Development and Community Engagement

Economic Development and Community Engagement Director Huber presented on the City Scoop series. The pilot project goals were to launch the Community Engagement Department, gather community members for fun, bring awareness to Neighborhood Areas, promote the Community Block Party Trailer, and share information on the Citrus Heights Cares Campaign. There were three events across the city. Ice Cream was provided by community partner Leatherby's. The Police Activities League brought children activities to keep them engaged.

City Council comments followed.

CITY MANAGER ITEMS

City Manager Feeney announced the upcoming Special Election on November 7 in which City Hall will have a Vote-by-Mail ballot dropbox outside. He announced the retirement of Sacramento County Executive, Anne Edwards. He announced Economic Development and Community Engagement Director, Meghan Huber received a 40 Under 40 Award from the Sacramento Business Journal. He announced upcoming events in the community. The Mesa Verde Stadium Ribbon Cutting and Homecoming game is October 13. The Fall Volunteer Event at City Hall is October 14. The Citrus Heights ArtBeat Festival is October 14. The State of the City address will be held on October 19 at 6:30 p.m. at City Hall. The Chamber will hold a ticketed reception October 19 at 5:00 p.m. The Citrus Heights Community Marching Band Howl-o-Ween Parade is October 21.

Council Member Karpinski-Costa announced Sacramento County is hosting a free Flu Shot Clinic on October 17 from 10 a.m. to 3 p.m. at the Citrus Heights Community Center.

ITEMS REQUESTED BY COUNCIL MEMBERS/ FUTURE AGENDA ITEMS

None

ADJOURNMENT

Mayor Schaefer adjourned the regular meeting at 7:43 p.m.

Respectfully submitted,


Rachel Duhe, Acting City Clerk