

Jeff Gee, Mayor
Lissette Espinoza-Garnica, Vice Mayor
Alicia C. Aguirre, Council Member
Kaia Eakin, Council Member
Diane Howard, Council Member
Elmer Martinez Saballos, Council Member
Chris Sturken, Council Member



MEETING LOCATION
NOTE CHANGE IN LOCATION
Monterra Credit Union
Conference Room
350 Convention Way
Redwood City, CA 94063
www.redwoodcity.org

Virtual via Zoom
(to observe the meeting only):
redwoodcity.zoom.us
Meeting ID: **994 8182 5639**

CITY COUNCIL SPECIAL MEETING AGENDA

Saturday, February 3, 2024

9:00 AM

Please turn off all electronic devices before the start of the meeting to prevent disruptions

PURSUANT TO THE RALPH M. BROWN ACT, THIS MEETING WILL BE HELD IN PERSON. To maximize transparency and public access, while the primary meeting takes place at the Redwood City meeting location, members of the public may attend in person at the Redwood City meeting location, or observe the remotely as provided below.

OBSERVE THE MEETING REMOTELY: To observe the meeting via Zoom, visit redwoodcity.zoom.us, select "Join" and enter **Meeting ID 994 8182 5639**.

PUBLIC COMMENT: *All public comments are subject to a 2-minute time limit unless otherwise determined by the Mayor, in accordance with the City Council's Guide to Communications & Business, available [here](#).*

Public comment is accepted **in person** at the physical meeting location, **or via email to publiccomment@redwoodcity.org**. If submitting comments by email, please indicate the corresponding agenda item number in the subject line. Emailed comments within the City's subject matter jurisdiction received by 8:00 a.m. on the the meeting date may be read into the record during the meeting at the Mayor's discretion and in any event will be made part of the final meeting record.

AGENDA MATERIALS:

City Council agenda materials, released less than 72 hours prior to the meeting, are available to the public at the City Clerk's Office, 1017 Middlefield Road and Redwood City Library, 1044 Middlefield Road, Redwood City, CA 94063, in a public binder at each City Council meeting, and on the City's website at www.redwoodcity.org.

AMERICANS WITH DISABILITIES ACT:

The City Council will provide materials in appropriate alternative formats to comply with *the Americans with Disabilities Act*. Please send a written request to Yessika Castro, City Clerk, at 1017 Middlefield Road, Redwood City, CA 94063 or e-mail address ycaastro@redwoodcity.org including your name, address, phone number and brief description of the requested materials and preferred alternative format or auxiliary aid or service at least 24 hours before the meeting.

1. **CALL TO ORDER**
2. **ROLL CALL**
3. **PLEDGE OF ALLEGIANCE - Led by Council Member Aguirre**
4. **PUBLIC COMMENT**
All public comment will be taken at this time on the items on the agenda, and items not on the agenda
5. **STRATEGIC PLANNING AND CITY COUNCIL PRIORITIES**
 - 5.A. **Review Background Materials for February 3, 2024 City Council Offsite Meeting and Discuss City Council Priorities**

Recommendation:
At the City Council’s February 3, 2024 meeting the City Council will discuss the Council’s goals and priorities for the coming year. This report provides background materials on the City Council’s current priorities and the activities currently underway to advance those priorities. Additionally, staff have developed a preliminary updated 10-year General Fund forecast, and will briefly present this at the meeting.

CEQA:
This is not a project under California Environmental Quality Act (CEQA)
6. **PLANNING FOR MARCH 18, 2024 STATE OF THE CITY ADDRESS**
7. **ADJOURNMENT - The next City Council meeting is scheduled for February 12, 2024**



STAFF REPORT

To the Honorable Mayor and City Council
From the City Manager

DATE: February 3, 2024

SUBJECT

Review Background Materials for February 3, 2024 City Council Offsite Meeting and Discuss City Council Priorities

RECOMMENDATION

Receive background materials for February 3, 2024 City Council Offsite Meeting

STRATEGIC PLAN GUIDING PRINCIPLE

Excellence in Government Operations

BACKGROUND

At the City Council's February 3, 2024 meeting the City Council will discuss the Council's goals and priorities for the coming year. This report provides background materials on the City Council's current priorities and the activities currently underway to advance those priorities. Additionally, staff have developed a preliminary updated 10-year General Fund forecast, and will briefly present this at the meeting.

ANALYSIS

Activities to Advance City Council's Strategic Plan and Priorities

The City Council's adopted Strategic Plan identifies three top priorities, Housing, Transportation, and Children and Youth, seven Guiding Principles, and a Foundational Guiding Principle of Equity. The Strategic Plan guides the allocation of City resources, including staff time, and informs service delivery. A comprehensive list of City goals to support the Strategic Plan for FY 2023-24 is available [here](#), and activities

to advance each of the top priorities are described in “one pagers” available [here](#) and in Attachments A - D.

Updated 10 Year General Fund Forecast; Stabilizing City Revenue

Staff are currently updating the 10 Year General Fund Forecast for consideration at the February 26, 2024 City Council meeting. As discussed during budget-related reports in the last several years, the City faces an ongoing operating deficit due to the combination of revenue losses during the pandemic and slow economic recovery, juxtaposed against rising costs due to inflation and employee benefits.

To increase revenues, the City has a multi-pronged strategy, including updating user fees and impact fees, implementing economic development initiatives, exploring lease revenues, and seeking grants. The City Council also has asked staff to assess the feasibility of modernizing the City’s business license tax and/or implementing a property transfer tax at a rate similar to other charter cities in our region. Either of these changes would require voter support, potentially in the November 2024 election.

If additional funding is not obtained, the City will have to reduce services in order to align expenditures with revenues.

Stabilizing City Staffing

At the same time that we secure necessary revenues, we also must continue to attract and retain competent staff to provide high-quality services. This is more challenging than ever. Numerous reports have documented the national public sector talent crisis; two examples are linked below.

[State and Local Workforce: 2023 Survey Findings](#)

“Regardless of governments’ desire to hire, vacancies for many key occupations remain hard to fill (see Figure 8). Staffing shortages are most commonly reported to impact public safety, public health, engineering and skilled trades, but also areas like business and financial operations (46%).”

[Overcoming Worker Shortages in Public Sector Amidst Growing Demand](#)

“While the private sector has more than made up the jobs it lost immediately after the advent of the pandemic, the public sector is still struggling. Since February 2020, the private sector recovered all its job losses, and filled nearly 900,000 new jobs, while the public sector is still at a net loss of 650,000 positions during that same timeframe.

Across the country, local governments are dealing with varying degrees of workforce shortages.”

Most City employees are represented by employee organizations, and over the course of 2024, the City will meet and confer with these organizations to update Memoranda of Understanding (MOUs) which document compensation for represented employees. Current MOUs expire on the following dates, and the City will commit significant time over the course of the year to negotiate new agreements.

5.A. - Page 3 of 13

IAFF Local 2400 MOU expires June 30, 2024
 Police Supervisors Association MOU expires August 25, 2024
 Police Officers Association MOU expires August 25, 2024
 Redwood City Management Employees Association MOU expires September 30, 2024
 Chief Officers Association MOU expires September 30, 2024
 Service Employees International Union Local 521 MOU expires January 31, 2025

Establishing new agreements will support the City’s ability to attract and retain employees, and continue to provide excellent services.

Additionally, as we reimagine City services, we must plan for future staffing needs. Over the last several years the City has commissioned several studies to assess current services against best practices and spark innovation to meet continuously-evolving community needs. These studies have regularly pointed to the City’s very lean organizational structure, and typically recommend additional staffing.

To consider staffing levels across the organization rather than by department, staff gathered information from three mid-Peninsula cities with which we are regularly compared: San Mateo to the north, and Palo Alto and Mountain View to the south. After omitting some functions unique to a given community (such as Palo Alto’s electric utility, or the Redwood City Fire staff assigned to San Carlos) we see that Redwood City’s staffing levels for core City services are significantly lower than all of the comparison cities, with just 583 budgeted positions compared to 627 – 746 budgeted positions in the other communities.

	San Mateo	Palo Alto	Mountain View	Redwood City
City Attorney’s Office	5	10.5	11	7
Community Development / Housing	55	76.85	64	59.33
City Clerk’s Office	4	5	5	4
City Manager’s Office	7	13	19	11.5
Community Services/Parks and Recreation	61.5	70.17	96.25	72.71
City Council	5	7	7	7
Finance, Administrative Services, Information Technology	33	76.37	63	38.35
Fire/Emergency Medical Services	98	109.85	89	82.01
Human Resources	11	18.75	11	13.5
Library Services	33.51	49	32.25	36.4
Police	161	139.13	143.5	130
Public Works	153	170.12	147	121.05
Total	627.01	745.74	688	582.85

Another way to view this data is by population served by each employee, organized here by most to least:

San Mateo:	161 residents served per employee
Redwood City:	138 residents served per employee
Mountain View:	118 residents served per employee
Palo Alto:	89 residents served per employee

Conclusion

The City Council will consider priorities for the year at the February 3, 2024 meeting. Following prior City Council direction, staff are focused on implementing the City’s Strategic Plan and providing essential services to meet community needs. Two major themes for the year will be to stabilize City revenues and stabilize the City’s workforce.

FISCAL IMPACT

This report provides background information; no recommendation is being made at this time so no fiscal analysis has been conducted.

ENVIRONMENTAL REVIEW

This report provides background information; no recommendation is being made at this time so no environmental review has been conducted.

PUBLIC NOTICE

Public notification was achieved by posting the agenda, with the agenda items being listed, at least 72 hours prior to the meeting.

ALTERNATIVES

N/A

ATTACHMENTS

- Attachment A – FY 2023-24 Housing Initiatives
- Attachment B – FY 2023-24 Transportation Initiatives
- Attachment C – FY 2023-24 Children and Youth Initiatives
- Attachment D – FY 2023-24 Equity Initiatives

LINKS

[FY 2023-24 Budget in Brief](#)

[FY 2023-24 Adopted Budget](#)

REPORT PREPARED BY:

Melissa Stevenson Diaz, City Manager
mdiaz@redwoodcity.org
(650) 780-7301

APPROVED BY:

Melissa Stevenson Diaz, City Manager

HOUSING AND HOMELESSNESS INITIATIVES



Meet our unique community housing needs for people at all income levels

GOALS

PRESERVE...
 existing affordable housing



PROTECT...
 housing options for low and middle income residents



PRODUCE...
 housing to meet Regional Housing Needs Allocation (RHNA) goals for moderate, low and very low income residents



PARTNER...
 on housing opportunities for unique populations

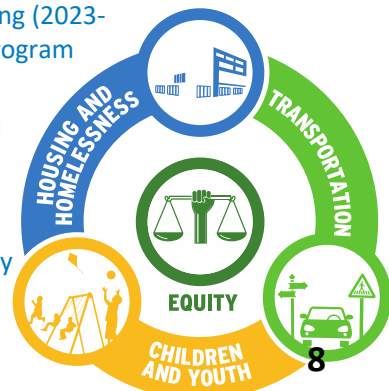


STAFF AND RESOURCE INTENSIVE PROJECTS - HOUSING

(Blue = Mandated programs)

- Implement the Anti-Displacement Strategy that will include strategies to preserve unsubsidized affordable housing units and mobile home parks as well as amendments to the City's existing tenant protection ordinances (www.redwoodcity.org/ADS)
- **Oversee the City's below market rate (BMR) housing portfolio of over 1,300 units including compliance monitoring, updating the BMR monitoring fees and developing BMR program guidelines**
- Continue to oversee and manage the City's COVID-19 Emergency Rental Assistance Program
- Complete the Housing Element update for 2023-2031 including the completion of the environmental review and rezoning
- Process the sales of the 20 affordable ownership units at 612 Jefferson (Habitat for Humanity)
- Comply with CDBG/HOME annual reporting requirements

- Partner with the County (including providing HOME funding) to convert the hotel at 1818 El Camino Real into permanent support housing for people experiencing homelessness or at-risk of homelessness
- **Implement the Affordable Housing Ordinance - over 800 proposed affordable housing units across 16 projects (e.g. Sequoia Station, Gatekeeper projects, 1125 Arguello, 1330 El Camino Real, etc.)**
- Develop a funding application process to allocate the City's housing funds to affordable housing projects
- Prepare the Five-Year Consolidated Plan and Assessment of Fair Housing (2023-2027) for the CDBG/HOME Program
- Administer the CDBG, HOME and Human Services Financial Assistance (HSFA) grant programs including oversight of the CDBG-funded Hoover Park and Fair Oaks Community Center improvement projects





HOUSING AND HOMELESSNESS INITIATIVES

(Blue = Mandated programs)

PRESERVATION

- Administer the HOME Investment Partnerships (HOME) program which provides funds for affordable housing preservation and production
- Oversee the Community Development Block Grant (CDBG) minor home repair and accessibility modification programs for low income homeowners and renters
- Develop a strategy to preserve the five affordable housing projects (239 units) that have expiring affordability covenants in the next 10 years (2022-2032)

PARTNERSHIP

- Provide operating support to in-home child care providers impacted by COVID-19 in collaboration with the Child Care Coordinating Council (4Cs) of San Mateo County (CDBG funded)

PRODUCTION

- Negotiate, complete, and enforce affordability restrictions and funding agreements for over 450 affordable housing units that are either under construction or approved
- Administer the HOME Investment Partnerships (HOME) program which provides funds for affordable housing preservation and production
- Provide free, pre-approved ADU plans in collaboration with Housing Endowment & Regional Trust (HEART) of San Mateo County
- Implement the updated the ADU Ordinance

FOUNDATIONAL

- Update the CDBG/HOME policies and procedures
- Update the City's affordable housing policies and procedures
- Actively participate in housing legislation advocacy
- Implement the Short-Term Rental Ordinance

STAFF AND RESOURCE INTENSIVE PROJECTS – HOMELESSNESS INITIATIVES

- Implement the Homelessness Initiatives Work Plan to address the impacts of homelessness and achieve functional zero homelessness
- Continue Fair Oaks Community Center programs and services for homeless and at-risk of homelessness residents
- Continue to implement the Temporary RV Safe Parking Program and transition program participants to permanent housing options
- Implement the "Resolving Encampments through Effective Engagement" Pilot Program
- Administer \$1.8 million in State Encampment Resolution Funding
- Oversee expansion and coordination of homeless outreach provided by community partners
- Develop and implement a Coordinated, Inter-Agency Redwood City Homeless Outreach Strategy

HOMELESSNESS WORKPLAN

- Continue to oversee Downtown Streets Team Program as a pathway to employment and housing and expand encampment waste services
- Continue to implement the Permanent Local Housing Allocation (PLHA)-funded rapid rehousing program for the RV Safe Parking participants
- Continue to coordinate with CalTrans regarding encampments on CalTrans property
- Develop a homeless hotline
- Develop and implement "on demand" and "Redwood City Preference" options for unsheltered homeless individuals within the existing Coordinated Entry System (CES)
- Support development of Navigation Center in Redwood City including five "on demand" beds to serve Redwood City unsheltered residents
- Partner with the County to leverage federal and state homelessness funding



CITY COUNCIL STRATEGIC PRIORITIES FY 2023-24

TRANSPORTATION INITIATIVES



Create and maintain a multimodal, safe and accessible transportation network

GOALS

BICYCLE/PEDESTRIAN SAFETY AND VISION ZERO

Implement the adopted Vision Zero Action Plan's recommended strategies to eliminate fatalities and serious injuries from traffic collisions.



SUSTAINABILITY-ZERO EMISSION TRIPS

Create and implement programs, policies, and infrastructure to support zero emission trips.



REGIONAL MOBILITY

Ensure Redwood City is considered in all strategic regional transportation initiatives.

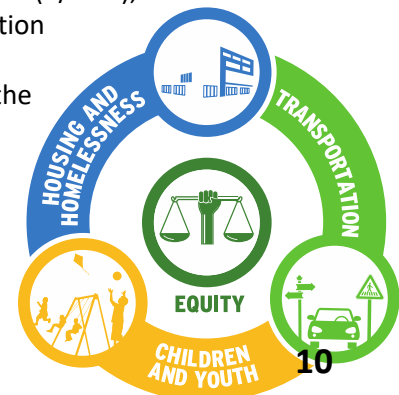


FY 2023-24 SMARTIE GOALS

- Complete construction of the Roosevelt Avenue Quick-Build Project by June 2024.
- Implement funding plan and continue development of 101/84 Interchange Improvement Project; secure \$184M in grant funding for the 101/84 Interchange Improvement Project by December 2024.
- Develop the scope, schedule and budget to complete a project study report and the environmental phase of the Rail Grade Separation and Transit Center project by December 2023.
- After adoption of the DTPP amendments and certification of the environmental review, begin planning entitlements for Gatekeeper projects. Complete review and entitlement of all Gatekeeper applications that are deemed complete within one year of completeness.

BICYCLE/PEDESTRIAN SAFETY

- Plan, coordinate and implement bicycle and pedestrian safety improvements on El Camino Real.
- Collaborate with Caltrans to implement bicycle and pedestrian safety improvements on Woodside Road (State Route 84) as part of the planned roadway pavement project.
- Implement the Vision Zero Task Force's 3-year workplan.
- Collaborate with Caltrain, SamTrans, City/County Association of Governments (C/CAG), and the San Mateo County Transportation Authority (SMCTA) to advance development of the Rail Grade Separation and Transit Center Project.





TRANSPORTATION INITIATIVES

BICYCLE/PEDESTRIAN SAFETY (cont.)

- Participate in the Countywide Saturation Traffic Enforcement Program (STEP), teaming with allied law enforcement agencies to target aggressive driving behaviors in Redwood City and the surrounding areas
- Combine staff and funding resources from the Engineering Division and Police Department for traffic safety public education and activities on Vision Zero corridors
- Support Safe Routes to School initiatives such as “bike buses” and “walking school buses” that promote safer active commutes to school.
- Apply for grant funding for high-priority safety projects identified in Redwood City Walk Bike Thrive.
- Complete the design phase for the Access to Downtown Bikeway Corridors (Vera Avenue and Broadway) project.
- Build the Redwood Avenue Sidewalk, Curb and Gutter, and Paving projects.
- Advance implementation of the ADA Transition Plan with another curb ramp project.
- Collaborate with the County of San Mateo to initiate the design of the Bay Road Complete Street Project.
- Evaluate the Broadway Pedestrian Mall Pilot study and develop recommendations for the City Council to consider.
- Coordinate with Planning Division on development projects’ off-site bicycle and pedestrian improvements.
- Build the Roosevelt Avenue Quick-Build Traffic Calming Project and advance the design and environmental phases for the permanent project.

SUSTAINABILITY – ZERO EMISSIONS

- Complete fee study and adopt the Transportation Demand Management fee to support Program
- Complete a feasibility study for a Transportation Management Association
- Update Transportation Impact Fee Program to reflect transition from Level of Service (LOS) to Vehicle Miles Traveled (VMT) and expand VMT-reducing projects
- Develop and adopt bicycle parking guidelines.

REGIONAL MOBILITY

- Ensure Redwood City is considered in all strategic regional transportation initiatives
- Advocate for additional funding for City priorities in federal infrastructure bills
- Collaborate with the Managers Mobility Partnership to advance the planning, design, and construction of the Peninsula Bikeway on El Camino Real from Mountain View to Redwood City
- City Council and staff participation on multijurisdictional state and regional boards and committees:
 - C/CAG - including Congestion Management & Environmental Quality, Resource Management-Climate Protection, and Airport-Land Use Committee, Shared Micromobility Governance Working Group
 - Caltrain - City/County Staff Coordinating Group, Local Policy Makers Group
 - Caltrans - Walk & Bike Technical Advisory Committee
 - MTC - Dumbarton Forward Project, Bay Trail Gap Closure Implementation Plan Working Group
 - Commute.org – Board, Supervisory Committee
 - Managers Mobility Partnership
 - Safe Routes to School Task Force
 - Redwood City Ferry Terminal Project
 - SFO - Airport/Community Roundtable
 - San Mateo County Safe Routes to School Technical Advisory Committee
 - SamTrans Bus Stop Improvement Plan Technical Advisory Committee



CHILDREN AND YOUTH

INITIATIVES



Create opportunities for children and youth to grow, learn and play in safe and healthy environments.

GOALS

PRODUCTION
Increase the number and affordability of child care spaces



AMENITIES AND PROGRAMS
Increase opportunities for family entertainment, family-friendly businesses and youth activities



YOUTH ENGAGEMENT
Increase opportunities for youth to provide meaningful input



FY 2023-24 SMARTIE GOALS

- Begin implementation of the new 2023-25 Library Service Priorities to support the community aspirations of access, inclusion, health, and safety for all residents by June 2023.
- Complete construction drawings to build the new Downtown Park adjacent to the Downtown Library with an eye towards accessible youth amenities that both expand and complement amenities at the Library and go out to bid by Spring 2024.
- Addition of outdoor classroom adjacent to Jardin de Ninos Park project (1606 Middlefield): Final design completed and expect to go out to bid by January 2024.
- Initiate the PRCS Commission recommended “Complete Parks Indicators” project with the goals of providing all residents with easy access to a great park, close inequitable gaps in parks access and quality, and support health and health equity.
- Finalize the community engagement process and develop preferred design of the Hoover Park Master Plan project by December 2023 and launch the construction phase by June 2024.
- Offer 25% more youth and teen programs in Environmental Justice (EJ) neighborhoods through free mobile recreation, mentoring/career networking, and events by June 2024.





CHILDREN AND YOUTH INITIATIVES

AMENITIES AND PROGRAMS

- Deliver at least ten storytimes per week, including regular bilingual sessions, across all three library locations
- Provide Library events and activities for children and teens to support Science, Technology, Engineering, Arts, and Mathematics (STEAM) education in the new Makerspace, including the grant-funded Lego Robotics League.
- After distributing over 7000 “Empower Library Cards” to local students last year, ensure that new / transfer students also receive the cards on an ongoing basis.
- Update the Redwood Shores Branch Library Interpretive Center to incorporate new technology and subject matter, including sea level rise
- Support over 80 trained volunteer teen tutors in providing one-on-one tutoring to younger children through Project READ’s youth literacy programs
- Provide an equitable array of youth wellness and learning programs at 5 PRCS after school program sites, serving 400 students, that focuses on pandemic recovery issues like learning loss, mental health and food insecurity
- Provide at least 12 free summer mobile recreation programs at a minimum of 6 parks identified in underserved neighborhoods of the City
- Increase youth recreation activities by 20% in North Fair Oaks and Redwood Shores for greater youth access by Spring 2024
- Host a teen talk speaker series for at least 50 youth that focuses on: growth mindset, college and job preparation, financial education and more by Spring 2024
- Host a “Public Sector Career Speed Networking” event to give at least 40 high school students the opportunity to learn about careers in the public sector by Spring 2024

YOUTH ENGAGEMENT

- Provide a robust Library Summer Learning Challenge program to keep thousands of children and teens reading over the summer
- Continue Purposeful, Action, Creation and Engagement (PACE) program – creating jobs, weeknight/weekend and evening activities for youth and supporting bike rides
- Support the Youth Advisory Board to host the “Volun-teen Program” engaging at least 50 youth in the 2023-24 school year to provide volunteer services throughout the community
- Continue to provide opportunities for youth to express themselves and weigh in on important issues and projects within the City through the participation of a total of at least 30 youth/teens by serving on the Teen and Youth Advisory Boards
- Implement new focus areas for Library teen activities, including Library Takeover for Teens, mental health referral and drop-in services, and bicycle-oriented activities



CITY COUNCIL STRATEGIC PRIORITIES FY 2023-24

EQUITY

INITIATIVES



Redwood City will put equity first, urging a collective restart so that policies serve the entire community.

GOALS

EQUITY IS A PRIORITY

Establish equity as an operational priority



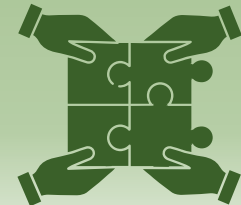
SUPPORT INCLUSION

Support inclusion, belonging, and equity-related professional development for staff



ENGAGE STAKEHOLDERS

Proactively engage, listen to, and adapt with community stakeholders



FY 2023-24 SMARTIE GOALS

As an expression of the City’s immediate investment in reimagining services, each department has made an equity commitment. These commitments operationalize and institutionalize the City’s focus on equity. These highlights are a subset of the departments’ broader efforts to advance equity. For Fiscal Year 2023-24, goals were identified through the City’s SMART – Specific, Measurable, Achievable, Relevant, Time-bound - goal setting process, with the addition of “I – Inclusion” and “E – Equity” for SMARTIE goals.

LANGUAGE ACCESS POLICY

At the City of Redwood City, we are dedicated to building a strong and inclusive community that serves the needs of all its residents. To achieve this, the City Manager’s Office is embarking on a vital mission: developing a Language Access Policy. By understanding the language needs of the community, we can create a comprehensive policy that improves and expands access to various programs and resources available throughout our city. Working through the Governance Sub-Committee, the recommended policy is expected to be presented to the City Council for consideration by June 2024. Learn more by visiting www.RedwoodCity.org/LanguageAccess.

LANGUAGE GAP ANALYSIS IN FIRE DEPT

The Fire Department is also conducting a language gap analysis between the community and the Fire Department workforce by January 2024, collecting data regarding all primary languages spoken during service calls. It’s expected that analysis of all the data collected will be shared by March 2024.





EQUITY FOUNDATIONAL GUIDING PRINCIPLE

As an expression of the City’s immediate investment in reimagining services, each department has made an equity commitment. These commitments operationalize and institutionalize the City’s focus on equity. These highlights are a subset of the departments’ broader efforts to advance equity.

STRATEGIC PRIORITY	FY 2023-24 SMARTIE GOAL
Aesthetics	Begin Central Redwood City planning process, developing consultant scope by December 2023 with a focus on inclusive outreach to get community feedback on uses, design standards, and the public realm.
Communication and Community Building	<ul style="list-style-type: none"> • Conduct a comprehensive review of the Library’s activities, services, and physical and online collections to facilitate more equitable access to Library resources for Spanish speaking community members. Begin implementation of new strategies for language access based on the results of the assessment by April 2024. • Develop a citywide language access policy by June 2024.
Community for All Ages	Initiate the PRCS Commission recommended “Complete Parks Indicators” project with the goals of providing all residents with easy access to a great park, close inequitable gaps in parks access and quality, and support health and health equity. This multiyear project will begin with creating key indicators (metrics) in the seven Elements developed by ChangeLab Solutions: Engage, Connect, Locate, Activate, Grow, Protect, and Fund. By June 2024, create at least three metrics in each of the seven Elements and begin data analysis to inform Department recommendations by June 2025.
Excellence in Government Operations	<ul style="list-style-type: none"> • In order to reduce the likelihood that bias will impact raters’ assessments of the applicants being interviewed in a recruitment process, expand implicit bias training to all raters serving on an interview panel that results in creating a hiring eligible list by January 2024. • Conduct one training for all Board, Commission, and Committee (BCC) members focused on statutory requirements, communication tools and strategies, aligning work with the City Council’s strategic priorities, equity, and developing and strengthening member leadership skills by August 2023. • Identify two new ways to broaden the pool of suppliers in purchasing bids over \$100,000 by March 2024.
Public Safety	<ul style="list-style-type: none"> • Partner with professional marketing agency specializing in law enforcement recruitment as part of internal recruiting with the goal of bringing vacancies in all job classifications consistently below 5%, while at the same time maintaining a diverse and high-quality workforce program, by October 2023. • Complete post-COVID community re-engagement plan with the return of the Spanish and English Language Community Police Academies, as well as the Youth Community Academy by June 2024. • Conduct a language gap analysis between the community and the Fire Department workforce by January 2024, collecting data regarding all primary languages spoken during service calls and if the Department was able to meet the language need, sharing analysis of all the data collected by March 2024.
Sustainability	Increase wet weather preparation outreach (in English/Spanish) prior to November 2023 by sending direct mailers to residents and business owners with property adjacent to natural creeks and in historically impacted low-lying areas to provide information regarding advance preparation tips and available resources.





**CITY COUNCIL
SPECIAL MEETING**

**February 3, 2024
9:00 AM**





1. CALL TO ORDER



2. ROLL CALL



3. PLEDGE OF ALLEGIANCE - Led by Council Member Aguirre

4. PUBLIC COMMENT

All public comment will be taken at this time on the items on the agenda, and items not on the agenda



IN-PERSON PUBLIC COMMENT

HOW TO PROVIDE LIVE PUBLIC COMMENTS IN-PERSON AT REDWOOD CITY COUNCIL MEETINGS

1 Meetings take place in the **Council Chambers at City Hall, 1017 Middlefield Road**



2 Seating capacity will be limited to maintain social distancing to protect health and safety



3 Masks will be strongly encouraged for all in-person attendees



4 Fill out a Speaker Card (please include Agenda Item # you wish to speak on)



5 Place the completed card in the tray in front of the City Clerk



6 Listen for the item you would like to comment on



7 Wait to be announced by your name and provide remarks at the podium



4. PUBLIC COMMENT

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***Public comments within the City's
subject matter jurisdiction received via email
by 8:00 a.m.***

5. STRATEGIC PLANNING AND CITY COUNCIL PRIORITIES



5.A. Review Background Materials for February 3, 2024 City Council Offsite Meeting and Discuss City Council Priorities

Recommendation:

At the City Council's February 3, 2024 meeting the City Council will discuss the Council's goals and priorities for the coming year. This report provides background materials on the City Council's current priorities and the activities currently underway to advance those priorities.

Additionally, staff have developed a preliminary updated 10-year General Fund forecast, and will briefly present this at the meeting.

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***Public comments within the City's
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by 8:00 a.m.***

6. PLANNING FOR MARCH 18, 2024 STATE OF THE CITY ADDRESS





7. ADJOURNMENT

The next City Council meeting is scheduled for February 12,
2024

CLK-Yessika Castro

From: Rona Gundrum <ronagundrum@yahoo.com>
Sent: Friday, February 2, 2024 12:46 PM
To: publiccomment
Subject: Feb 3, 2024 Agenda item # 4, Public Comment

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Good morning Mayor Gee and members of City Council

The new "State of California Sea Level Rise Guidance" report validates that sea level rise is the Bay Area's number one climate change threat, especially to underserved, disadvantaged communities.

As sea levels increase, what is known as today's "king tide" will be every month's "high tide".

The report also went into detail about how groundwater levels will rise along with sea levels, which can spread contaminants in the soil and threaten underground infrastructure.

Levees will keep the waves out, but they won't stop the groundwater from rising and conventional adaptation strategies to prevent flooding aren't going to be enough.

The state's most recent budget proposal includes almost \$3 billion in cuts to climate resilience, so it is imperative that Redwood City start saving to fund some of the critical work that needs to be done.

At last year's special meeting to discuss council's goals and priorities, I suggested that council consider adding Climate Resiliency as a fourth priority. I am doing so again today.

By adding this as a priority, the city can start looking at imposing climate mitigation fees on development projects throughout the city in the same way developers pay funds to address the city's priorities of housing, transportation and children & youth. These funds would be earmarked for climate resiliency projects i.e. levees and other adaptation strategies.

Now is a critical time for planning and to start generating funds and savings for the inevitable impacts of climate change and sea level rise.

Thank you for your consideration.

Rona Gundrum

35 year Redwood Shores resident

From: [Todd Freeman](#)
To: [publiccomment](#)
Subject: Comments for 2/5 city council meeting
Date: Sunday, February 4, 2024 5:46:16 PM

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City council:

I would like to register my disappointment with your decision to explore increased business license taxes and/or increased document transfer taxes for real estate sales on the November 2024 ballot.

I find it especially disgusting that you would use city funds to hire outside consultants to canvas the public to determine how best to SELL this package of tax INCREASES.

Actually, the sheer number of consultants being hired is embarrassing. It makes me seriously wonder what expertise is actually on staff.

Quite clearly most income sources are fungible and so to threaten the availability of what taxpayers find dear to them in order to finance that which they don't is frankly dishonest.

When the city can afford a "People's Budget" of \$1 million dollars and has the bandwidth for multiple DEI staff, and yet says it cannot afford a single additional police officer I can only suggest that the city's priorities are clearly in need of a checkup.

Perusing the annual report, may I suggest that were the city manager to price out a transition away from the gaping unfunded liability that is CalPERS, even amortized over the next 20 years, I would certainly entertain a tax increase as simply a down payment on long term financial solvency. What you are currently doing is simply trading water waiting for the next inevitable crisis for which you will NOT be prepared.

Last, I would encourage the city council to start using plain language in their dealings with it's residents, For example, revenue enhancements are "tax increases", affordable housing is "subsidized housing", and DEI will go down in history next to ESG and NFTs as probably one of the greatest misallocation of resources of all time.

[Todd Freeman](#)
[140 Elwood Street](#)
[Redwood City, CA 94062](#)



SPEAKER'S CARD

City of Redwood City

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Please fill out and submit to the City Clerk to speak to the City Council.
Providing your contact information below is optional, but if you do provide it, it is a public record.

DATE: 02/03/2024 PHONE NO 404 980 4549

NAME: KARVIN DASSANAYAKE

ADDRESS: 500 JEFFERSON AVE ZIP: 94063

EMAIL ADDRESS Karvin9@gmail.com

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AGENDA ITEM NO. _____ OR SUBJECT _____

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DATE: 2/3/2024 PHONE NO _____

NAME: Dylan Finch

ADDRESS: _____ ZIP: 94063

EMAIL ADDRESS RWC.ENJOYER@DKFMAIL.NET

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AGENDA ITEM NO. _____ OR SUBJECT Making

walking safer

ORGANIZATION REPRESENTED (if any): _____