

City Council Regular Meeting
Minutes of NOVEMBER 13, 2018 – APPROVED

City of Sebastopol City Council Regular Meeting
Minutes of
Meeting of November 13, 2018

As approved by the City Council at their meeting of December 4, 2018

The public is advised that pursuant to Government Code Section 54957.5 all writings submitted to the City Council are public records and will be made available for review.

Please note that minutes are not verbatim minutes and are meant to be the City's record of a summary of actions that took place at the meeting.

Notice: All resolutions and ordinances introduced and/or adopted under this agenda are waived of all reading of entire resolution(s) and ordinance(s).

The Sebastopol City Council welcomes you to its meetings that are generally scheduled for the 1st and 3rd Tuesday of every month. Your interest and participation are encouraged and appreciated.

SIMULTANEOUS MEETING COMPENSATION DISCLOSURE (Government Code § 54952.3): Members of the City Council receive no additional compensation as a result of convening a joint meeting of the City Council and Successor Agency to the Former Community Development Agency

SB 751 Legislative bodies of local agencies must publicly report: (1) any action taken and (2) the vote or abstention on each action taken by each member present for the action at a meeting.

A notice of the meeting was posted by the City Clerk on November 5, 2018.

5:30 pm **CLOSED SESSION – 7120 Bodega Avenue. City Hall Conference Room, 7120 Bodega Avenue, Sebastopol, CA**

CALL TO ORDER: Mayor Slayter called the meeting to order at 5:35 p.m.

ROLL CALL:

Present: Mayor Slayter
 Vice Mayor Hinton
 Councilmember Carnacchi
 Councilmember Glass (arrived: 5:43 pm)
 Councilmember Gurney

Absent: None

Staff: City Manager/City Attorney Larry McLaughlin
 Assistant City Manager/City Clerk Mary Gourley

Public Comment: (Prior to adjournment into Closed Session, the public may speak up to 3 minutes on items to be addressed in Closed Session). There were none.

1. Conference with Labor Negotiators
 (Government Code 54957.6)
 City Designated Representative: City Manager

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Employee Organizations: (SEIU (Public Works/Administrative); Management, Mid Management and Unpresented; and Sebastopol Police Officers Association (SPOA)

City Council Action: No Report Out.

Minute Order Number: 2018-238

Report out of Closed Session: There was no report out.

Adjournment of Closed Session to City Council Meeting: Mayor Slayter adjourned the Closed Session at 6:23 p.m. to the City Council Meeting.

6:00 pm CONVENE CITY COUNCIL MEETING, Sebastopol Youth Annex/Teen Center, 425 Morris Street, Sebastopol, CA

CALL TO ORDER: Mayor Slayter called the meeting to order at 6:39 p.m.

ROLL CALL:

Present: Mayor Slayter
Vice Mayor Hinton
Councilmember Carnacchi
Councilmember Glass
Councilmember Gurney

Absent: None

Staff: City Manager/City Attorney Larry McLaughlin
Assistant City Manager/City Clerk Mary Gourley
Building Official Glenn Schainblatt
Engineering Manager Henry Mikus (arrived at:
Finance Director Ana Kwong

SALUTE TO THE FLAG: Mayor Slayter led the salute to the flag.

PROCLAMATIONS/PRESENTATIONS:

Years of Service Award

• ~~Timothy McHale — 25 years (Fire Department)~~ This item was postponed to a future City Council meeting.

• ~~Steve Thibodeau — 35 years (Fire Department)~~ This item was postponed to a future City Council meeting.

PUBLIC COMMENT (At this time, members of the public may comment on any item not appearing on the agenda. It is recommended that you keep your comments to three minutes or less. Under State Law, unless otherwise permitted under the Ralph M. Brown Act, the merits of the matters presented under this item cannot be discussed or acted upon by the City Council at this time. For items appearing on the agenda, the public will be invited to make comments at the time the item comes up for Council consideration.)

- o Speakers are allowed to speak for a maximum of three minutes so that all speakers have an opportunity to address the City Council. Power point or visual presentations for public comment shall not be permitted unless approved by the Agenda Review Committee two weeks prior to the requested meeting date.
- o Yielding Time: Speakers may not "yield" a portion of their allotted time to others.
- o The Mayor has the authority to limit or extend the time allowed for speakers dependent on the number of speakers in attendance.
- o The Mayor can poll the members of the public for an indication of the number of people wishing to speak, then call on individuals to speak.

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- o It is the goal of the Council to conclude the public comments portion of the agenda within 20 minutes. If the public comment period exceeds twenty minutes, the presiding officer, typically the Mayor, reserves the right to reduce the time per speaker or carry over public comments to after all business items are completed.
- o The City Clerk will monitor the time for public comments and inform the speakers when the time limitation has been reached.
- o The Mayor could survey the members of the public, as appropriate, to move agenda items up or back to address the members of the public items of concern.
- o Public participation is encouraged on all public agenda items.
- o Council and staff will treat participants and each other with courtesy. Derogatory or sarcastic comments are inappropriate.
- o The public will likewise be encouraged by the Mayor to maintain meeting decorum.
- o In Council meetings when citizens are agitated, the Mayor may call a short recess to calm the situation.
- o If a member of the public is unable to attend the Council meeting, written communications may be sent to the City Clerk by e-mail or by regular mail. Communications received after distribution of the agenda packet will be made available to the Council at the meeting.

There was none.

STATEMENTS OF CONFLICTS OF INTEREST BY MAYOR/CITY COUNCILMEMBERS FOR ITEMS ON THE AGENDA (This is the time for the Mayor or City Councilmembers to indicate any statements of conflicts of interests for any item listed on this agenda) There was none.

CONSENT CALENDAR:

- o The consent agenda consists of items that are routine in nature and do not require additional discussion by the City Council or have been reviewed by the City Council previously. These items may be approved by one motion without discussion unless a member of the City Council requests that the item be taken off the consent calendar.
- o The Mayor will read the consent calendar items; ask if a Councilmember wishes to remove one or more items from the consent calendar; and then open public comment to the members of the public in attendance. At this time, a member of the public may speak for up to three minutes on the entire consent calendar and request at that time that an agenda item or items be removed for discussion.
- o If an item or items are removed from the consent calendar, the item shall be placed at the end of the regular agenda items unless otherwise determined by the Mayor or Mayor Pro Tem.
- o Council Members may comment on Consent Calendar items or ask for minor clarifications without the need for pulling the item for separate consideration. Items requiring deliberation should be pulled for separate consideration and shall be placed at the end of the regular agenda items unless otherwise determined by the Mayor or Mayor Pro Tem.

Councilmember Glass moved and Vice Mayor Hinton seconded the motion to approve consent calendar items as follows:

2. Approval of Minutes of October 30, 2018 City Council Meeting Minutes (City Administration)

VOTE:

Ayes: Councilmembers Carnacchi, Glass, Vice Mayor Hinton and Mayor Slayter

Noes: None

Absent: None

Abstain: Councilmember Gurney

City Council Action: Approved City Council Meeting Minutes of October 30, 2018

Minute Order Number: 2018-239

3. Approval of Waiving of Second Reading and Adoption of Ordinance Number 1116, An Ordinance of the City of Sebastopol Amending the Sebastopol Municipal Code Title 17 "zoning" to address adoption of certain Errata (Planning Director)

VOTE:

Ayes: Councilmembers Carnacchi, Glass, Gurney, Vice Mayor Hinton and Mayor Slayter

Noes: None

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Absent: None

Abstain: None

City Council Action: Approved Waiving of Second Reading and Adoption of Ordinance Number 1116, An Ordinance of the City of Sebastopol Amending the Sebastopol Municipal Code Title 17 “zoning” to address adoption of certain Errata

Minute Order Number: 2018-240

4. Approval of Award of Contract to Willdan Financial Services for Utility Rate Studies (Finance Director)

VOTE:

Ayes: Councilmembers Carnacchi, Glass, Gurney, Vice Mayor Hinton and Mayor Slayter

Noes: None

Absent: None

Abstain: None

City Council Action: Approved Award of Contract to Willdan Financial Services for Utility Rate Studies

Minute Order Number: 2018-241

Resolution Number: 6216

INFORMATIONAL ITEMS/PRESENTATION: NONE

REGULAR CALENDAR AGENDA ITEMS (DISCUSSION AND/OR ACTION)

5. Presentation by FEMA - High Water Mark Informational Presentation (Building Official)

Building Official Schainblatt presented the agenda item and introduced FEMA High Water Mark Initiative FEMA District XI Representatives Michael Hornick.

Mayor Slayter asked for questions.

Mayor Slayter commented as follows:

- Where we experience it is right here
- Experience is flood gets up to 1 percent line (100-year flood) with some regularity
- Russian River is local that suffers much greater damage
- Increasing each year
- Questioned if the Board of Supervisors of Sonoma County aware of this program

Mr. Hornick commented as follows:

- Not approached yet
- Have done with Marin County and Placer County
- Class 1 community
- Is there real value in this
- Believe worth while
- Time of day relatively small event
- Short duration
- Prepared materials
- Investment to community
- Awareness for community

Mayor Slayter commented as follows:

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- Keeping marker in people's mind
- Valuable

Councilmember Glass commented as follows:

- Discussed markers
- Discussed multiple markers

Mr. Hornick commented as follows:

- Up to each community
- Discussed a treasure hunt event held by one community
- Can already be in community
- Commemorative high-water mark by permanent marker

Mayor Slayter opened for public comment. There were none.

Council Deliberations:

Councilmember Gurney commented as follows:

- Suggested staff work with Supervisor Hopkins on this
- Discussed directions/evacuation roads to be used when flooding
- Coordinate with the County

Councilmember Glass commented as follows:

- Suggested high markers in multiple locations
- Great event to do
- Work with County
- Changes behavior when see marker

Mayor Slayter commented as follows:

- Revitalization of Park Village
- More residents there
- Active place to call attention to the flooding and high-water mark

Councilmember Carnacchi commented as follows:

- Stated it can be seen at the Barlow
- Have label there already
- Do we what the highest mark was in the last flood

Building Official Schainblatt commented as follows:

- 2017 – Parking lot near KB winery
- 2006 – Couple feet into the property
- Not had one since 1995/1996

Council was in consensus to move forward with event and thanked Mr. Hornick for attending.

City Council Action: Council was in consensus to move forward with the event.

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STUDY SESSION: Informational Only

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6. Study Session on Minimum Wage (Introduce \$15 minimum wage by 2020) – Marty Bennett, Co-Chair, North Bay Jobs with Justice (Mayor Slayter)

Mayor Slayter introduced the agenda item.

The following presented information related to the study session:

- Mara Ventura, Executive Director, North Bay Jobs with Justice
- Marty Bennett, Co-Chair, North Bay Jobs with Justice
- Jack Buckhorn, North Bay Labor Council
- Ian Perry, MPP, UCB Labor Center

“Statement by North Bay Jobs with Justice and North Bay Labor Council to the Sebastopol City Council
Tuesday, November 13th

Mara Ventura, Executive Director North Bay Jobs with Justice:

North Bay Jobs with Justice is a community-labor coalition of 20 unions and community-based organizations affiliated with the national Jobs with Justice network that includes 40 coalitions in 25 states. Our mission is to raise the living standards of working people across the North Bay. We are collaborating in our minimum wage campaign with the North Bay Labor Council comprised of 65 unions representing more than 75,000 workers in the North Bay and affiliated with the national AFL-CIO.

In addition, our minimum wage campaign is supported by the Alliance for A Just Recovery (AJR), that includes every major labor, environmental, and faith organization in the county. The purpose of the alliance is to ensure that the long-term challenges of structural inequality, urban sprawl into the wild lands, the deepening climate crisis, and racial and environmental justice are central to the county’s recovery and rebuilding.

The AJR just published a new report, “Voices From the Grassroots,” advancing a comprehensive ‘common agenda’ for a just, equitable, and sustainable recovery, and specific policy recommendations for good jobs, affordable housing, and environmental restoration. Raising the minimum wage across the county is part of the alliance’s common agenda.

Prior to the formation of North Bay Jobs with Justice in 2014, some Jobs with Justice members were part of another independent organization, the Living Wage Coalition of Sonoma County. In 2003 the Living Wage Coalition led a successful campaign to pass a Living Wage Ordinance for the City of Sebastopol in 2003, followed by the City of Sonoma in 2004, City of Petaluma in 2006 and then in 2014-2015, Jobs with Justice led a campaign to win approval for a Living Wage Ordinance at the County of Sonoma.

Tonight’s study session focuses on our proposal for a \$15 citywide minimum wage for Sebastopol phasing in by 2020, three years earlier than state minimum wage—which is currently \$10.50 an hour and will be raised to \$15 an hour by 2023.

Our first three speakers include myself, Marty Bennett, co-chair of North Bay Jobs with Justice and Jack Buckhorn, Executive Director of the North Bay Labor Council. We will briefly discuss why we are proposing this legislation, a summary of the proposed law, and review other similar citywide minimum wage campaigns in coastal California.

Our fourth presenter is Ian Perry, a research and policy associate at the UCB Center for Labor Research and Education (also known as the UCB Labor Center) and one of the co-authors of a new report—about the economic impacts of \$15 citywide minimum wage laws in the North Bay—commissioned by Jobs with Justice and the North Bay Labor Council. UCB Labor Center economists and researchers have completed minimum wage economic impact studies for numerous cities and counties in California. After our presentations there will be one-half hour for questions from the council and city staff.

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We are introducing \$15 citywide minimum wage legislation to not only Sebastopol, but also to the cities of Novato, Petaluma, Santa Rosa, and Sonoma. We are scheduling study sessions with these other city councils and intend for all of these cities to move forward on a similar time line. Overtime, we will urge other North Bay jurisdictions to do so as well—in order to establish a regional minimum wage higher than the state minimum requirement.

We hope our proposed legislation can come back to the Sebastopol City Council sometime in March of next year for further discussion and approval.

Why are we proposing this legislation now?

Despite the prolonged recovery from the 2007-2009 Great Recession and the fall of the unemployment rate, California and the North Bay are experiencing soaring inequality, the dramatic expansion of the working poor, and widespread economic insecurity.

Marty Bennett, Co-Chair, North Bay Jobs with Justice

A few statistics from a new report commissioned by Jobs with Justice, “The State of Working Sonoma 2018” that will be released at a forum next Monday November 19th in Santa Rosa tell the story:

In Sonoma County between 1979-2016 inflation-adjusted wages remained flat for the bottom 60 percent of the county’s workforce, while the wages of the lowest 20 percent of workers dropped 11 percent.

Twenty percent of all county residents and 40 percent of Latino residents belong to working poor families—earning an income of less than \$50,000 annually, with at least one-member reporting income from work.

Inflation-adjusted median household income in Sonoma County was \$70,700 in 2005 and in 2017 it was just \$67,000.

According to the UCB Labor Center more than 30 percent of Sonoma County workers earn less than \$14 an hour. The spread of low-wage employment is one of the fundamental causes for levels of inequality we have not experienced since the Great Depression of the 1930s.

What is A Living Wage for Sonoma County?

According to the California Budget and Policy Project, a 2017 living or self-sufficiency wage for two parents in Sonoma County each working full-time to support two children is \$23 an hour—or an \$81,353 annual family income just for basic necessities including food, child care, health care, transportation, and housing—and without relying on any federal or state public assistance programs.

A self-sufficiency family budget means that a family should have an income adequate to meet all basic needs. One expense such as food should not be sacrificed to afford another, such as housing. Twenty-three dollars an hour is a conservative self-sufficiency estimate that does not include the ‘extras’ many would consider necessities such as dental coverage, life insurance, and savings for retirement and education.

However, the California Employment Development Department estimates that nearly three-quarters of the new jobs created between 2014-2024 in Sonoma County—mostly in retail, food services, hospitality, and waste management industries—will pay less than a livable wage.

Furthermore, rising inequality and falling incomes and wages for the majority of Sonoma residents are driving the near catastrophic affordable housing crisis in our community. Median rents increased by 25 percent in Sonoma County between 2000-2016, while renters’ median annual incomes rose by just 9 percent—rents then jumped by more than 36 percent after the Tubbs fire last year.

Half of all renters, and 71 percent of renter households earning less than \$50,000 annually, are rent burdened and pay more than 30 percent of their gross monthly income for rent.

The passage of Proposition 1 to fund affordable housing was a major step forward for funding affordable housing. Nonetheless, cuts in federal and state funding, including the elimination of the state redevelopment districts have reduced funding for affordable housing production and preservation in Sonoma County by \$40 million annually since 2008, an 87 percent reduction.

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To make housing affordable in Sonoma County we must simultaneously raise the wage floor, implement rent control, and find new revenue sources at the local level to fund affordable housing. Raising the minimum wage is the fastest way to make housing more affordable, close the jobs-housing mismatch that plagues our community, and address the displacement of moderate and low-income families that has only accelerated due to Tubbs fire.

Sebastopol passed a living wage law in 2003 that is now \$17.57 an hour. That law applies to a limited number of workers employed by the city, contractors for the city, and firms leasing property and receiving economic development assistance from the city. The Living Wage Ordinance establishes a wage floor for public employees and ensures that taxpayer dollars do not fund poverty wage jobs.

We are now proposing a citywide minimum wage law that covers all workers employed at least two hours a week in the city—at a workplace or from home; the minimum wage increase would be phased-in to \$15 an hour in two steps by July 1, 2020 and then raised annually based upon the Bay Area Consumer Price Index.

There would be the same exemptions as the state minimum wage provides including for certain types of mentally or physically disabled workers and employees classified as “learners.” Federal, state, county, and school district employees are also exempted from all citywide minimum wage laws.

Jack Buckhorn, Executive Director North Bay Jobs with Justice

Our proposed minimum wage law is very similar to that adopted by the City of Cupertino and other cities in Santa Clara County including Palo Alto, Mountain View, Milpitas, Los Altos, Sunnyvale, San Jose and the City of Santa Clara. Like Santa Clara County we seek to implement similar ordinances and uniform annual wage increases across the North Bay.

Based upon UCB Labor Center calculations for the number of workers in Sonoma County impacted by the 2016 state minimum wage increase, we estimate that approximately 1,928 low-wage workers in the City of Sebastopol will receive a wage increase if the City adopts a \$15 minimum wage by 2020.

There are three myths we want to address about the minimum wage. First, small businesses do not employ most minimum wage workers. According to the National Employment Law Project, large firms with more than 100 workers actually employ two-thirds of minimum wage workers.

Second, most minimum waged workers are not teenagers seeking a toehold in the labor market. The UCB Labor Center report on the economic impacts of raising the minimum wage to \$15 in the North Bay finds that workers who will benefit from our proposed legislation are 33 years old, on average, and contribute one-half of their family’s annual income.

Third, raising the minimum wage will not cause businesses to leave the city nor increase unemployment amongst low-wage workers. The UCB economic impact report finds that the average, cumulative annual pay increase for affected workers in Sebastopol will be \$2900 in 2020. Extensive research documents that when low-wage workers receive increased wages they spend that money locally for basic necessities – and particularly for the rent. Increasing the minimum wage for the City and the entire North Bay will be a direct economic stimulus for the local economy that will create more jobs to meet consumer demand.

Moreover, raising the minimum wage will ensure that taxpayer dollars do not subsidize low-wage employers. A 2015 UCB Labor Center study found that the taxpayers provide \$14.3 billion annually to low-wage workers who cannot make ends meet and who are eligible for public assistance programs such as Food Stamps, Medicaid, Children’s Health Insurance, and Temporary Assistance for Needy Families. Forty-one cities and counties nationwide have approved \$15-an-hour citywide or countywide minimum wage laws and 21 are in California—and almost exclusively in high-cost coastal California—. A citywide minimum wage movement has emerged in response to soaring inequality, the crisis of low wage employment, skyrocketing rents, and widespread economic insecurity.

San Francisco mandated raising the minimum wage to \$15 by 2018; San Jose and seven other Santa Clara County cities approved \$15 by 2019; the City of San Mateo, Belmont, and Redwood City require \$15 by 2019—with more cities in San Mateo County to follow. Berkeley and Emeryville adopted \$15 by 2018; El

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Cerrito and Richmond set \$15 by 2019; and San Leandro approved \$15 by 2020. The City and County of Los Angeles, plus Santa Monica, Pasadena, and Long Beach adopted \$15 by 2020.

Finally, we would like to stress that raising the minimum wage enjoys strong support amongst the voters. An August 2015 Field Poll indicated that 68 percent of registered California voters supported incrementally raising the state minimum wage to \$15 by 2021; and in June 2016 Bernie Sanders won the Sonoma County Democratic Party primary by a 5-point margin over Hilary Clinton. One of Sander's main election issues was raising the federal minimum wage to \$15 by 2020 and Clinton only supported an increase to \$12.

Perhaps most importantly, implementing a \$15 citywide minimum wage in Sebastopol, and then establishing a regional minimum wage in the North Bay higher than the state minimum wage is the right thing to do and a moral imperative:

Dr. Martin Luther King stated in 1966: "a living wage should be the right of all Americans." On March 18, 1968, days before his murder, King told striking sanitation workers in Memphis, "It is criminal to have people working on a full-time basis getting part-time income." King said, "We are tired of working our hands off and laboring every day and not even making a wage adequate with daily basic necessities of life."

Amazon and Whole Foods just raised entry-level wages to \$15 and Target will do so in 2019. Sebastopol and other local jurisdictions across the North Bay must move forward now to establish a \$15 regional minimum wage floor by 2020."

Mayor Slayter asked for questions.

Councilmember Glass commented as follows:

- Looked at numbers in relation to impact of fires in the community
- Economic impacts
- Rents have gone up
- Jobs gone away because businesses burned down
- Increase in demand for some jobs

Ian Perry commented as follows:

- Discussed economy of 2017
- Open question of data
- Estimates would be general in economic climate

Councilmember Carnacchi commented as follows:

- Outreach to small business owners to study session
- Exce3ption for mental or physical disability s(pay less)

Mr. Bennett commented yes – that is under State Law - and discussed application made by employer and recertification each year. He stated that question would go to legislature. He also discussed making presentation to the Chamber of Commerce.

Councilmember Carnachci commented as follows:

- Page 20
- Impact on retail business
- Not have too many national retailers
- Know what their starting wage is here in the City

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Ian Perry commented he did not know that information specifically.

Mr. Bennett discussed Costco and Trader Joes and discussed Amazon/Whole Foods (wages increased).

Councilmember Carnacchi commented as follows:

- Do small business in survey
- Mostly what Sebastopol is comprised of

Ian Perry commented yes but hard to isolate small businesses in this report.

Councilmember Carnacchi commented as follows:

- Any information comparable to Sebastopol
- Smaller Cities
- What happened after implemented high wages

Ian Perry commented as follows:

- Increases not have negative impact
- Are smaller cities

Mr. Bennet stated Los Altos and Belmont.

Councilmember Carnacchi questioned how this came into being (approached by Labor Council). Mayor Slayter stated that is correct.

Vice Mayor Hinton commented as follow:

- Learner exemption
- Could that be for a student

Mr. Bennet stated State minimum wage applies to teenager and believes that a learner can be for any employee at any age.

Vice Mayor Hinton commented as follows:

- Be in place by 2020
- Increasing each year
- Does that mean that the City would always be at higher acceleration

Mr. Bennett stated yes and that is the intent to establish minimum wage that is higher than the State.

Councilmember Gurney commented as follows:

- Discussed Sebastopol size
- Small is 7700 people
- Much smaller than example of small
- Discussed small employees (10 is big)
- Did research of businesses
- Analysis through business license analysis

100 For 1 to 3 persons 604

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1	For 4 to 7 persons	61
2	For 8 to 14 persons	26
3	For 15 or more	23
Grand Total		714

- Worried understand impact as numbers trickle down to Sebastopol scale
- What about the businesses that are 92 percent having 1-7 employees
- Understand how that would apply

Ian Perry commented as follows:

- Most workers are in the larger businesses
- Effected workers being in larger businesses
- Do not have data for Sebastopol

Mr. Bennett commented as follows:

- 2/3 of workers covered employed by large employers
- Integrated labor market
- Discussed survey in packet (Campbell)
- Found labor market titans
- Unemployment dropped
- Small business is raising wage floor to retain best employees

Councilmember Gurney commented as follows:

- Close business down
- Individual employer not be hit
- Message is that will not happen
- Most hit by large employers

Mr. Bennett commented as follows:

- Discussed San Francisco and restaurant industry
- Impact on labor markets uniform
- Smaller employers may have more challenges than larger employers
- Extra year in terms of phasing

Mayor Slayter commented as follows:

- Discussed numbers in Emeryville
- Numbers need to be scaled appropriately for communities
- 1928 employees in City of Sebastopol
- Provided an example of situation where another City may not have requirements but providing services in Sebastopol
- Is the breakdown of that 1928 human beings in the 3 main categories of Food, Health Care and Retail

Mr. Bennett commented as follows:

- Food
- Retail
- Waste Management

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- Certain health care
- Legislation in Los Angeles
- Must be paid the City's rate
- Enforcement of wage and hour laws are with State
- If City passes minimum wage, employers pay higher level, City and County partner with State in terms of enforcement
- Mechanism and process

- Mara commented as follows:
County has State labor commission office
- Taken workers down to file wage violations
- Graton Day labor Center also does that as well
- Enforcement could be better

Mayor Slayter commented as follows:

- Questioned rough percentage of sector of community
- Questioned where to get data
- Regionally in County reasonable to use as typical percentage for other cities

Ian Perry commented as follows:

- Does not have that data
- Hard to do with City
- Can request from State
- Stated the regional percentage is typical in other cities

Mr. Bennett commented as follows:

- 72,000 low wage workers affected by 2016 increase
- Not just workers making minimum
- Those that are making above minimum too
- See ripple impact

Ian Perry commented as follows:

- Discussed affected workers
- Discussed ripple affects
- Discussed pay differentials

Councilmember Gurney commented as follows:

- Discussed 1928 workers of population of 7700 people
- Job placements
- Opportunities for work
- Not necessarily workers who live or work here
- That number needs to be compared to total job opportunities
- What is that figure

Ian Perry stated it is within 1/3.

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Mr. Bennett commented as follows:

- Discussed chart workbook
- Interactive on Berkeley web site

Councilmember Gurney commented as follows:

- Discussed housing crisis
- Number not related to just City limits
- How far can we drill down and understand what we are responsible for
- Solution to address actual problem

Ian Perry commented as follows:

- Hard to get that specific at city level
- Augment analysis
- Difference between City and County
- Differences do not change much

Mr. Bennett commented as follows:

- Jobs housing mismatch
- Low wage workers traveling further to find housing
- Major challenge in front of Council
- Faced with massive displacement crisis in this County

Councilmember Glass commented as follows:

- Does any research address issue or important of raising the minimum wage regionally
- Being an island that pays more

Ian Perry commented as follows:

- Regional approach good idea to take on these
- Discussed borders of cities
- Concern of businesses moving across border of city

Councilmember Glass stated that this is being done in regional areas. She stated it would be interesting to see percent of large businesses are paying low wages compared to small local businesses. She stated that local businesses have a direct relationship with their workers.

Mr. Bennett discussed locations.

Ian Perry commented as follows:

- Discussed retail and restaurants
- Less of reason to move in response to policy

Mayor Slayter opened for public comment.

Autumn Lopez commented as follows:

- Where would the funding come from to raise these wages
- Funding by City
- Grants

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- Or straight from local businesses
- Would be amazing to see this
- Awesome thing to do

Roxanne Goodfellow conceded her three minutes to Mr. Boyd.

Ky Boyd, Rialto Cinema, commented as follows:

- How quickly it goes up is a concern
- Impacts small businesses
- Impact prices
- Look at University of Washington
- 2017 Seattle Ordinance
- Discussed options – reduce operating hours; raise prices
- Dealing with this at two locations in east bay
- Sebastopol cannot be an island
- Will drive business out of Sebastopol
- Give a lot of people their first job
- Consideration for that
- High school kids not supporting their families
- Need more data
- Need specific data
- Community has a lot of locally owned businesses

Sunny Galbraith, 350 Sonoma, commented as follows:

- In support of this
- Forum next Monday Night
- Bringing social to Sonoma County
- Environmental Justice
- Want to be able to live in our community
- Have people be able to raise a family in this community
- Impact on school district
- Impact of poverty on kids
- Need to bring young people into our community
- Discussed affordable housing
- Be leader in community
- Labor and environmental groups are supportive of each other

A member of the audience commented as follows:

- From San Francisco originally
- Support living wage ordinance
- Workers go to San Francisco
- San Francisco steal people from here
- Losing people
- San Francisco can poach anyone
- Will drive to get higher wages
- Constructional people especially

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- Will cost small businesses more
- Love Rialto
- Restaurants will not close down

Kathy commented as follows:

- Work for retail store in Sebastopol
- Have to think of businesses
- Think of margins
- Look at fixed costs
- Rents going up
- Putting all this into budget
- Adjusting for minimum wage going up
- Discussed ripple affect
- Two years is not enough time for businesses to adjust to rising costs

Teddy commentd as follows:

- Work with Marty Bennett
- Proud of Sebastopol
- Wearing Papa and Pollo Hat – charging for chips – need to do
- Encourage to work with colleagues
- Keep looking at issue and move forward
- Citizenry will be asking similar questions
- Why cannot we do this

Mayor Slayter asked for a reply to public comment as follows: Where does funding come from for increase

Ian Perry commented as follows:

- Page 8 of report
- Labor cost portion of overall costs
- Discussed reduction of impact of costs overall
- Discussed price increase for consumers which is where comes from

Mr. Bennett commented as follows:

- 2/3 of workers who receive wage working for large companies
- Money coming from large employers
- Large employers making profit
- Adjust to higher minimum
- Slight increase in prices
- Discussed turnover of low road employers
- Costs for training and re-training
- Not having to spend so much on training (with wage increase)
- Spend money directly in local economy

Councilmember Gurney commented as follows:

- Question from Mr. Rialto

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- How would changes be staged in
- Attachment 2
- July 1, 2019 – 12.50
- July 1, 2020 – 15.00

Mr. Bennett stated that proposal is what they would like five cities to adopt simultaneously.

Mayor Slayter thanked the presenters for the study session.

City Council Action: None required. Council received the Report.

Minute Order Number: 2018-243

Mayor Slayter called for a break at 8:30 pm and reconvened the meeting at 8:37 pm.

PUBLIC HEARING(S):

7. Public Hearing – Comprehensive User Fee Schedule - to consider updates to the Comprehensive User Fee Schedule, which lists certain fees and deposits collected by City departments. (Finance Director)

Finance Director Kwong presented the agenda item recommending the City Council receive the report, conduct public hearing and approve resolution amending the user fee schedule.

Mayor Slayter asked for questions.

Councilmember Carnacchi commented as follows:

- Page 3 of 3
- Service Calls
- Number 15

Finance Director Kwong stated she believes this refers to an after-hours service call.

Councilmember Carnacchi questioned if Public Works charges the City for placement of LHWMA banners.

City staff explained that the Public Works employee who install banners do so early in the morning and receive pay comparable to those hours.

Vice Mayor Hinton commented as follows:

- Discussed the banner program fees
- Conflicted of nonprofits fees
- Big expense to publicize those events
- Heard from Mr. Music
- Whether need to bring up each year

City Manager McLaughlin discussed the reduction of fee permits that non-profits can apply for.

City staff explained the resolution outlining the processing for non-profits to ask for a reduction in fees for certain permits.

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Mayor Slayter opened the public hearing.

Hearing no comment, Mayor Slayter closed the public hearing.

Council Deliberations:

There were no further deliberations.

Councilmember Gurney moved and Councilmember Glass seconded the motion to approve resolution amending the user fee schedule.

VOTE:

Ayes: Councilmembers Carnacchi, Glass, Gurney, Vice Mayor Hinton and Mayor Slayter

Noes: None

Absent: None

Abstain: None

City Council Action: Approved resolution amending the user fee schedule.

Minute Order Number: 2018-244

Resolution Number: 6217

REGULAR CALENDAR AGENDA ITEMS (DISCUSSION AND/OR ACTION) CONTINUED:

8. Consideration of Results of Negotiations for Proposals for RFPs – State Route 116 (Engineering Manager)

Engineering Manager Mikus presented the agenda item recommending the City Council select W-Trans to do the Traffic Corridor Safety Studies for all the segments listed in the previous RFPs using a phased approach. Phase 1, with a price of \$70,415 would be for data collection, analysis, and recommendations. Money would come from the Traffic Impact fund for the current Fiscal Year. Phase 2, with a maximum price of \$38,450, would cover designs and cost estimates, and would be planned for Fiscal Year 19-20.

Mayor Slayter asked for questions.

Councilmember Carnacchi commented if staff knew the balance of the traffic impact fund.

Manager Mikus stated around \$500,000 and around 4/5th is allocated to things such as ADA ramps.

Councilmember Carnacchi commented as follows:

- Discussed traffic impact fee fund
- If used, does that leave balance to do immediate safety upgrades such as lighted crosswalks
- A lot of places need immediate pedestrian enhancements

Manager Mikus commented as follows:

- No crystal balls
- Depends on enhancement
- Maintenance needs are separate pot of money
- Chunk of change to do that
- Plans are long term
- Separate from this

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- Discussed crosswalk with no warning lights

Councilmember Carnacchi commented if after the study there would be any money left to implement or execute recommendations.

Manager Mikus commented as follows:

- \$70,000 to get started
- Do CIP next year (\$38,000)

Councilmember Gurney commented as follows:

- Possible grant applications
- Shovel ready
- Funding mechanisms
- Another opportunity

Mayor Slayter commented if the TIF fund is largely through the Measure M funding.

Manager Mikus stated no – that it is impact fees.

Mayor Slayter opened for public comment. There was none.

Council Deliberations:

Councilmember Gurney commented as follows:

- Like W Trans approach
- Great savings
- Will learn a lot from phase I
- Prioritize

Councilmember Glass commented as follows:

- Investment to get study done
- Ready to roll when grants available
- Shovel ready
- Making investment into City

Mayor Slayter commented as follows;

- In favor of W Trans approach
- Working with them
- Interesting to talk to people who live west of town
- Discussed traffic safety on Bodega
- Hearing a lot of public comment on safety improvements
- Support increasing safety
- Getting study done for other segments
- Know what need to address/study
- Discussed comment in staff report (striping project yet to be completed)
- Suggestion for schedule
- Discussed deliverables from W Trans – typical W Trans process

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Manager Mikus suggested waiting two to three months – done before fiscal year.

Councilmember Carnacchi

- Discussed intersections
- W Trans is aware of hotel and that it will be a coordinated effort

Staff stated W Trans is aware.

Mayor Slayter moved and Councilmember Gurney seconded the motion to approve W-Trans to do the Traffic Corridor Safety Studies for all the segments listed in the previous RFPs using a phased approach. Phase 1, with a price of \$70,415 would be for data collection, analysis, and recommendations. Money would come from the Traffic Impact fund for the current Fiscal Year

VOTE:

Ayes: Councilmembers Carnacchi, Glass, Gurney, Vice Mayor Hinton and Mayor Slayter

Noes: None

Absent: None

Abstain:None

City Council Action: Approved W-Trans to do the Traffic Corridor Safety Studies for all the segments listed in the previous RFPs using a phased approach. Phase 1, with a price of \$70,415 would be for data collection, analysis, and recommendations. Money would come from the Traffic Impact fund for the current Fiscal Year

Minute Order Number: 2018-245

CITY COUNCIL REPORTS:

9. City Manager-Attorney/City Clerk Reports:

- Short week next week
- City closed from Wednesday On
- Coordinate staff to know who is available and who is not

10. City Council Reports/Committee/Sub-Committee Meeting Reports: (Reports by Mayor/City Councilmembers Regarding Various Agency Meetings/Committee Meetings/Sub-Committee Meeting /Conferences Attended and Possible Direction to its Representatives (If Needed) on Pending issues before such Boards):

Councilmember Gurney reported as follows:

- SCTA/RCPA written report
- Sebastopol Walks in November
- Thanked Mayor for October walk
- Working with Sonoma County Transit/Cittaslow on Route 24 – arrival of electric bus and ceremony
- Looking at week of December 3rd – assuming everyone can get there

Councilmember Carnacchi reported as follows:

- Appreciation Dinner
- SDA mixer at Hopmonk
- Suggested having the bus in the parade

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Mayor Slayter stated that Fort Bragg questioned how Sonoma County purchased just one bus.

Councilmember Gurney state the county bought more than one.

- Other cities waiting for their electric busses to arrive
- Discussed Sonoma Clean Power – Friday end date to get certificate for EV
- Successful program

Vice Mayor Hinton reported as follows:

- League of Cities – Friday Meeting

Councilmember Glass reported as follows:

- Report on Housing Fair
- Successful event
- Continuum of Care Funding
- Sebastopol share \$300,000
- Met with Supervisor Hopkins and community members on HEAP Funding and projects to deal with homelessness in Sebastopol
- CoC TAC Appointed
- First Meeting today
- State allocating money fast
- Have to have things figured out by end of December for State to go get funding
- Only elected from small City on TAC
- Assistant City Manager Rohnert Park representing smaller cities
- Both advocating for smaller cities to get fair share of funding
- Work in collaborative way
- Data analysis committee
- Discussed problematic trailers at Park Village – County has money for rehabilitating or replacing trailers
- Discussed County promotional resources
- Test run – considering doing this in other districts

Mayor Slayter reported as follows:

- Discussed application process
- Discussed HEAP funding meeting with Supervisor Hopkins
- Discussed addition to apartment building using HEAP funds at Park Village
- Money needs to be spent by end of year two
- CDC stated they have funding for projects like that
- Need to follow up with CDC
- Discussed the Housing Fair
- In excess of 200 people
- Information dissemination
- City staff in attendance
- Discussed EV and Sonoma Clean Power

Councilmember Gurney suggested repeating this in six months.

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Mayor Slayter discussed the Opportunity Sites Walks held in October.

11. Council Communications Received: There were none.
12. Future City Meeting Dates/Events (Informational Only): (See Agenda and City Web site for Up to Date Meeting Dates/Times)

CLOSED SESSION: None

ADJOURNMENT OF REGULAR MEETING: This meeting was adjourned at 9:25 pm to the next Regular Meeting of December 4, 2018 at 6:00 pm to be held at the Sebastopol Youth Annex/Teen Center, 425 Morris Street, Sebastopol, CA. The November 20, 2018 City Council Meeting was cancelled.

Respectfully Submitted,
Mary Gourley
Assistant City Manager/City Clerk, MMC





Sarah Glade Gurney

City Councilmember

City of Sebastopol

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Sebastopol, CA 95472

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Report from Sarah Glade Gurney, Representative to the SCTA and RCPA

For the City Council Meeting of November 13, 2018 re the SCTA/RCPA Meeting on November 5, 2018

Please see the Agenda and Packet at www.SCTAINFO.org for detailed information.

1. This was another short meeting. The City of Sonoma was absent.
2. **Public Comment** Duane de Witt led all present in the Chambers in a moment of silence for the young cyclist recently killed on Stony Point Road and the Rodota Trail. He asked the SCTA/RCPA to make cyclist safety a top priority in the calendar year 2019, including education for motorist, cyclists, and employers.
3. All **Consent Calendar** items were approved.
4. **RCPA Item 4.1.1 Engagement** Staff Brant Arthur presented on the Community Action Challenge, a "call-to-action" to local residents to lower their impact on the environment by conserving energy, water, and their own money in the process. There is an interactive platform at mycity.communityclimate.org to assist users to enter profile data about their household patterns and then measure progress. The project launch date is January 2019. The Board authorized Staff to enter into a contract with the BAAQMD to support the development of this program.
5. **RCPA Item 4.1.2 Activities Report.** Staff Aleka Seville gave the report, details in the packet. Of particular note, she mentioned the opening for the position of Water Bill Savings Coordinator, and her intent to reach out to Planning Staff for a 30-minute appointment to review local climate protection goals. This meeting is a great opportunity for Staff to include the Council's Citizen Advisory Members to engage them further in local efforts.
6. **SCTA Item 4.2.1 Data** Staff Tanya Narath reported on a pending grant application to Caltrans for a Planning Grant to create a dashboard to maintain and store data, display and distribute information, and ensure data content is available for all interested parties, to improve understanding on our current status and increase our ability to plan improvements. Caltrans will make awards in Spring 2019.
7. **SCTA Item 4.2.2 Planning Activities Report** Staff Chris Barney reviewed the Report, in the packet.
8. **SCTA Item 4.3.1 2019 Measure M Strategic Plan** The Board adopted the proposed Strategic Plan contingent on Prop. 6 passing. Of note, Sebastopol's "Street Smart" project is listed as completed successfully. Other project of note to our community: the Forestville Bypass noted as "on hold indefinitely" due to lack of funding and local opposition; the Fulton Road Improvements and Interchange at Route 12; Bodega Highway

Improvements west of Sebastopol to Bohemian Hwy.; the West County Trail extension from Forestville to River Road; and the Northwestern Pacific railroad Bike Trail from Cloverdale to Petaluma, with SMART.

9. **SCTA Item 4.3.2 Highways Report** Staff James Cameron gave an update on highway project activity. Of note, the Caltrans SHOPP Report on upgraded curb ramps, driveways, and sidewalks to ADA standards in downtown Sebastopol was reported as "project downscope in progress to defer sidewalk work at Main Street per City of Sebastopol request; project to be re-advertised with downscope."
10. **SCTA/RCPA Item 4.4 Administrative Report** This quarterly report is in the packet.
11. **SCTA/RCPA Items 4.5 Community Affairs Report** Staff Brant Arthur reviewed the report in the packet.
12. **The next meeting is set for December 10, 2018.**