



SPECIAL CITY COUNCIL CLOSED SESSION

MEETING AGENDA

City Council Chambers
4381 Broadway, Suite 201, American Canyon

June 23, 2021

4:00 PM

Mayor: Leon Garcia
Vice Mayor: Mark Joseph
Council Members: Mariam Aboudamous, David Oro, Pierre Washington

In response to Governor's Executive Order N-29-20 and the Resolution Declaring the Existence of a Local Emergency Relating to the COVID-19 Pandemic adopted by the City of American Canyon City Council, City Council and other public meetings are currently Teleconference Meetings Only to align with local and federal guidelines and social distancing recommendations for the containment of the coronavirus. This meeting will be broadcast live to residents on Napa Valley TV at <http://www.cityofamericancanyon.org> and on YouTube at <https://www.youtube.com/user/CityofAmericanCanyon>.

You may submit public comments for any Agenda Item, Non-Agenda Item or make general public comments by one of the following methods:

Verbal via Webinar: A Zoom Webinar has been established for public participation during the meeting related to a specific agenda item, or matters not on the agenda. To give your public comment directly to the legislative body during the meeting, connect via Zoom and follow the instructions or by calling 408-638-0968. Please mute all audio devices and do not use the speakerphone to prevent echoing.

Zoom Meeting Link: [Click Here](#)

Webinar ID: 956 4170 1492 **Passcode:** 983572

Via email: As part of our Virtual City Hall, we have established a central link for the Public Comments of all meetings. Please use the following link to submit your comment so it can be routed to the appropriate governing body and properly recorded into the meeting record. [Submit your public comment here](#). EMAILS WILL NOT BE READ ALOUD. Emails received will be posted online after the meeting. All comments become part of the permanent record.

The above-identified measures exceed all legal requirements for participation in public comment, including those imposed by the Ralph M. Brown Act and Executive Order N-29-20 and N-33-20. For more information, please call the City Clerk at (707) 647-5337 or email cityclerk@cityofamericancanyon.org.

AGENDA MATERIALS: City Council agenda materials are published 24 hours prior to the meeting, and are available to the public via the City's website at www.cityofamericancanyon.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 City Clerk at 4381 Broadway, Suite 201, American Canyon, CA 94503 or by email to cityclerk@cityofamericancanyon.org. Include your name, address, phone number and brief description of the requested materials, as well as your preferred alternative format or auxiliary aid, at least three calendar days before the meeting.

5:30 P.M. SPECIAL CLOSED SESSION

PUBLIC ADDRESS – CLOSED SESSION ITEMS

The Mayor will call the meeting to order and conduct role call. Council will immediately convene into closed session after hearing any public comment on Closed Session.

CALL TO ORDER

ROLL CALL

1.. CITY OF AMERICAN CANYON CLOSED SESSION

1. **Matters Relating to Public Employment: Public Employee Performance Evaluation (Pursuant to Government Code Section 54957).**
Position: Jason Holley, City Manager
2. **Public Comments Received.**
Recommendation: Receive Public Comments.

ADJOURNMENT

CERTIFICATION

I, Cherri Walton, CMC, Acting City Clerk for the City of American Canyon, do hereby declare that the foregoing Agenda of the City Council/Fire District Board was posted in compliance with the Brown Act prior to the meeting date.

Cherri Walton, CMC, Acting City Clerk



Council, Committee, and Commission Meeting Public Comment

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Name: * Sindy Biederman

Email: *

I would like to receive a call after the meeting * Yes No

Meeting Date: * 6/23/2021

Council, Committee or Commissions * Joint City Council/Fire Protection District Board

Is your comment related to an item on the agenda? * Yes No

Agenda Item Number: * 1

Agenda Item Name: * City Manager Evaluation

Public Comment: *

June 23, 2021

Good Evening Mayor and Council Members:

An employee evaluation is basically a tool the employer uses to review the performance of an employee. It is also used to identify the strengths and weaknesses the employee brings to the job. The employee's strengths can be utilized to the benefit of the employed position, and the weaknesses can be identified and improved by training, education or simply bringing the matter to light. I also recognize that the employee evaluation is a personal matter between the employee and the employer. However, the subject of tonight's employee evaluation is the City Manager, Mr. Jason Holley. One of the required duties of the City Manager is to maintain constant focus on the municipal needs of the resident of the City and respond to citizen inquiries and requests for services in a professional and customer service oriented manner. The customers referenced here is the community of American Canyon.

I'm not writing this in efforts to provide any negative reflections on Mr. Holley, as I believe he possesses many business skills necessary to do his job as hired. However, I am a member of community here in American Canyon, which makes me a direct customer of Mr. Holley. As such, I would like to know how his relationship with his "customers" will be evaluated? Is it complaint driven to the council members? If so, then you are only hearing the negatives which does not seem balanced, nor provide an opportunity for education and/or employment growth he could benefit from. It also does not afford Mr. Holley with an opportunity to get to know his customers, the community, nor do they get to know him.

Mr. Holley is employed with the City of American Canyon, however this is not his home. Once he is done for the day, the lights get turned out and he goes home. The community remains here. I am asking the council to provide the community with an opportunity to partake in a section of the City Manager's evaluation in respect to this area. Mr. Holley certainly knows how to run a city in a "business sense". But I feel he can certainly benefit from learning about the community in which he serves. Community generated feedback could facilitate an opportunity to learn about the community which in turn would allow him to better serve the community and provide a communication path between the two.

Thanks for your time,

Sindy Biederman
Community member.

I am: *

- IN FAVOR of this item
- AGAINST this item
- N/A

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Name: * Chris James c

Email: *

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Council, Committee or Commissions * Joint City Council/Fire Protection District Board

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Agenda Item Number: * 1

Agenda Item Name: * Public Employment: Public Employee Performance Evaluation - Jason Holley

Public Comment: * To: Mayor, Vice Mayor and City Council

I wanted to take this opportunity to give input into our city manager's performance review. I want this city to be the best it can be and effective leadership that is willing to work with residents. I'm sure many of the residents have no idea that it's even possible to provide input. And by writing this could hurt future interactions with My Holley, but something has to change. I'm not willing to give up on our city just yet so I write this with hope that it can improve.

I've interacted with Mr. Holley and his staff on several occasions over the years. He was polite, seemed to listen and directed us to people who could help. Those were very good interactions, especially in person. But in recent times, I've seen Mr. Holley change or maybe he's always been this way and prior interactions weren't very deep. People say he's the smartest person in the room, and I think sometimes he is, but often seems to be stuck on prior decisions and will not listen to input or readily accept suggestions or criticism. It has to be his way.

I realize now that the biggest problem we face, in my opinion, is that residents are not treated like we are important by Mr. Holley. I want to share my experience on the Circulation Element Committee with examples of how Mr. Holley's actions led to this new awareness. We never saw the consultants after the first meeting back in 2019. Mr. Holley took control of the committee after Rick Kaufman left and Mr. Holley ran the meetings with Brent's support. During this process, there was a prodigious lack of transparency and communication.

of transparency and communication.

1. Public remained uninformed about the General Plan process, whereas by comparison, City of Napa has an e-news dedicated to the General Plan process; it provides periodic updates and encourages public participation. All during COVID. Outside groups like the Napa Valley Bicycle Coalition repeatedly asked to be included in our process, yet were excluded from our Circulation Element meetings.
2. Repeated emails inquiring about the status or schedule have gone unanswered
3. Online meetings were recorded but committee members were told they were not (even when we could see the Zoom record button was on)
4. Bill Ross gave committee members clearance to record the meetings, but Mr. Holley point-blank refused and blocked us from recording the video feed via Zoom so we would have the information for further review. All our city's public meetings are now blocked from online recording and some of the city's recordings aren't available to the public when I asked for them.
5. It really felt like staff had a predetermined solution for the West Side Connector, and were not listening to committee members during the meeting. Ultimately the Council heard us.
6. Mr. Holley refused to acknowledge the committee reached a consensus on option 3A for the West Side Connector. There's no mention of it in the staff report nor did he mention it in his presentation to Council for guidance.
7. In contrast, during public meetings (Open Space and PCS), Mr. Wright provided a summary of the Parks and Recreation Element Committee's work to date and included a very nice word cloud diagram; all notes shared on the city website. Yet there has been nothing similar about our work on the Circulation Element.
8. There was significant public comment submitted for the June 15th meeting, but if it wasn't for residents they would have been missed because of an untested system upgrade. Given the importance of this meeting, surely he would have expected submissions. Why didn't anyone check?
9. The committee doesn't even know if our work is done or if there's more ahead. We were certainly asked by Council to look at more than the West Side Connector initially. And the question was asked at the last meeting but we've yet to get an answer.

I was excited to be part of such an important process for our city, but now it really feels like it shouldn't have been this difficult. The above represents my opinion but if you poll other members of the Committee, there's a good chance they will feel similarly.

Mr. Holley has a lot of good traits, but

1. He's very controlling and micro-manages staff and projects.
2. He directs staff to limit information sharing. I've asked for public records more than once and was denied even though staff confirmed it existed, but they needed to clear it with Mr. Holley first.
3. He's sometimes selective on listening guidance given by council to suit an alternate decision.
4. Recently he's been condescending in his replies to genuine concerns by residents.

I'm also very disappointed with how he handled this year's Memorial Day event. I get it that there was a mix up – COVID restrictions were loosening and some decisions had been made months ago. But he failed to step up immediately after the public outcry and take responsibility. His apology to the veterans much later was lacking, and I still don't think he's publicly apologized to Sindy Biederman.

Please take this as constructive criticism. I struggled to write this but I feel that it had to be said. I really do welcome open dialogue and hope for improvement.

Regards
Chris James

I am: *

- IN FAVOR of this item
- AGAINST this item
- N/A

File Upload

From: Matt Stewart <

Date: June 23, 2021 at 6:41:09 AM PDT

To: Pierre Washington <pwashington@cityofamericancanyon.org>, Mariam Aboudamous <maboudamous@cityofamericancanyon.org>, Mark Joseph <mjoseph@cityofamericancanyon.org>

Subject: [External] Jason Holley eval

Good morning

I just saw that you have a special council meeting regarding the performance evaluation of Jason Holley. I think the agenda had a mistake. It should have read "lack of performance evaluation". Please get real with our community and stop letting bad leadership, bad supervision, bad oversight, bad decisions and overall bad job performance move forward. We have had enough of this guy and him doing NOTHING POSITIVE for our city

Thanks

Live life like a 3-1 count, Swing like you mean it

Matt Stewart

Sent from my iPhone



Council, Committee, and Commission Meeting Public Comment

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Name: * Tammy Wong

Email: *

I would like to receive a call after the meeting * Yes No

Meeting Date: * 6/23/2021

Council, Committee or Commissions * Joint City Council/Fire Protection District Board

Is your comment related to an item on the agenda? * Yes No

Agenda Item Number: * 1

Agenda Item Name: * City Manager Evaluation

Public Comment: * Hello Mayor, Vice Mayor and Council,

In the interest of advocating for our city to be the best possible, and understanding the value of a 360 review, I offer these observations as feedback for the public performance review of our City Manager Jason Holley.

It is both painful and deeply personal to find the words to convey this in a constructive manner, with the limited time that I have, so I request that these words are read in the manner intended – to illustrate by example areas where improvement can be made so that our city can function more efficiently and effectively.

I suggest the following areas are opportunities for improvement for Mr. Holley:

1) Listen to council guidance. Recent guidance given about the community garden from council did not include outsourcing management of the community garden, yet that is the pathway that is being pursued.

2) Reflect on your bias and work to be open. Recently insisted on in-person meetings saying it's needed, under the guise of collaboration, yet that is the exact opposite of 15 months of Virtual City Hall. This also contradicts County standard of offering both in-person and remote meeting participation. As a volunteer, this felt like a decree.

3) Treat residents as key stakeholders. These are examples where this has not happened.

a. Over 50% of American Canyon households have limited English per city staff. Yet, there are no accommodations made for them to participate in City Council meetings. NVUSD does it.

b. Parks & Recreation attempted a substantial fee increase (from \$15 to \$100) for community garden plot with inadequate notice to plot holders,

c. Memorial Day event canceled due to covid-19 safety restrictions yet referred residents to attend ceremony in Vallejo, which was in a higher risk tier.

d. Website upgrade strategy severely flawed. If community input truly valued, the public comment feature would have been the first functionality verified, and would have remained operational, particularly prior to a Council meeting. Thankfully your residents are paying attention and approximately 20 public comments were barely delivered prior to a critical Council decision.

e. Dismisses residents request for online access to participate in a meeting about public access and participation. His bias exposes residents to unnecessary risk of dangerous covid-19 variants.

I want the best for our city and its residents. I strive to make that happen by encouraging others to participate and modeling that participation for them. I want to feel like I am partnering with our city in this process. I miss the close collaboration we had with both Mr. Holley and Mr. Kaufman during the pilot Traffic Calming project for Wetlands Edge. We were the first Traffic Calming project in the city's history!

Hopefully now that we are emerging from the pandemic, we can finish our Traffic Calming project and resume collaboration to make our city the best it can be. Thank you for listening to my input.

I am: *

- IN FAVOR of this item
- AGAINST this item
- N/A

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Email: *

I would like to receive a call after the meeting? * Yes No

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Agenda Item Number: * closed session

Agenda Item Name: * Closes session City Manger evaluation

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I am: * IN FAVOR of this item AGAINST this item N/A

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TITLE

Public Comments Received.

RECOMMENDATION

Receive Public Comments.

CONTACT

Jason Holley, City Manager

BACKGROUND & ANALYSIS

COUNCIL PRIORITY PROGRAMS AND PROJECTS

FISCAL IMPACT

ENVIRONMENTAL REVIEW

ATTACHMENTS:

[Closed Session Public Comment - Cindy Biederman](#)

[Closed Session Public Comment - Chris James](#)

[Closed Session Public Comment - Matt Stewart](#)

[Closed Session Public Comment - Tammy Wong](#)

[Public Comment Matt Stewart](#)



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