COUNCILMEMBERS
Dr. Sherry Hu, Mayor
Kashef Qaadri, Vice Mayor
Jean Josey, Councilmember
Michael McCorriston, Councilmember
John Morada, Councilmember

DUBLIN
CALIFORNIA

PETER W. SNYDER
Council Chamber
Dublin Civic Center
100 Civic Plaza
Dublin, CA 94568
www.dublin.ca.gov

Regular Meeting of the
DUBLIN CITY COUNCIL

Tuesday, March 4, 2025

Location: Peter W. Synder Council Chamber 100 Civic Plaza Dublin, CA 94568

REGULAR MEETING 7:00 PM

Additional Meeting Procedures

This City Council meeting will be broadcast live on Comcast T.V. channel 28 beginning at 7:00 p.m. This meeting will also be livestreamed at www.tv30.org and on the City's website at: https://dublin.ca.gov/ccmeetings

For the convenience of the City and as a courtesy to the public, members of the public who wish to offer comments electronically have the option of giving public comment via Zoom, subject to the following procedures:

□ Fill out an online speaker slip available at www.dublin.ca.gov. The speaker slip will be made available at 10:00 a.m. on Tuesday, March 4, 2025. Upon submission, you will receive Zoom link information from the City Clerk. Speakers slips will be accepted until the staff presentation ends, or until the public comment period on non-agenda items is closed.

□ Once connected to the Zoom platform using the Zoom link information from the City Clerk, the public speaker will be added to the Zoom webinar as an attendee and muted. The speaker will be able to observe the meeting from the Zoom platform.

□ When the agenda item upon which the individual would like to comment is addressed, the City Clerk will announce the speaker in the meeting when it is their time to give public comment. The speaker will then be unmuted to give public comment via Zoom.

□ Technical difficulties may occur that make the option unavailable, and, in such event, the meeting will continue despite the inability to provide the option.

1. CALL TO ORDER

2. PLEDGE OF ALLEGIANCE

3. PRESENTATIONS AND PROCLAMATIONS

3.1 2024 Volunteer Recognition Winners

The City Council will present certificates of recognition to the City of Dublin 2024 Citizen, Young Citizen, and Organization of the Year, and the 2024 Mayor's Award and Mayor's Legacy Award recipients.

STAFF RECOMMENDATION:

Present the certificates.

Staff Report
Attachment 1 - Citizen of the Year
Attachment 2 - Young Citizen of the Year
Attachment 3 - Organization of the Year
Attachment 4 – Mayor's Award
Attachment 5 – Mayor's Legacy Award

3.2 American Red Cross Month Proclamation

The City Council will present a proclamation for American Red Cross Month.

STAFF RECOMMENDATION:

Present the proclamation.

Staff Report
Attachment 1 - American Red Cross Month Proclamation

3.3 Prescription Drug Abuse Awareness Month Proclamation

The City Council will present a proclamation for Prescription Drug Abuse Awareness Month.

STAFF RECOMMENDATION:

Present the proclamation.

Staff Report
Attachment 1 - Prescription Drug Abuse and Awareness Month

3.4 41st St. Patrick's Day Celebration Preview

The City Council will receive a presentation that previews the 41st St. Patrick's Day Celebration, which will be held the weekend of March 14-16, 2025.

STAFF RECOMMENDATION:

Receive the presentation.

Staff Report
Item 3.4 PowerPoint Presentation

3.5 Employee Introductions

New City of Dublin Staff members, Kathryn Gunn, Office Assistant II, and Lex Smith, Permit Technician, with the Community Development Department, will be introduced.

STAFF RECOMMENDATION:

Welcome the new City of Dublin Staff members.

Staff Report

4. PUBLIC COMMENT

At this time, the public is permitted to address the City Council on non-agendized items. Please step to the podium and clearly state your name for the record. COMMENTS SHOULD NOT EXCEED THREE (3) MINUTES. In accordance with State Law, no action or discussion may take place on any item not appearing on the posted agenda. The Council may respond to statements made or questions asked, or may request Staff to report back at a future meeting concerning the matter. Any member of the public may contact the City Clerk's Office related to the proper procedure to place an item on a future City Council agenda. The exceptions under which the City Council MAY discuss and/or take action on items not appearing on the agenda are contained in Government Code Section 54954.2(b)(1)(2)(3).

5. CONSENT CALENDAR

Consent Calendar items are typically non-controversial in nature and are considered for approval by the City Council with one single action. Members of the audience, Staff or the City Council who would like an item removed from the Consent Calendar for purposes of public input may request the Mayor to remove the item.

5.1 Approval of February 18, 2025 Regular City Council Meeting Minutes

The City Council will consider approval of the minutes of the February 18, 2025 Regular City Council Meeting.

STAFF RECOMMENDATION:

Approve the minutes of the February 18, 2025 Regular City Council Meeting.

Staff Report

Attachment 1 - February 18, 2025 Regular City Council Meeting Minutes

5.2 Approval of the 2025 City of Dublin Legislative Platform

The City Council will consider approving the 2025 Legislative Platform which guides the City's response to potential and pending legislation, policies, programs, ballot measures, mandates, and budgets at all levels of government.

STAFF RECOMMENDATION:

Adopt the **Resolution** Approving the 2025 City of Dublin Legislative Platform.

Staff Report

Attachment 1 - Resolution Approving the 2025 City of Dublin Legislative Platform

Attachment 2 - Exhibit A to the Resolution - 2025 Legislative Platform

Attachment 3 - Draft 2025 Legislative Platform (Redlined)

Attachment 4 - February 4, 2025 Staff Report without attachments

6. PUBLIC HEARING – None.

7. UNFINISHED BUSINESS

7.1 Report on the City's Efforts in Advancing Diversity, Equity, and Inclusion

The City Council will receive a report on Staff's progress implementing initiatives resulting from the Community Task Force on Equity, Diversity, and Inclusion.

STAFF RECOMMENDATION:

Receive the report.

Staff Report

Attachment 1 - Community Task Force Action Items - Status Update

Item 7.1 PowerPoint Presentation

8. NEW BUSINESS

8.1 Designation of Agency Labor Negotiators for Unrepresented Employees: City Manager and City Attorney

The City Council will consider the appointment of two Councilmembers as representatives for the City Manager's annual review and performance evaluation, including discussion of compensation matters, and two Councilmembers as representatives for the City Attorney's annual review and performance evaluation, including discussion of compensation matters.

STAFF RECOMMENDATION:

Appoint two Councilmembers as representatives for the City Manager's annual review and performance evaluation, including discussion of compensation, and appoint two Councilmembers as representatives for the City Attorney's annual review and performance evaluation, including discussion of compensation.

Staff Report

9. CITY MANAGER AND CITY COUNCIL REPORTS

Brief information only reports from City Council and/or Staff, including committee reports and reports by City Council related to meetings attended at City expense (AB1234).

10. ADJOURNMENT

This AGENDA is posted in accordance with Government Code Section 54954.2(a).

If requested, pursuant to Government Code Section 54953.2, this agenda shall be made available in appropriate alternative formats to persons with a disability, as required by Section 202 of the Americans with Disabilities Act of 1990 (42 U.S.C. Section 12132) (ADA), and the federal rules and regulations adopted in implementation thereof. To make a request for disability-related modification or accommodation, please contact the City Clerk's Office (925) 833-6650 at least 72 hours in advance of the meeting. Upon receiving a request, the City will swiftly resolve requests for reasonable accommodation for individuals with disabilities, consistent with the federal ADA, and resolve any doubt in favor of accessibility.

Agenda materials that become available within 72 hours in advance of the meeting, and after publishing of the agenda, will be available at Civic Center, 100 Civic Plaza, and will be posted on the City's website at www.dublin.ca.gov/ccmeetings.

Mission

The City of Dublin promotes and supports a high quality of life, ensures a safe, secure, and sustainable environment, fosters new opportunities, and champions a culture of equity, diversity, and inclusion.

Agenda Item 3.1

DUBLIN
CALIFORNIA

STAFF REPORT
CITY COUNCIL

DATE: March 4, 2025

TO: Honorable Mayor and City Councilmembers

FROM: Colleen Tribby, City Manager

SUBJECT: 2024 Volunteer Recognition Winners
Prepared by: Cierra Fabrigas, Executive Aide

EXECUTIVE SUMMARY:

The City Council will present certificates of recognition to the City of Dublin 2024 Citizen, Young Citizen, and Organization of the Year, and the 2024 Mayor's Award and the Mayor's Legacy Award recipients.

STAFF RECOMMENDATION:

Present the certificates.

FINANCIAL IMPACT:

None.

DESCRIPTION:

Annually, the City Council recognizes a citizen, young citizen, and organization that made a significant contribution toward enhancing the quality of life for the residents of Dublin during the prior year. Additionally, the Mayor presents two special awards, the Mayor's Award and the Mayor's Legacy Award, to those she wishes to recognize for their extraordinary dedication to the community. The winners in each category, along with the Mayor's special awards recipients, were recognized at the City's Volunteer Recognition Event on February 19, 2025.

The City Council will formally recognize the following award recipients:

- Daniel Colley – Citizen of the Year
- Suhani Gupta – Young Citizen of the Year
- Sensory Wall, Incorporated – Organization of the Year
- Susan Yan Tang – Mayor's Award
- Bonnie Terra, Division Chief, Alameda County Fire Department – Mayor's Legacy Award

STRATEGIC PLAN INITIATIVE:

None.

ATTACHMENTS:

1) Certificate of Recognition - Citizen of the Year
2) Certificate of Recognition - Young Citizen of the Year
3) Certificate of Recognition - Organization of the Year
4) Certificate of Recognition - Mayor's Award
5) Certificate of Recognition - Mayor's Legacy Award

CERTIFICATE OF RECOGNITION

Given to

DANIEL COLLEY

In recognition and appreciation of the outstanding contributions made to our community, and sincere congratulations.

"2024 Citizen of the Year"

Presented by the

City Council of the City of Dublin

Dated: March 4, 2025

Mayor Sherry Hu

Vice Mayor Kashef Qaadri

Councilmember Jean Josey

Councilmember Michael McCorriston

Councilmember John Morada

CERTIFICATE OF RECOGNITION

Given to

SUHANI GUPTA

In recognition and appreciation of the outstanding contributions made to our community, and sincere congratulations.

"2024 Young Citizen of the Year"

Presented by the

City Council of the City of Dublin

Dated: March 4, 2025

Mayor Sherry Hu

Vice Mayor Kashef Qaadri

Councilmember Jean Josey

Councilmember Michael McCorriston

Councilmember John Morada

CERTIFICATE OF RECOGNITION

Given to

SENSORY WALL, INC.

In recognition and appreciation of the outstanding contributions made to our community, and sincere congratulations.

"2024 Organization of the Year"

Presented by the

City Council of the City of Dublin

Dated: March 4, 2025

Mayor Sherry Hu

Vice Mayor Kashef Qaadri

Councilmember Jean Josey

Councilmember Michael McCorriston

Councilmember John Morada

CERTIFICATE OF RECOGNITION

Given to

SUSAN YAN TANG

In recognition and appreciation of the outstanding contributions made to our community, and sincere congratulations.

"2024 Mayor's Award"

Presented by the

Mayor of the City of Dublin

Dated: March 4, 2025

Mayor Sherry Hu

CERTIFICATE OF RECOGNITION

Given to

BONNIE TERRA, DIVISION CHIEF
ALAMEDA COUNTY FIRE DEPARTMENT

In recognition and appreciation of the outstanding contributions made to our community, and sincere congratulations.

"2024 Mayor's Legacy Award"

Presented by the

Mayor of the City of Dublin

Dated: March 4, 2025

Mayor Sherry Hu

Agenda Item 3.2

DUBLIN
CALIFORNIA

STAFF REPORT
CITY COUNCIL

DATE: March 4, 2025

TO: Honorable Mayor and City Councilmembers

FROM: Colleen Tribby, City Manager

SUBJECT: American Red Cross Month Proclamation
Prepared by: Marissa Clevenger, Administrative Technician

EXECUTIVE SUMMARY:

The City Council will present a proclamation for American Red Cross Month.

STAFF RECOMMENDATION:

Present the proclamation.

FINANCIAL IMPACT:

None.

DESCRIPTION:

American Red Cross Month is March 2025. The annual recognition of this group raises awareness of its mission and acknowledges the work of its volunteers, financial and blood donors, community partners, and those trained in vital health and safety skills.

STRATEGIC PLAN INITIATIVE:

None.

NOTICING REQUIREMENTS/PUBLIC OUTREACH:

The City Council Agenda was posted.

ATTACHMENTS:

1) American Red Cross Month Proclamation

A PROCLAMATION OF THE CITY COUNCIL
CITY OF DUBLIN, CALIFORNIA

"American Red Cross Month"

WHEREAS, the American Red Cross was founded in 1881 by Clara Barton and this year marks their 144th anniversary; and

WHEREAS, the American Red Cross is a leading volunteer agency chartered and authorized by Congress to act in times of need, and provides compassionate assistance to people afflicted by personal, local, or national disasters; and

WHEREAS, the volunteers, blood and platelet donors, and supporters shine a beacon of hope in people's darkest hours —delivering shelter, food, and comfort during disasters; providing critical blood donations for hospital patients; supporting service members, veterans, and their families; saving lives with first aid, CPR, AED, and other skills; or delivering international aid and reconnecting loved ones separated by global crises; and

WHEREAS, in 2024, the American Red Cross in Alameda County mobilized 1,638 volunteers to respond to 163 disasters, providing assistance to 305 families. Additionally, through the Sound the Alarm program, the Red Cross installed 988 smoke alarms, enhancing safety in 291 homes, and trained 2,544 youth and adults in preparedness programs; and

WHEREAS, Alameda County residents donated 30,572 units of lifesaving blood; hosted 1,154 blood drives; trained 13,893 citizens in first aid, CPR, AED, and aquatics; provided case services to 455 military members and their families; and provided humanitarian aid internationally; and

WHEREAS, for over 100 years, United States presidents have called on the American people to support the American Red Cross and its humanitarian mission and those who selflessly answer the call to help, whenever and wherever it is needed.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Dublin does hereby proclaim March 2025 as American Red Cross Month in the City of Dublin and thanks the American Red Cross for their invaluable work and efforts not only in our community, but around the country.

DATED: March 4, 2025

Mayor Sherry Hu

Vice Mayor Kashef Qaadri

Councilmember Jean Josey

Councilmember Michael McCorriston

Councilmember John Morada

Agenda Item 3.3

DUBLIN
CALIFORNIA

STAFF REPORT
CITY COUNCIL

DATE: March 4, 2025

TO: Honorable Mayor and City Councilmembers

FROM: Colleen Tribby, City Manager

SUBJECT: Prescription Drug Abuse Awareness Month Proclamation
Prepared by: Marissa Clevenger, Administrative Technician

EXECUTIVE SUMMARY:

The City Council will present a proclamation for Prescription Drug Abuse Awareness Month.

STAFF RECOMMENDATION:

Present the proclamation.

FINANCIAL IMPACT:

None.

DESCRIPTION:

In 2013 the California Senate established the month of March as Prescription Drug Abuse Awareness Month. When used as prescribed by a doctor, prescription medications can be helpful in treating many illnesses, but when medications are misused, they can have serious consequences. This proclamation encourages all citizens to participate in prevention programs and activities, and to pledge to "Spread the Word...One Pill Can Kill."

STRATEGIC PLAN INITIATIVE:

None.

NOTICING REQUIREMENTS/PUBLIC OUTREACH:

The City Council Agenda was posted.

ATTACHMENTS:

1) Prescription Drug Abuse Awareness Month Proclamation

A PROCLAMATION OF THE CITY COUNCIL
CITY OF DUBLIN, CALIFORNIA

"Prescription Drug Abuse Awareness Month"

WHEREAS, when used as prescribed by a doctor, prescription medications such as stimulants, sedatives, and opioids can be helpful in treating many illnesses, but when these medications are misused, they can have serious consequences; and

WHEREAS, anyone who takes prescription opioids can become addicted to them. As many as one in four patients receiving long-term opioid therapy in a primary care setting struggles with opioid addiction; and

WHEREAS, according to the Center for Disease Control and Prevention (CDC) data published in December 2024, 112,000 people died from a drug overdose in the U.S. during the 12-month period ending December 2023 and 73,765 died from overdoses involving synthetic opioids in 2023; and

WHEREAS, the National Coalition Against Prescription Drug Abuse (NCAPDA) asks all community members to participate in Prescription Drug Awareness Month activities to raise prescription drug safety awareness; and

WHEREAS, to help prevent substance abuse and overdose deaths, community members should dispose of expired and unwanted prescription drugs throughout the year and safely store those still needed.

NOW THEREFORE, BE IT RESOLVED that the City Council of the City of Dublin does hereby proclaim March 2025 as Prescription Drug Abuse Awareness Month in the City of Dublin and encourages all residents to participate in prescription-drug-related prevention programs and activities and pledge to "Spread the Word...One Pill Can Kill."

Dated: March 4, 2025

Mayor Sherry Hu

Vice Mayor Kashef Qaadri

Councilmember Jean Josey

Councilmember Michael McCorriston

Councilmember John Morada

Agenda Item 3.4

DUBLIN
CALIFORNIA

STAFF REPORT
CITY COUNCIL

DATE: March 4, 2025

TO: Honorable Mayor and City Councilmembers

FROM: Colleen Tribby, City Manager

SUBJECT: 41st St. Patrick's Day Celebration Preview
Prepared by: Lauren Marriott, Recreation Coordinator

EXECUTIVE SUMMARY:

The City Council will receive a presentation that previews the 41st St. Patrick's Day Celebration, which will be held the weekend of March 14-16, 2025.

STAFF RECOMMENDATION:

Receive the presentation.

FINANCIAL IMPACT:

The budget for the St. Patrick's Day Celebration is included as part of the City's annual operating budget.

DESCRIPTION:

The City of Dublin is hosting its 41st St. Patrick's Day Celebration on March 14-16, 2025. This signature celebration includes the St. Patrick's Day Festival, the Shamrock Gala, a Pancake Breakfast, a Celtic Highland Competition, a Parade, and a Fun Run. A summary of activities is provided below.

Shamrock Gala – Friday 6:00 p.m.
The weekend festivities will begin on Friday evening with the Shamrock Gala, hosted by the Dublin Historical Society at the Shannon Community Center. This ticketed event, priced at $75 per person, will feature dinner, dancing, and entertainment. Tickets are available at the Dublin Historical Society website.

Firefighters Pancake Breakfast – Saturday 7:00 a.m.
On Saturday morning, Fire Station #16 and the International Association of Fire Fighters Local 55 will host the annual Firefighters Pancake Breakfast starting at 7:00 a.m. The breakfast will feature green pancakes, sausage, eggs, juice, and coffee.

Rotary of Dublin Parade – Saturday 9:30 a.m.
Also on Saturday, the Rotary of Dublin will host the 41st St. Patrick's Day Parade starting at 9:30 a.m. The parade begins at Dublin Boulevard and Amador Plaza Road, traveling east on Dublin Boulevard, north on Village Parkway, and west on Amador Valley Boulevard to end near the Dublin Senior Center. The parade is expected to feature more than 60 entries, including local marching bands, floats, equestrian groups, bagpipers, and community groups.

St. Patrick's Day Festival – Saturday and Sunday 10:00 a.m. – 5:00 p.m.
The St. Patrick's Day Festival will run Saturday and Sunday, March 15 and March 16, from 10:00 a.m. to 5:00 p.m. at the Dublin Civic Center. The Festival promises a family-friendly experience centered around Irish music, dance, food, and drinks. Three outdoor stages will be programmed with entertainment during the festivities: the Dance Stage showcases the art of Irish Step Dance, the Pub Stage offers a diverse mix of Irish music genres including Celtic rock and traditional folk and features a roaming bagpiper and leprechaun, and the Main Stage headlines bands such as The Wicked Tinkers, Stout Rebellion, and Hounds of Belfast, presenting a fusion of traditional and original Celtic-inspired songs.

The Festival will also feature an authentic Irish Tea Cottage nestled in the Civic Center courtyard, allowing for an open-air experience with a commemorative tea mug and packaged cookies to enjoy.

The Irish Marketplace will feature vendors offering a variety of authentic Irish goods, including tartan kilts, scarves, wraps, capes, Celtic jewelry, artwork, metalwork, pottery, and traditional baked goods such as Irish shortbread, scones, and cakes. In addition, over 100 arts and crafts vendors will participate in the event, showcasing a diverse selection of handcrafted items. A designated portion of the Dublin Sports Grounds parking lot and field will also host a carnival with rides and attractions.

To mitigate traffic and parking issues throughout the weekend, Staff has arranged offsite parking for sponsors, volunteers, vendors, and the public at Carl Zeiss Meditec, Inc., 5300 Central Parkway, with a free shuttle bus operating both days. Furthermore, the City is once again partnering with BART and LAVTA to offer free bus rides from both BART stations via the Wheels Rapid 30R bus.

Additionally, Staff works with local corporations, particularly those adjacent to the Civic Center, to request use of their parking lots. All neighboring businesses will be provided with information related to impacts on traffic and parking. Cycling to the Festival is also encouraged, as the City provides free secure bike parking at a bike valet station.

Finally, in collaboration with the City of Dublin, the South Bay Scottish Society is excited to announce the debut of a new Celtic Highland competition as part of the Dublin St. Patrick's Day weekend festivities. The competition will feature a Caber and Sheaf Throwing Challenge in both the men's and women's divisions.

Fun Run – Sunday 8:30 a.m.
The Shamrock 5K Fun Run and Walk takes place on Sunday morning, with the race ending at the Festival Main Stage. Runners will enjoy live music, refreshments, and other giveaways in the post-race area. To add to the festivities, some Festival vendors will open early to welcome runners at the finish line. The Shamrock 5K is expected to attract more than 2,000 participants.

STRATEGIC PLAN INITIATIVE:

None.

NOTICING REQUIREMENTS/PUBLIC OUTREACH:

The City Council Agenda was posted.

ATTACHMENTS:

None.

Preview of the 2025 St. Patrick's Day Celebration

March 4, 2025

DUBLIN
CALIFORNIA

Shamrock Gala

Friday, March 14 – 6:00 p.m.

Firefighter's Pancake Breakfast

Saturday, March 15 - 7:00 a.m.

Rotary of Dublin Parade

Saturday, March 15 – 9:30 a.m.

26th Shamrock 5K Fun Run & Walk

Sunday, March 16 – 8:30 a.m.

41st St. Patrick's Day Festival

March 15 – 16, 2025

Pub & Main Stage

Tea Cottage & Irish Dance Stage

Carnival & Children's Activities

Highland Games

Sheaf for Height

Caber Challenge

Vendors & Food Court

Sponsors

Ava Community Energy • Back Pain, Neck Pain, Headache Relief Center of Pleasanton

Bodybar Pilates • Jazz Heating, Cooling, Plumbing and Electrical • Joya Yoga

Pacific Service Credit Union • Patelco Credit Union • Sutter Health • Xfinity

Thank You & Questions

DUBLIN
CALIFORNIA

Agenda Item 3.5

STAFF REPORT
CITY COUNCIL

DATE: March 4, 2025

TO: Honorable Mayor and City Councilmembers

FROM: Colleen Tribby, City Manager

SUBJECT: Employee Introductions
Prepared by: Sarah Monnastes, Human Resources Director

EXECUTIVE SUMMARY:

New City of Dublin Staff members, Kathryn Gunn, Office Assistant II, and Lex Smith, Permit Technician, with the Community Development Department, will be introduced.

STAFF RECOMMENDATION:

Welcome the new City of Dublin staff members.

FINANCIAL IMPACT:

None.

DESCRIPTION:

New City of Dublin Staff members, Kathryn Gunn, Office Assistant II, and Lex Smith, Permit Technician, with the Community Development Department, will be introduced.

STRATEGIC PLAN INITIATIVE:

None.

NOTICING REQUIREMENTS/PUBLIC OUTREACH:

The City Council Agenda was posted.

ATTACHMENTS:

None.

Agenda Item 5.1

DUBLIN
CALIFORNIA

STAFF REPORT
CITY COUNCIL

DATE: March 4, 2025

TO: Honorable Mayor and City Councilmembers

FROM: Colleen Tribby, City Manager

SUBJECT: Approval of February 18, 2025 Regular City Council Meeting Minutes
Prepared by: Marsha Moore, MMC, City Clerk

EXECUTIVE SUMMARY:

The City Council will consider approval of the minutes of the February 18, 2025 Regular City Council Meeting.

STAFF RECOMMENDATION:

Approve the minutes of the February 18, 2025 Regular City Council Meeting.

FINANCIAL IMPACT:

None.

DESCRIPTION:

The City Council will consider approval of the minutes of the February 18, 2025 Regular City Council Meeting.

STRATEGIC PLAN INITIATIVE:

None.

NOTICING REQUIREMENTS/PUBLIC OUTREACH:

The City Council Agenda was posted.

ATTACHMENTS:

1) February 18, 2025 Regular City Council Meeting Minutes

MINUTES OF THE CITY COUNCIL OF THE CITY OF DUBLIN

Regular Meeting: February 18, 2025

The following are minutes of the actions taken by the City of Dublin City Council. A full video recording of the meeting with the agenda items indexed and time stamped is available on the City's website at: https://dublin.ca.gov/ccmeetings

REGULAR MEETING 7:00 PM

A Regular Meeting of the Dublin City Council was held on Tuesday, February 18, 2025, in the Peter W. Snyder Council Chamber. The meeting was called to order at 7:00 PM, by Mayor Hu.

1) CALL TO ORDER

Attendee Name	Status
Dr. Sherry Hu, Mayor	Present
Kashef Qaadri, Vice Mayor	Present
Jean Josey, Councilmember	Present
Michael McCorriston, Councilmember	Present
John Morada, Councilmember	Present

2) PLEDGE OF ALLEGIANCE

3) PRESENTATIONS AND PROCLAMATIONS

3.1) Ramadan Proclamation

The City Council presented a proclamation for Ramadan.

3.2) Black History Month Proclamation

The City Council presented a proclamation for Black History Month.

3.3) March for Meals Month Proclamation

The City Council presented a proclamation for March for Meals Month.

DRAFT

3.4) Recognition of Dashrath Sankhe Cricket Academy Players

The City Council recognized the Dashrath Sankhe Cricket Academy players on their awards and achievements.

3.5) Employee Introduction

New City of Dublin Staff member, Miranda Kinsley, Office Assistant II with Parks and Community Services, was introduced.

4) PUBLIC COMMENT

Mike Grant provided public comment.

Brent Songey provided public comment.

5) CONSENT CALENDAR

5.1) Approved the minutes of the February 4, 2025 Regular City Council Meeting and February 6, 2025 Special City Council Meeting.

5.2) Adopted Resolution No. 11-25 titled, "Approving a Contractor Services Agreement Between the City of Dublin and Hinderliter de Llamas & Associates (HdL) for Business License Software and Administration Services."

5.3) Received an informational report on the City's investments through the quarter ending December 31, 2024 including a monthly transaction ledger.

5.4) Adopted Resolution No. 12-25 titled, "Approving the Agreement for Long Term Encroachment for Landscape Features with Regional Street Housing."

5.6) Received a listing of payments issued from December 1, 2024 – December 31, 2024, totaling $11,249,725.77 and January 1, 2025 - January 31, 2025, totaling $21,660,873.84.

On a motion by Councilmember McCorriston, seconded by Vice Mayor Qaadri, and by unanimous roll call vote, the City Council adopted the Consent Calendar, except for item 5.5.

RESULT:	ADOPTED [UNANIMOUS]
MOVED BY:	Michael McCorriston, Councilmember
SECOND:	Kashef Qaadri, Vice Mayor
AYES:	Hu, Josey, McCorriston, Qaadri, Morada

5.5) Mayor's Appointment to the Planning Commission Unscheduled Vacancy

This item was pulled from the consent calendar by Councilmembers McCorriston and Josey for further discussion and clarifying questions.

On a motion by Councilmember Josey and seconded by Councilmember McCorriston, and by unanimous vote, the City Council confirmed the Mayor's appointment of Matthew Aini to the Planning Commission for the remainder of a term ending December 2026 and directed Staff to provide additional process information to applicants in the future.

RESULT:	ADOPTED [UNANIMOUS]
MOVED BY:	Jean Josey, Councilmember
SECOND:	Michael McCorriston, Councilmember
AYES:	Hu, Josey, McCorriston, Qaadri, Morada

6) PUBLIC HEARING – None.

7) UNFINISHED BUSINESS

7.1) Two-Year Strategic Plan: Biannual Progress Report

The City Council received a biannual progress report on the City's Two-Year Strategic Plan in a newly designed format, along with key highlights from the first six months of Fiscal Year 2024-25.

The City Council asked clarifying questions, provided their feedback, and by consensus directed Staff to provide quarterly updates to the City Council.

8) NEW BUSINESS

8.1) Report on City-Hosted Events and Proposed Event Space Grant Program

The City Council received a report on special events currently provided by the Parks and Community Services Department, and the potential for the City to provide the opportunity to recognize and support additional, culturally significant holidays and events on an ongoing basis through an Event Space Grant Program.

The City Council asked clarifying questions and provided feedback on the program.

Srinivas provided public comment.

Pavani provided public comment.

Narendra provided public comment.

Anvi Vivrekar provided public comment.

Ambuj Trivedi provided public comment.

Shobhit G. provided public comment.

Sweta provided public comment.

Kavita provided public comment.

Vasanth Chetan provided public comment.

Archana Jain provided public comment.

Naveena Rudrapada provided public comment.

Ramya Ramakrishnan provided public comment.

Mayor Hu called for a break at 9:35 PM.

Mayor Hu reconvened the meeting at 9:41 PM.

8.2) Fiscal Year 2024-25 2nd Quarter Financial Review

The City Council received a financial report through the second quarter of Fiscal Year 2024-25 and considered amendments via a budget change.

On a motion by Councilmember McCorriston, seconded by Councilmember Josey, and by unanimous vote, the City Council approved the budget change to amend the Fiscal Year 2024-25 Budget.

RESULT:	ADOPTED [UNANIMOUS]
MOVED BY:	Michael McCorriston, Councilmember
SECOND:	Jean Josey, Councilmember
AYES:	Hu, Josey, McCorriston, Qaadri, Morada

9) CITY MANAGER AND CITY COUNCIL REPORTS

The City Council and Staff provided brief information-only reports, including committee reports and reports related to meetings attended at City expense (AB1234).

10) ADJOURNMENT

Mayor Hu adjourned the meeting at 10:02 PM.

Mayor

ATTEST:

City Clerk

Agenda Item 5.2

STAFF REPORT
CITY COUNCIL

DATE: March 4, 2025

TO: Honorable Mayor and City Councilmembers

FROM: Colleen Tribby, City Manager

SUBJECT: Approval of the 2025 City of Dublin Legislative Platform
Prepared by: Jordan Foss, Management Analyst II

EXECUTIVE SUMMARY:

The City Council will consider approving the 2025 Legislative Platform which guides the City's response to potential and pending legislation, policies, programs, ballot measures, mandates, and budgets at all levels of government.

STAFF RECOMMENDATION:

Adopt the **Resolution** Approving the 2025 City of Dublin Legislative Platform.

FINANCIAL IMPACT:

None.

DESCRIPTION:

Each year the City Council approves a Legislative Platform that includes the goals, strategies, and priorities for organizing the City's legislative advocacy efforts.

At the February 4, 2025 meeting, the City Council reviewed and provided comments on the draft 2025 Platform. Based on the Councilmembers' feedback, Staff made the following changes in the final version of the Platform.

- Throughout the document: Addressed all grammatical and tense changes needed.
- Section 1.7 – Cleared up language to address any confusion from draft language.
- Section 2.18 – Added language to ensure we oppose legislation that would expand federal fiscal oversight or requirements on existing federal grants.
- Section 3.16 – Updated language to add clarity around diversion of traffic.
- Section 3.17 – Added language that opposes any requirement of the consolidation of transit agencies in the Bay Area.
- Section 4.5 – Updated language around the CEQA process to clarify the intent of the original language.
- Section 5.10/5.11 – Moved language regarding insurance availability and emergency preparedness activities to its own section, now 5.11.
- Section 5.12 (prev. 5.11) – Added language to include premiums in natural-disaster-prone areas instead of specifically fire-prone areas.
- Section 6.9/6.10 – Moved and clarified language regarding the protection of natural resources to its own section, now 6.10.

STRATEGIC PLAN INITIATIVE:

None.

NOTICING REQUIREMENTS/PUBLIC OUTREACH:

The City Council Agenda was posted.

ATTACHMENTS:

1) Resolution Approving the 2025 City of Dublin Legislative Platform
2) Exhibit A to the Resolution - 2025 City of Dublin Legislative Platform
3) Draft 2025 Legislative Platform (Redlined)
4) February 4, 2025 Staff Report without attachments

RESOLUTION NO. XX – 25

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF DUBLIN

APPROVING THE 2025 CITY OF DUBLIN LEGISLATIVE PLATFORM

WHEREAS, the 2025 City of Dublin Legislative Platform ("Platform") outlines the City's legislative priorities and positions to inform residents, representatives, and policy makers; and

WHEREAS, these legislative priorities are guided by three General Legislative Principles and eight Public Policy Positions which will determine the City's position on various legislative proposals; and

WHEREAS, the Platform provides City Staff with direction and authorizes them, on the City Council's behalf, to quickly respond in support or opposition to bills, and other legislative or gubernatorial actions in time sensitive situations, in accordance with the processes identified in the Platform.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Dublin adopts the 2025 City of Dublin Legislative Platform attached hereto as **Exhibit A.**

BE IT FURTHER RESOLVED that the Mayor or her designee is authorized to sign letters of opposition or letters of support as drafted by City Staff for legislation as long as they are consistent with the Platform.

PASSED, APPROVED AND ADOPTED this 4th day of March 2025, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

_____
Mayor

ATTEST:

_____
City Clerk

DUBLIN
CALIFORNIA

2025 LEGISLATIVE PLATFORM

FEDERAL AND STATE POLICY PRIORITIES

FEBRUARY 2025

Introduction

Many public policies intersect with City priorities, programs, and services. This 2025 Legislative Platform (Platform) outlines the City of Dublin's legislative priorities and positions on these policies to inform residents, representatives, and policymakers. These priorities are applicable to all relevant legislation, policies, programs, grant funding opportunities, ballot measures, mandates, and budgets.

The Mission of the City of Dublin is to promote and support a high quality of life, ensure a safe, secure, and sustainable environment, foster new opportunities, and champions a culture of diversity, equity, and inclusion. This Mission shall guide the City's Legislative Platform.

This Platform provides Staff with direction and authorizes them, on the City Council's behalf, to quickly respond in support of or in opposition to bills and other legislative or gubernatorial actions in time-sensitive situations. Additionally, the Platform enables Staff to communicate Dublin-specific issues and impacts with state legislators. Staff may draft letters, direct our legislative advocates, or speak on behalf of the City regarding the legislative priorities this document outlines.

Any correspondence signifying the City's support or opposition of a given bill must be signed by the Mayor and / or City Manager with notification to the City Council.

Any questions regarding this Legislative Platform can be directed to Jordan Foss, Management Analyst II at jordan.foss@dublin.ca.gov.

Platform Overview and Coordination

This Legislative Platform serves as the foundation for City legislative advocacy at all levels of government. It informs the City's legislative representatives of the key issues and legislation that could have a potential impact on the City and the process in which the City will participate in the legislative process. The City will employ several strategies to advocate or advance the City's public policy interests, which include:

- **Position Development**
  - Reviewing analyses and positions by the League of California Cities (Cal Cities), legislative advocates, and other local government / professional associations in formulating the City's position.
  - Working with City departments and legislative advocates to develop this platform and identify positions on proposed legislative measures.
- **Status Tracking**
  - Tracking key bills through the legislative process.
- **Communication and Advocacy**
  - Communicating the City's position, in accordance with this Platform, through correspondence, testimony, and meetings.
  - Working cooperatively with other cities (including the Tri-Valley Cities), associations, and Cal Cities on advocating the City's legislative position.
  - Meeting with legislators and their representatives, as well as other federal, state, and county government officials on a regular basis, to discuss local government issues, proposed legislation, requests for funding assistance, and City programs and services.

The City Manager's Office will exercise day-to-day oversight of legislative matters. In addition to coordinating formal action through the City Council, the City Manager and their designee will manage the City's Legislative Platform.

Staff will follow the process below when responding to all proposed and relevant legislation, policies, programs, ballot measures, mandates, and budgets.

1. Review and determine whether a proposal will impact the City.
2. Prepare a letter outlining the City's position for the Mayor's or City Manager's signature.
3. Distribute the letter to the legislation's author(s), key legislative committees, the City Council, and other relevant parties.

In scenarios where a proposal or regulation arises that may impact the City and is not covered by this Legislative Platform, Staff will prepare a draft position letter for the City Council to review prior to distribution.

General Legislative Principles

The guiding principles for the City's legislative advocacy efforts include:

Advancing Existing City Mission, Vision, Values, and Policies
Preserving and/or Increasing Local Government Discretion
Promoting or Enhancing Revenue Sources

Public Policy Priorities

This Legislative Platform identifies specific Public Policy Priorities by topic area. Informed by the General Legislative Principles, these priorities will guide the positions the City will take on all relevant legislation, policies, programs, grant funding opportunities, ballot measures, mandates, and budgets.

The Public Policy Priorities are categorized as follows:

1. General Administration
2. Fiscal Sustainability
3. Community and Economic Development
4. Transportation and Public Works
5. Public Safety and Public Health
6. Parks and Community Services
7. Climate and Environment
8. Technology and Cybersecurity

1. General Administration

Staff recommends that the City Council **support** legislation that:

1. Enhances or streamlines local control and allows cities to address the needs of local constituents within a framework of regional cooperation.

2. Streamlines the process to apply for, to receive approval of, and to receive state or federal funding.
3. Assures every person the right to equal treatment in and access to all government-sponsored benefits or funded programs.
4. Provides the ability to conduct public meetings using a hybrid approach that allow for equitable access and participation of elected officials and the public while considering privacy, health, and safety of all stakeholders.
5. Provides alternative methods of meeting public noticing requirements through cost-effective, innovative, and technological methods of communication, and changes the definition of "newspaper of general circulation" due to realities of consolidated newspaper publications and the increase in on-line publications.
6. Increases the voting requirement for future measures to be approved by the same proportion of votes cast as the measure requires, and preserves agency rights to place advisory questions on the ballot.
7. Provides for additional flexibility and modernization of open government initiatives and open meetings, including provisions of the Ralph M. Brown Act, at all levels of government.

Staff recommends that the City Council **oppose** legislation that:

8. Attempts to restrict local authority or decision-making whether by state or federal legislation, regulations, or voter initiatives.
9. Diminishes or eliminates local governments' ability to contract out for the provision of services.

2. Fiscal Sustainability

Staff recommends that the City Council **support** legislation that:

1. Maintains or enhances ongoing revenues to the City.
2. Updates the tax structure to enhance local government revenues that have declined due to the expansion of e-commerce, increased consumption of services rather than durable goods, and innovations in technology.
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4. Removes unnecessary state-imposed mandates.
5. Provides for the use of incentives for local government action rather than mandates (funded or unfunded).
6. Establishes new and innovative revenue options and resources to finance public infrastructure construction and maintenance.
7. Streamlines the establishment and utilization of infrastructure financing districts or other funding mechanisms for infrastructure improvements.
8. Changes the Communications Act of 1934 that removes the distinction between "capital" and "operating" funds to provide more local control for community television stations in the use of their public, educational, and government (PEG) channel fees.
9. Increases transparency of all public employee salaries and benefits.
10. Provides sustainable public pensions and other post-retirement benefits.

11. Lowers the necessary voter threshold from a two-thirds supermajority to 55-percent to approved local general obligation bonds and special taxes for affordable housing and public infrastructure projects.

Staff recommends that the City Council **oppose** legislation that:

12. Undermines and preempts local authority over local taxes and fees.
13. Shifts funds from local governments to the state or federal government.
14. Imposes unfunded or inadequately funded federal and state mandates on local governments.
15. Eliminates, limits, or delays the imposition or collection of development impact fees thus restricting the City's ability to provide for infrastructure or services.
16. Requires or expands state involvement in City financial audits, fiscal monitoring, general oversight, or assistance by the State Treasurer, State Controller, or other state agencies.
17. Defers reimbursements for state mandated programs.
18. Requires new or expanded fiscal oversight by federal agencies or expanded reporting requirements on existing federal grants.

3. Public Works and Transportation

Staff recommends that the City Council **support** legislation that:

1. Ensures the City receives its fair share of transportation funding and keeps the funding decisions at the local level.
2. Provides for more stable and equitable long-term funding sources for transportation.
3. Leverages local funds to the maximum extent possible to implement transportation improvements through grants and partnerships with regional, state, and federal agencies.
4. Reduces Vehicle Miles Traveled (VMT) and encourages developing and implementing Transportation Demand Management (TDM) plans and strategies.
5. Expands opportunities and funding for connected and shared autonomous vehicles, high occupancy vehicles, new technology deployment, resilient transportation communication networks, and reducing traffic congestion and delay.
6. Improves multimodal freight movement between the San Francisco Bay Area and the Central Valley and projects that reduce freight traffic on I-580.
7. Encourages active transportation, enhances the safety of all modes of transportation, particularly bicycles and pedestrians, and reduces vehicle speeds and traffic congestion.
8. Increases and funds local control and local regulation of shared mobility, transportation network companies (TNCs), and other emerging industries that use city infrastructure to offer private services.
9. Enables the sale of traffic data to recover the cost of data collection.
10. Enables innovative rail connectivity projects which aim to address the regional jobs, housing, and transit imbalance (i.e., Valley Link).
11. Provides funding for climate-resilient transportation infrastructure to withstand weather events, wildfires, and other climate-related challenges.

Staff recommends that the City Council **oppose** legislation that:

12. Infringes upon the ability of local governments to effectively administer and modify state and local construction provisions and standards.
13. Takes away local control of managing and operating local streets and roads.
14. Reduces the City's condemnation authority regarding acquisition of properties required for public projects.
15. Reduces local government's ability to enact transportation impact fees that fund transportation improvements.
16. Diverts traffic from freeways or highways to local streets through measures that would create toll roads on local highways.
17. Requires consolidation of transit agencies in the Bay Area.

4. Community and Economic Development

Staff recommends that the City Council **support** legislation that:

1. Maintains the City's authority over land use decisions.
2. Strengthens local regulatory authority and control over the siting of medical or recreational marijuana dispensaries.
3. Creates a more equitable and transparent Regional Housing Needs Allocation (RHNA) process.
4. Creates more flexibility for local jurisdictions to work together to provide housing that counts toward RHNA requirements.
5. Streamlines the CEQA (California Environmental Quality Act) process by reducing redundant, costly, and cumbersome mandates and restrictions.
6. Provides incentives or new funding mechanisms for affordable housing and transit-oriented development.
7. Increases financial assistance to provide affordable, transitional, special needs and emergency housing to the homeless, seniors, veterans, and people with special needs.
8. Expands STEM (Science, Technology, Engineering and Mathematics) programs in K-12, higher education, and libraries.
9. Enhances the City's efforts to retain existing businesses and attract new businesses.
10. Provides tangible and productive tools and incentives to support job creation, business attraction, and business retention.
11. Advances or encourages innovation, entrepreneurship, start-ups, small business opportunities, and/or workforce development.
12. Funds policy modifications that require additional staffing resources be deployed by HCD to ensure uniformity within the housing element compliance and review process.
13. Provides for local input and control over the development of high-density development in areas prone to fire and natural disasters.

Staff recommends that the City Council **oppose** legislation that:

14. Interferes with or reduces local land use control and decision making.
15. Diminishes or eliminates the authority of cities to zone and plan for the development of telecommunications infrastructure, including the siting of cellular communications towers or transmission sites.
16. Diminishes or eliminates cities' authority to regulate condominium conversions.

17. Interferes with the ability to provide productive incentives to support job creation, business attraction, and business retention.

5. Public Safety and Public Health

Staff recommends that the City Council **support** legislation that:

1. Increases funding for local law enforcement, fire suppression and prevention, hazardous materials mitigation, and emergency medical services.
2. Funds local agencies for training, disaster preparedness, crime prevention, public outreach, and emergency planning.
3. Ensures cities have control of regulating local medical marijuana facilities instead of the state, protects public safety with standardized security requirements, protects public health with uniform health and safety standards, and ensures patient safety with a quality assurance protocol.
4. Improves data and information dissemination, preparedness funding, and first-responder training for oil-by-rail shipments.
5. Maintains or increases grant funding for the Community Oriented Police Services (COPS) program.
6. Provides a greater share of asset forfeiture funds for cities and increases latitude for spending local funds.
7. Funds the preparation, mitigatation, adaptation, and response to extreme weather or emergency events.
8. Funds alternative crisis response programs for mental health, substance abuse, or homelessness related calls for emergency service.
9. Expands access and resources to public health care services, including mental health, behavioral health, and substance abuse services.
10. Expands on sensible public safety reforms, especially regarding retail theft, burglary, and assault,
11. Expands on sensible reforms regarding insurance availability and emergency preparedness activities.
12. Provides for the stabilization and equitable assessment of property insurance premiums in natural disaster prone areas, such as fire-prone and flood-prone areas.

6. Parks and Community Services

Staff recommends that the City Council **support** legislation that:

1. Creates new funding opportunities for parks and community facilities.
2. Provides funding for ADA (Americans with Disabilities Act) facility and park upgrades.
3. Increases available financial assistance to local non-profit and community-based organizations that provide social services and mental health services to residents in need.
4. Provides funding for the rehabilitation, development, and capital improvements for park improvements to enhance the active and passive recreational infrastructure.
5. Funds or regulates cooling strategies in local and regional parks.

6. Funds or promotes parks and park-related amenities to increase community resilience, including mitigating climate change effects and increasing access.
7. Expands funding sources available to make technological updates to existing and new parks and recreation spaces.
8. Provides access and funding for the provision of before and after school childcare through local programming.
9. Funds vital regional and community services delivered by parks and recreation departments that impact access to parks, open space, bikeways, after school programming, youth services, senior services, food programs, and facilities that promote physical activity.
10. Expands the protection of natural resources and strengthens the safety and security of these resources.

Staff recommends that the City Council **oppose** legislation that:

11. Reduces or eliminates the City's ability to levy park impact fees.
12. Imposes regulations that create cost prohibitive administrative burdens which may result in the reduction of parks programming.
13. Captures or diverts local park and recreation revenue or efforts to shift responsibility for State services or programs to park and recreation departments without commensurate revenue.

7. Climate and Environment

Staff recommends that the City Council **support** legislation that:

1. Assists and funds local governments in meeting or exceeding local or state climate adaptation goals, reduce global warming pollution levels, develop alternate energy resources and fuel efficiency programs, and to reduce fossil fuel dependence.
2. Streamlines development of and provides funding for electric vehicle (EV) charging and hydrogen fueling infrastructure locally and regionally.
3. Establishes current waste diversion goals, local compliance efforts, and associated measurement and reporting requirements.
4. Assists the City in meeting or exceeding established goals of reducing water consumption and increasing water supply without preempting local planning decisions.
5. Sponsors circular economy solutions, extended producer responsibility, and requires manufacturers be responsible for the end of useful life cost of collecting, processing, recycling, and disposing of products they manufacture.
6. Protects the interest of Community Choice Aggregators, like Ava Community Energy, that provide renewable and clean electricity to their customers.
7. Incentivizes regional and local government efforts to develop and implement programs to reduce air pollution.
8. Funds compliance and full life cycle costs of current and new mandatory storm water quality permit requirements.
9. Addresses litter control and abatement problems in California.
10. Reduces the financial impact of state and federal funded and unfunded mandates related to compliance with environmental programs and regulations.

Staff recommends that the City Council **oppose** legislation that:

11. Preempts local planning decisions regarding solid waste facility sites.
12. Preempts local solid waste and AB 939 fee setting authority or imposes taxes or fees on local solid waste programs to fund state programs not directly related to solid waste management.

8. Technology and Cybersecurity

Staff recommends that the City Council **support** legislation that:

1. Promotes the use of data and technologies to create efficiencies, promote economic development, enhance public safety, improve transportation and mobility, improve sustainability, increase transparency to public information, enhance municipal quality of life factors and help solve other civic challenges.
2. Maintains local control over municipal assets in the deployment of next generation technological infrastructure.
3. Increases the City's capacity to protect against cyber security attacks.
4. Provides funding for programs that seek to expand digital access for residents and businesses.
5. Provides for the thoughtful and measured deployment of artificial intelligence technologies to enhance local government capabilities, including public safety alerts.

Staff recommends that the City Council **oppose** legislation that:

6. Limits or removes local review and permitting of emerging telecommunications technologies, such as Small Cell technology.

Regional Collaboration

The City of Dublin is a member of the Tri-Valley Cities (TVC), a coalition of the five Tri-Valley municipalities who work together to advocate for issues and funding at the regional, state, and federal levels. The TVC is governed by the five Mayors of each municipality who develop and adopt a TVC Legislative Framework which guides the advocacy efforts of the TVC.

DUBLIN
CALIFORNIA

~~2024~~ 2025 LEGISLATIVE PLATFORM

FEDERAL AND STATE POLICY PRIORITIES

FEBRUARY ~~2024~~2025

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DRAFT

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DRAFT

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6. Provides a greater share of asset forfeiture funds for cities and increases latitude for spending local funds.
7. ~~Supports f~~Funds~~sing~~ the~~o~~ preparatione, mitigatatione, adaptation, and responsed~~d~~ to extreme weather or emergency events.
8. ~~Supports~~Funds alternative crisis response programs for mental health, substance abuse, or homelessness related calls for emergency service.
9. Expands access and resources to public health care services, including mental health, behavioral health, and substance abuse services.
10. ~~Supports~~ Expands on sensible public safety reforms, especially regarding retail theft, burglary, and assault.
11. Expands on sensible reforms regarding insurance availability and emergency preparedness activities.~~.~~
~~10.~~12. Provides for the stabilization and equitable assessment of property insurance premiums in natural disaster prone areas, such as fire-prone and flood-prone areas.

6. Parks and Community Services

Staff recommends that the City Council **support** legislation that:

1. Creates new funding opportunities for parks and community facilities.
2. Provides funding for ADA (Americans with Disabilities Act) facility and park upgrades.

3. Increases available financial assistance to local non-profit and community-based organizations ~~who~~ that provide social services and mental health services to residents in need.
4. ~~Efforts to p~~Provides funding for the rehabilitation, development, and capital improvements for park improvements to enhance the active and passive recreational infrastructure.
5. ~~Supports funding~~Funds or regulates~~ions for~~ cooling strategies in local and regional parks.
6. ~~Supports funding~~Funds or promotes~~ing~~ parks and park-related amenities to increase community resilience, including mitigating climate change effects and increasing access.
7. ~~Support or pursue legislation to expand~~Expands funding sources available to make technological updates to existing and new parks and recreation spaces.
8. ~~Support~~ Provides access and funding for the provision of before and after school childcare through local programming.
9. ~~Support funding for~~Funds vital regional and community services delivered by parks and recreation departments that impact access to parks, open space, bikeways, after school programming, youth services, senior services, food programs, and facilities that promote physical activity~~.~~.
10. Expands the protection of natural resources and strengthens the safety and security of these resources.

Staff recommends that the City Council **oppose** legislation that:

~~7.~~11. Reduces or eliminates the City's ability to levy park impact fees.
12. Imposes regulations that create cost prohibitive administrative burdens which may result in the reduction of parks programming.
13. ~~Oppose efforts to C~~captures or diverts local park and recreation revenue or efforts to shift responsibility for State services or programs to park and recreation departments without commensurate revenue.

7. Climate and Environment

Staff recommends that the City Council **support** legislation that:

1. Assists and funds local governments in meeting or exceeding local or state climate adaptation goals ~~to~~, reduce global warming pollution levels, ~~to~~ develop alternate energy resources and fuel efficiency programs, and to reduce fossil fuel dependence.
2. Streamlines development of and provides funding for electric vehicle (EV) charging and hydrogen fueling infrastructure locally and regionally.
3. ~~Supports~~Establishes current waste diversion goals, local compliance efforts, and associated measurement and reporting requirements.
4. Assists the City in meeting or exceeding established goals of reducing water consumption and increasing water supply without preempting local planning decisions.
5. ~~Supports~~Sponsors circular economy solutions, extended producer responsibility, and requires manufacturers be responsible for the end of useful life cost of collecting, processing, recycling, and disposing of products they manufacture.

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6. Protects the interest of ~~California's~~ Community Choice Aggregators, like Ava Community Energy, that provide renewable and clean electricity ~~providers and~~to their customers.
7. Incentivizes regional and local government efforts to develop and implement programs to reduce air pollution.
8. Funds compliance and full life cycle costs of current and new mandatory storm water quality permit requirements.
9. Addresses litter control and abatement problems in California.
10. Reduces the financial impact of state and federal funded and unfunded mandates related to compliance with environmental programs and regulations.

Staff recommends that the City Council **oppose** legislation that:

11. Preempts local planning decisions regarding solid waste facility sites.
12. Preempts local solid waste and AB 939 fee setting authority or imposes taxes or fees on local solid waste programs to fund state programs not directly related to solid waste management.

8. Technology and Cybersecurity

Staff recommends that the City Council **support** legislation that:

1. Promotes the use of data and technologies to create efficiencies, promote economic development, enhance public safety, improve transportation and mobility, improve sustainability, increase transparency to public information, enhance municipal quality of life factors and help solve other civic challenges.
2. Maintains local control over municipal assets in the deployment of next generation technological infrastructure.
3. Increases the City's capacity to protect against cyber security attacks.
4. Provides funding for programs that seek to expand digital access for residents and businesses.
~~4.~~5. Provides for the thoughtful and measured deployment of artificial intelligence technologies to enhance local government capabilities, including public safety alerts.

Staff recommends that the City Council **oppose** legislation that:

~~5.~~6. Limits or removes local review and permitting of emerging telecommunications technologies, such as Small Cell technology.

Regional Collaboration

The City of Dublin is a member of the Tri-Valley Cities (TVC), a coalition of the five Tri-Valley municipalities who work together to advocate for issues and funding at the regional, state, and federal levels. The TVC is governed by the five Mayors of each municipality who develop and adopt a TVC Legislative Framework which guides the advocacy efforts of the TVC.

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DUBLIN
CALIFORNIA

Agenda Item 8.1

STAFF REPORT
CITY COUNCIL

DATE: **February 4, 2025**

TO: Honorable Mayor and City Councilmembers

FROM: Colleen Tribby, City Manager

SUBJECT: 2025 Draft City of Dublin Legislative Platform
Prepared by: Jordan Foss, Management Analyst II

EXECUTIVE SUMMARY:

The City Council will receive a report and provide direction to Staff on the draft 2025 Legislative Platform which guides the City's response to potential and pending legislation, policies, programs, ballot measures, mandates, and budgets at all levels of government.

STAFF RECOMMENDATION:

Receive the report and provide direction.

FINANCIAL IMPACT:

None.

DESCRIPTION:

Each year the City Council approves a Legislative Platform that includes the goals, strategies, and priorities for organizing the City's legislative advocacy efforts. The draft 2025 Platform (Attachment 1) was prepared to initiate discussion with the City Council on the fundamental legislative issues important to the City over the next year. This attachment includes tracked changes to identify proposed revisions to the Platform.

The draft 2025 Platform is substantially similar to the 2024 Platform, however it includes modifications to account for changes in state law, anticipated issues for the current legislative session, and non-substantive grammatical and wording changes.

The General Legislative Principles will guide the City's legislative advocacy efforts. These Principles were first adopted with the City's initial Legislative Platform in 2015 and have been reaffirmed by subsequent City Councils, demonstrating their continued relevance and

importance. These Principles include:

- Preserving and/or increasing local government discretion.
- Promoting or enhancing revenue sources.
- Advancing the City of Dublin's Mission and Vision Statements.

The draft 2025 Platform includes eight Public Policy Priorities which have been shaped over the years through alignment with the Tri-Valley Cities Coalition (TVCC) Legislative Framework, input from legislative advocacy groups, and City Council feedback. The draft 2025 Platform Public Policy Priorities remain unchanged from the prior year and include:

1. General Administration
2. Fiscal Sustainability
3. Community and Economic Development
4. Transportation and Public Works
5. Public Safety and Public Health
6. Parks and Community Services
7. Climate and Environment
8. Technology and Cyber Security

The Public Policy Priorities guide the City's position and advocacy on relevant legislation. Each year, the Executive Team and the City's legislative advocacy firm, Townsend Public Affairs, reviews the Legislative Platform and updates advocacy positions based on anticipated legislation, policies, programs, ballot measures, mandates, and budgets. Townsend Public Affairs reviewed the draft 2025 Platform to ensure it includes relevant language for upcoming legislation.

It should be noted that the list of Public Policy Priorities is not exhaustive. In those instances where potential legislation, policies, programs, ballot measures, mandates, and budgets do not fit within the specific Public Policy Priorities, the General Legislative Principles will guide City action.

New or modified advocacy positions that are in line with the Public Policy Priorities include:

General Administration

- Supporting legislation that adds flexibility in governing open government initiatives, as well as principles of the open meetings including provisions of the Ralph M. Brown Act at all levels of government. (NEW)

Fiscal Sustainability

- Opposing legislation that limits or delays the imposing or collection of development impact fees. (MODIFIED)
    - Priority 2.15 includes the added language of "limits, or delays the imposition or collection of development impact fees, thus restricting the City's ability to…." to address any future legislation that may cause delays with impact fee collection.

Public Works and Transportation

- Supporting legislation that focuses on resilient transportation communication networks. (MODIFIED)
    - Priority 3.5 includes the added language of "resilient transportation communication networks" to address future legislation that supports the City's ability to deploy this technology.
- Supporting legislation that provides funding for climate-resilient transportation infrastructure to withstand weather events, wildfires, and other climate-related challenges. (NEW)

Community and Economic Development

- Supporting legislation that makes the Regional Housing Needs Allocation (RHNA) process more transparent and equitable. (MODIFIED)
    - Priority 4.3 includes the added language of "and transparent" to address future legislation that will create more transparency around the RHNA process.
- Supporting legislation that would modify funding and policies that require additional staffing resources be deployed by the California Department of Housing and Community Development (HCD) to ensure uniformity within the housing element compliance and review process. (NEW)
- Supporting legislation that would provide for local input and control over the development of high-density development in areas prone to fire and natural disasters. (NEW)

Public Safety and Public Health

- Supporting legislation that provides public safety reforms. (MODIFIED)
    - Priority 5.10 includes the added language of "insurance availability, and emergency preparedness" to address any future legislation that may provide reforms to insurance availability for residents and funding for emergency preparedness activities.
- Supporting legislation that provides for the stabilization and equitable assessment of property insurance premiums in fire-prone areas. (NEW)

Parks and Community Services

- Supporting legislation that provides access and funding for the provision of before and after school childcare through local programming. (NEW)
- Supporting legislation that supports funding for vital regional and community services delivered by parks and recreation departments, specifically that impact access to parks, open space, bikeways, after school programming, youth services, senior services, food programs, and facilities that promote physical activity, as well as protect natural resources and strengthen safety and security. (NEW)
- Opposing legislation that strives to capture or divert local park and recreation revenue or shift responsibility for State services or programs to parks and recreation departments without commensurate revenue. (NEW)

Technology and Cybersecurity

- Supporting legislation that provides for the thoughtful and measured deployment of artificial intelligence technologies to enhance local government capabilities, including public safety alerts. (NEW)

STRATEGIC PLAN INITIATIVE:

None.

NOTICING REQUIREMENTS/PUBLIC OUTREACH:

The City Council Agenda was posted.

ATTACHMENTS:

1) Draft 2025 Legislative Platform (redlined)

Agenda Item 7.1

DUBLIN
CALIFORNIA

STAFF REPORT
CITY COUNCIL

DATE: March 4, 2025

TO: Honorable Mayor and City Councilmembers

FROM: Colleen Tribby, City Manager

SUBJECT: Report on the City's Efforts in Advancing Diversity, Equity, and Inclusion
Prepared by: Hazel L. Wetherford, Deputy City Manager and Sarah Monnastes, Human Resources Director

EXECUTIVE SUMMARY:

The City Council will receive a report on Staff's progress implementing initiatives resulting from the Community Task Force on Equity, Diversity, and Inclusion.

STAFF RECOMMENDATION:

Receive the report.

FINANCIAL IMPACT:

None.

DESCRIPTION:

In September 2020, the City Council established the Community Task Force on Equity, Diversity, and Inclusion, reflecting a new focus on honoring the community's diversity and ensuring equitable access to City programs and facilities. In early 2021, the City Council formalized this focus by incorporating diversity, equity, and inclusion (DEI) into the City's Mission and Vision statements.

Also in 2021, the City Council approved an implementation plan submitted by the Task Force that outlined a number of action items guiding Staff's work towards upholding and supporting DEI in all areas of City business. This report presents an update on the Task Force action items and discusses additional operational changes and best practices that Staff has pursued, and continues to pursue, in the spirit of the DEI focus.

Task Force Initiatives

Attachment 1 is an update on the City's implementation of the recommendations stemming from the Task Force's report, the third such update on this work (the last update was provided in February 2024). Of the 37 action items, 36 have been completed and one is in progress. Updates are provided in **bold** on the report.

Of particular note are the following:

- **Goal C0-1:** The City will establish regular touchpoints and communications with a diverse group of community leaders and local organizations.
  Update: Residents are demonstrating trust both in our ability to respond with valuable information and with the content we are sharing. Across all social accounts (except for Threads as the data is not reliable), the quantity of inbound messages on social media grew by 53% to 5,700 last year, and our posts were shared over 17,000 times, a 47% jump. The community expects to be able to reach the City digitally and they are taking steps to start conversations related to City messaging. Additionally, Economic Development staff hosted a roundtable for minority-owned businesses, creating a space to connect with business owners and share resources. Moving forward, these practices have been embedded into the City's day-to-day operations to ensure ongoing, inclusive community engagement.

- **Goal C0-3:** The City will review social media policies and initiate social media campaigns to boost followers of the City's official social media accounts, as well as establish criteria and policies for posting content with a DEI lens.
  Update: The City's social media remains strong by continually refining our approach to better connect with residents. In total, Dublin gained more than 6,800 followers and generated nearly 3.7 million impressions, marking a 21% increase from 2023. A key focus for the City is reflecting Dublin's rich diversity, evident in the images and stories shared across our media platforms. Staff highlights this through culturally meaningful photos and videos, including coverage of the Pride Flag raising, the Hometown Heroes Veterans Day Luncheon, and the illumination of the Civic Center in orange for Hindu American Awareness and Appreciation Month. The Small Business Spotlight video series also celebrates diverse local stories, like the Vietnamese family behind Pho Dublin, who are motivated by sharing their culture, or the middle eastern family at Yafa Hummus, who trace their family's 70-year-old hummus recipe back to Jordan. Moving forward, these practices will be embedded into our day-to-day operations to ensure ongoing, inclusive community engagement.

- **Goal CF-3:** The City will develop a comprehensive, ongoing DEI training program for Human Services staff to embed DEI principles into the work of Human Services Grant program.
  Update: In February 2024, the City Council accepted the 2024 Eastern Alameda County Human Services Needs Assessment (EACHSNA). The EACHSNA's "Approach Recommendations" guide the work the City does in Human Services and has been incorporated into the delivery of the Human Services Grant Program. For example, the rating sheet was expanded from 15 points across three sections to 100 points across 11

sections to allow for an enhanced and equitable process that further removes barriers and provides alignment with City Council priorities. Additionally, Human Services staff are included in the trainings provided through Human Resources as part of the City's DEI training program.

- Goal IP-3: The City will translate much of the City communications into the top three languages spoken in Dublin. Key communications include City emails, website content, annual reports, and social media content. Staff will evaluate other translation options for other City publications.
  Update: Over the past year, the City has continued to expand its translation efforts, ensuring key information is accessible in multiple languages. For example, the custodial brochures, decals, and signage for waste bins are translated into Spanish and Chinese. The City continues to identify and expand translation efforts in areas where they promote inclusivity.

- Goal IP-6: The City will display public art that represents the community's diversity and utilizes the public art fund in an equitable manner that encourages creation of art that represents diverse perspectives.
  Update: The current public art projects underway have criteria in place to ensure that the art represents the community's diversity and diverse perspectives. Additionally, when artwork selection committees are convened, Staff is diligent in making sure a diverse panel of community members is selected to review art proposals and make recommendations. These practices have been embedded into the City's day-to-day operations to ensure continued representation and visibility of Dublin's diverse artistic community.

- Goal IP-7: The City will proactively recruit instructors and intentionally seek class offerings that represent the diverse cultures and ethnicities in Dublin.
  Update: Over the past year, Staff has continued to actively recruit instructors and expand class offerings, including Youth Bollywood, Youth Drawing, Yoga, Meditation and Chakra Balancing, and an Italian youth theater class, to reflect the community's diverse interests and respond to feedback from survey responses as part of Goal IP-8. Moreover, Staff has added an interest form to make sure that residents have multiple opportunities to provide ideas on new class offerings. These efforts have been embedded into the City's ongoing programming to ensure a broad range of cultural and recreational opportunities.

- Goal IP-8: The City will enhance efforts to inform Dublin residents on how to submit requests for additional classes that are reflective of the City's diversity.
  Update: Over the past year, City staff continued to use customer satisfaction surveys at the conclusion of each session to gather feedback. Additionally, post-program surveys included an open-ended question allowing residents to propose new program ideas. These surveys have led to the introduction of new classes and will continue to be distributed at the conclusion of each activity.

- Goal IP-9: The City will collaborate with the Alameda County Public Library to increase the selection of books by authors and illustrators who represent the diversity of Dublin (i.e.

language, culture, ability, gender, etc.).
Update: The Dublin Public Library continues to develop its JEDI (Justice, Equity, Diversity, and Inclusion) collection. Over the past year, the collection continued to grow in diversity, including expansion in Indian languages such as Tamil, Telegu, and Marathi. The Library is also bringing this expansion to its electronic resources when applicable, offering a diverse array of language options in more than just books. The Library continues to look for opportunities to ensure inclusive access to a wide range of languages and cultures.

- Goal 0-2: The City will provide ongoing DEI training for all City staff. This should include training specific to work roles, e.g., Communications Manager and Communications Analyst.
  Update: DEI training was provided to all City staff in the last year and has been added to the regular cadence of trainings.

- Goal 0-3: The City will embed DEI into the work and culture of the City, which includes developing a City DEI process and decision-making checklist.
  Update: The City's Diversity, Equity, Inclusion, and Belonging (DEIB) program was approved. It supports the City's dedication to foster a culture of connection, belonging and safety, helping to ensure that every employee feels valued and supported.

- Goal DT-1: All Racial and Identity Profiling Act of 2015 (RIPA)-required stop data will be published on the City's Data Transparency Platform on an annual basis to help establish benchmarks in reducing non-violent police interactions. This will include stop data in the following areas: (1) Perceived race/ethnicity, (2) Primary basis for the stop, (3) Whether consent was given or if there was probable cause.
  Update: RIPA data has been added to the DPS Open Data Portal and will continue to be updated as new data becomes available.

- Goal DT-5: DPS will explore ways to collect and report data regarding de-escalation annually to monitor the effectiveness of current de-escalation practices, as well as identify when new practices may be necessary.
  Update: Over the last year, DPS identified the opportunity to add a "de-escalation strategies used" check box to the report form. This has enabled DPS to track how many times de-escalation techniques have been used during incidents where reports were written. This data will be reported out in the DPS Annual Report.

- Goal P-2: The City will monitor the development of the Alameda County Sheriff Oversight Board and Inspector General Position. Should the Oversight Board be created, the City will advocate for the City to have a dedicated seat on the Board to make sure the City's specialized interests are represented.
  Update: On September 17, 2024, the Alameda County Board of Supervisors approved a first reading of an ordinance to create a Sheriff Oversight Board and Office of Inspector General. Included in the ordinance is a dedicated seat nominated by the Dublin City Council. Section 2.134.010 subsection B states, "the fourth (4th) at-large member will be appointed by the board of supervisors after nomination by the City of Dublin City Council."

- Goal P-3: The City Manager will request that the Police Chief consider the following additional criteria when hiring law enforcement personnel: (1) Residents of Dublin, (2) Race/gender/ethnicity/sexual orientation reflective of the City's demographics, (3) Community policing experience, (4) Experience working in diverse communities and/or on diverse teams. The City Manager will meet with the Police Chief to review the hiring criteria and DPS demographic.
  Update: The City Manager and new Police Chief have discussed the continuing focus of hiring the best officers to serve Dublin while being mindful of the importance of reflecting the community's diversity.

- Goal P-4: The City will implement a multidisciplinary mobile crisis team for non-violent situations. The team should consist of a licensed behavioral health provider, an emergency medical technician, and a social worker, who would be dispatched through 911 calls and would attend to non-violent situations.
  Update: Over the past year, DPS applied and was awarded congressional funding for an additional BHU therapist to provide support for non-violent situations to the Dublin community. This effort will assist with the formation of an in-house rapid response mobile crisis team, rather than relying on the Alameda County CATT, which is often extended or unavailable. While not currently including an EMT, DPS believes this crisis response infrastructure is sufficient to address the specific ongoing needs of the Dublin community.

- Goal PR-1: The City will hire a police/community liaison to enhance collaboration between the Dublin Community, Dublin City Council, Staff, Dublin Police Services, and the Alameda County Sheriff's Office. The liaison will also work with advocacy groups, including but not limited to Las Positas College, NAMI, NAACP, and ACLU.
  Update: With the departure of Officer William Cowens, Officer Jessica LaStrape has taken over as the community liaison for DPS.

- Goal TC-1: DPS will identify ways to expand training offerings for officers, either through muster room briefings, independent study/self-paced trainings, additional training days or other appropriate methods of training. These mandatory trainings should cover (1) Implicit bias, (2) Understanding languages and cultural responsiveness, (3) Understanding people with disabilities, (4) Community policing, (5) Use of Force/De- escalation, (6) Leadership, professionalism, and ethics.
  Update: Annual training by the Alameda County Sheriff's Office and periodic training at daily shift briefings continues to achieve this goal. Specifically, the "Community Policing in the 21st Century to Embrace Conflict" classes were well received by officers.

With the successful completion of 36 out of 37 action items and the final recommendation actively in progress, the work of the Community Task Force on Equity, Diversity, and Inclusion has been effectively integrated into the City's ongoing operations. The work done by the Task Force has not only provided an opportunity to learn about the needs of the community, but has also established long-term practices that will continue to foster inclusivity, equity, and diversity. As these efforts have now transitioned from implementation to ongoing practice, Staff recommends that the City

Council deem them complete. Staff will continue to report back to the City Council on new initiatives and programs being undertaken that increase inclusivity and accessibility.

STRATEGIC PLAN INITIATIVE:

None.

NOTICING REQUIREMENTS/PUBLIC OUTREACH:

The City Council Agenda was posted.

ATTACHMENTS:

1) Community Task Force Action Items – Status Update

REF #	RECOMMENDATION	STATUS	NOTES
CITYWIDE INITIATIVES: BOARDS AND COMMISSIONS RECRUITMENT			
BC-1	The City will ensure that all Board, Commission, Committee and Task Force (collectively referred to as Commissions or Commission) vacancies are posted on the City's monthly newsletter, "Backyard Brief", as well as all other City publications and communication vehicles, and that Council Members, City Staff, and commissioners, as well as local nonprofits, faith-based organizations, and DUSD are notified of such vacancies and encouraged to promote participation by City residents.	Completed	Administrative Policy 1.9 was updated with language stating "All recruitments will be posted in the City's monthly newsletter, as well as other City publications and communication vehicles, and distributed to local nonprofits, faith-based organizations, and DUSD." The City now posts these openings in the Backyard Brief, newsflashes, and social media posts. The City Clerk has compiled a list of these organizations and their contact information for future openings.
BC-2	Commission applications will request demographic information (e.g., race, gender, age, income level, etc.) as well as include DEI-focused questions.	Completed	Board and Commission applications now include questions that request demographic information. Applications also include DEI-focused questions.
BC-5	The City will review and evaluate the procedures and processes for collection and retention of information regarding commission applicants, as well as Inside Dublin graduates, and determine if the processes and procedures need to be amended to ensure that opportunities to serve on Commissions are being shared with Commission applicants and Inside Dublin graduates.	Completed	Past applicants and Inside Dublin participants have been notified of open recruitments.
BC-6	The City will create a formal certification and mentor program that prepares Dublin residents to serve on Commissions.	Completed	Commission/committee applications now include a question about previous participation in Inside Dublin. In addition, the City Clerk's presentation at Inside Dublin includes an emphasis on commissions and committees. Outgoing commissioners now receive a note from the City Manager with a form asking them to sign up to mentor new commissioners.

CITYWIDE INITIATIVES: COMMUNICATIONS			
C0-1	The City will establish regular touchpoints and communications with a diverse group of community leaders and local organizations.	**Completed**	As mentioned in PR-1, City Staff and Officer William Cowens were identified as the community liaisons. An introductory letter was sent to the organizations listed in PR-1 on March 22, 2023. The liaisons will meet with those groups who respond with a request to meet. As of September 2023, Colleen Tribby, Assistant CIty Manager has replaced John Stefanski as the community liaison representing the City. **Residents are demonstrating trust both in our ability to respond with valuable information and with the content we are sharing. Across all social accounts, except for Threads as the data is not reliable, the quantity of inbound messages on social media grew by 53% to 5,700 last year, and our posts were shared over 17,000 times, a 47% jump. People expect to reach us digitally and they are taking steps to start conversations related to our messaging. Additionally, Economic Development hosted a roundtable for minority-owned businesses, creating a space to connect with business owners and share available resources. Moving forward, these practices will be embedded into our day-to-day operations to ensure ongoing, inclusive community engagement.**
C0-2	The City will establish additional channels for two-way communication with all City residents.	**Completed**	Staff now sends translated press releases and news flashes to media outlets which reflect the City's demographics. The City's social media sites have grown tremendously in the past two years and enable the community to communicate with the Public Information Office. Staff created a Threads account to the other seven City social media accounts – five for the City of Dublin and two for The Wave. There has been a measurable increase in direct communication via social media. For example: 1) In 2023, private messages on Facebook were up 650% year over year. There's still room to grow here, as the giant spike is largely due to minimal private messages in 2022 and even fewer in 2021; 2) Instagram inbound messages spiked 4.7% in 2023 after a 97% spike in 2022; 3) In 2023, we added 3,357 Instagram followers (7,000 total) and increased our reach year over year by 414%; 4) In 2023, we added 792 Facebook followers (2,500 total). Content reach was only up .5% despite a 109% increase in profile visits. As mentioned, people are utilizing direct messaging on Facebook compared to prior years. **This recommendation was completed previously. Staff continues to use social media channels to engage and communicate with the community.**

C0-3	The City will review social media policies and initiate social media campaigns to boost followers of the City's official social media accounts, as well as establish criteria and policies for posting content with a DEI lens.	**Completed**	Communications staff has conducted a review of the City's Social Media Policy and will update it to include criteria for posting content with a DEI lens. Communications staff pays close attention to “special days” throughout the year, and creates social media graphics to promote the various holidays and initiatives celebrated by our City’s residents. **Our social media remains strong by continually refining our approach to better connect with our residents. In total, we gained over 6,800 followers and generated nearly 3.7 million impressions, marking a 21% increase from 2023. A key focus for the City is reflecting Dublin’s rich diversity, evident in the images and stories shared across our media platforms. Staff highlights this through culturally meaningful photos and videos, including coverage of the Pride Flag raising, the Hometown Heroes Veterans Day Luncheon, and the illumination of the Civic Center in orange for Hindu American Awareness and Appreciation Month. Our Small Business Spotlight video series also celebrates diverse local stories, like the Vietnamese family behind Pho Dublin, who are motivated by sharing part of their culture, or the middle eastern family at Yafa Hummus, who trace their family’s 70-year-old hummus recipe back to Jordan. Moving forward, these practices will be embedded into our day-to-day operations to ensure ongoing, inclusive community engagement.**
C0-4	The City will engage with the community to revise the City Social Media calendar as follows: (1) Lunar New Year- change wording from "Chinese", (2) Remove Cinco De Mayo, and/or use the opportunity to inform about its true history and discourage stereotyping, (3) Explore adding another holiday that is meaningful to Dublin Latino/a community, e.g. Latin American Independence September 15-16, and (4) Larry ltliong Day, October 25.	Completed	Staff deleted Cinco de Mayo from the social media calendar, added Cesar Chavez Day in March, and added Larry ltliong Day in October. Staff also created a longer list of important dates for social media posts in order to call out celebrations from community members of different heritages/religious beliefs.

CITYWIDE INITIATIVES: COMMUNITY AGENCY FUNDING AND SUPPORT			
CF-1	The City will collect demographic and experiential data to identify barriers and challenges to help inform development of an equitable Human Services Grant application and funding process.	Completed	As part of the application process, organizations must provide demographic information on who they anticipate they will serve, including income level and ethnicity. Each applicant must give a presentation to the Human Services Commission and report on how the grant funding was used. Staff uses these reports to inform future decision making.
CF-2	The City will add to the Human Services Grant Application a supplemental questionnaire which asks applicants to provide information on the demographics of the organizations beneficiaries and targeted DEI-related questions.	Completed	Applicants must provide anticipated demographic information on their beneficiaries (this is asked for CDBG only but will be expanded to include all). Applications are rated on the extent their project will ensure non-English speakers, people with disabilities, people experiencing homelessness, seniors, and low-income families or individuals can access the proposed program or activities. The following question was added to the application: "The City Council updated Dublin's Mission, Vision, and Values to include Inclusivity, Diversity, and Equity. How does your project further these values?"
CF-3	The City will develop a comprehensive, ongoing DEI training program for Human Services staff to embed DEI principles into the work of Human Services Grant program.	**Completed**	A Special Meeting of the Human Services Commission took place in July 2022 to discuss the rating of applications and to revise the rating sheet. This will continue once the new Alameda County Needs Assessment is completed. The Needs Assessment will guide qualitative data collection, ensuring all groups are represented in a culturally competent manner. Staff will continue to stress the City's Mission, Vision, and Values, which include the DEI principles, and incorporate these into Citywide trainings being offered. **In February 2024, the City Council accepted the 2024 Eastern Alameda County Human Services Needs Assessment (EACHSNA). EACHSNA's "Approach Recommendations" guide the work the City does in Human Services and has been incorporated into the delivery of the Human Services Grant Program. For example, the rating sheet was expanded from 15 points across three sections to 100 points across 11 sections to allow for an enhanced and equitable process that further removes barriers and provides alignment with City Council priorities. Additionally, DEI training was provided to Human Services staff as part of the City's DEI training program.**

CITYWIDE INITIATIVES: INCLUSIVE EQUITABLE AND ACCESSIBLE PROGRAMMING AND EVENTS			
IP-1	The City will develop a program of quarterly Town Hall community meetings. The meetings will be topic-specific, hosted by the Mayor and a Councilmember. One meeting each year will be reserved for DEI-related topics.	Completed	The City launched "Live! With the Dublin City Council" in May 2022 and held four quarterly meetings in the first year. Despite many efforts to engage the community in these quarterly meetings, attendance was very low. The program was cancelled after April 2023.
IP-2	The City will collect data on artists and artistic diversity represented in Dublin and include the data on the City's Public Art webpage.	**Completed**	The City's Public Art Collection is now available for display on the City website. Artists names and relevant information is included. As future public art projects are developed, artist background information will be requested and included on the City website to better showcase artistic diversity. **This recommendation was completed previously. Staff will continue to include new artist information on the website as public art projects are completed.**
IP-3	The City will translate much of the City communications into the top three languages spoken in Dublin. Key communications include City emails, website content, annual reports, and social media content. Staff will evaluate other translation options for other City publications.	**Completed**	The City has an on-call agreement with a translation service to translate key documents into three main languages spoken in Dublin. The City provided translated content during the district-based elections process and has translated information regarding the City's passport processing program. All City press releases are now translated into Spanish, Hindi, Mandarin, and simplified Chinese and sent to media outlets which reflect the City's demographics including Yo India, World Journal (Chinese), El Observador, El Reportero, India West, and El Mundo. Additionally, the City's website has translation services built into the site, and social media sites can be viewed in different languages by users. **Over the past year, the City has continued to expand its translation efforts, ensuring key information is accessible in multiple languages. For example, the custodial brochures, decals, and signage for waste bins were translated into Spanish and Chinese. The City continues to identify and expand translation efforts in areas where they promote inclusivity.**

IP-4	The City will form a focus group of community members to provide feedback on the 2021 Splatter festival to identify ways to further enhance the event to include more multi-cultural elements.	Completed	Parks staff held a focus group meeting on May 4, 2022 with attendees from the Community Task Force, Heritage and Cultural Arts Commission, Human Services Commission, Senior Center Advisory Committee, and Parks and Community Services Commission. The resulting suggestions for Splatter 2022 were presented to the City Council on September 6, 2022. They included: (1) Utilizing food to focus on cultural diversity. The Task Force believed that one of the best representations of a culture is its food, and recommended providing a diverse selection of food vendors and developing a "small plates" program that allows festivalgoers to sample from multiple vendors rather than choosing just one for a meal. (2) Further developing the passport/scavenger hunt activity that helps festivalgoers engage in all the different multicultural-themed activities. (3) Continue expanding the inclusion of multicultural music and entertainment throughout the festival. (4) Utilizing books and story reading to highlight and represent the community's diversity and to share stories from different cultures.
IP-5	The City will promote local restaurants and small businesses that are owned and operated by under-represented groups through new and existing local events.	Completed	The City created the "Taste the World" passport campaign which highlighted a variety of different cuisines offered in Dublin. The City now coordinates the promotion of local restaurants with cultural events like Lunar New Year on social media.
IP-6	The City will display public art that represents the community's diversity and utilizes the public art fund in an equitable manner that encourages creation of art that represents diverse perspectives.	**Completed**	No permanent public art projects have started. For temporary projects, Staff has established criteria that proposals must align with the City's mission and vision, and artists are to review the City's existing collection and propose projects that are unique from previous works. During the selection phase, works that represent the City's mission and vision, including diversity, equity, and inclusion, have been selected. For example, the Little Library Box by artist Deirdre Weinberg of San Francisco, which includes quotes by contemporary authors, African American Authors, LGBTQ authors, and children's authors. In September 2023, public art at Heritage Park was unveiled that includes a bronze sculpture representing an Ohlone tribal member, in celebration of the original inhabitants of the land. **The current public art projects underway have criteria in place to ensure future public art represents the community's diversity and diverse perspectives. Additionally, when artwork selection committees are convened, Staff is diligent in making sure a diverse panel of community members is selected to review art proposals and make recommendations. Moving forward, these practices will be embedded into the City's day-to-day operations to ensure continued representation and visibility of Dublin's diverse artistic community.**

IP-7	The City will proactively recruit instructors and intentionally seek class offerings that represent the diverse cultures and ethnicities in Dublin.	**Completed**	Using the survey from recommendation IP-8, Staff proactively recruited for the following instructors/classes: Spanish, Mandarin, Elementary Sewing, Hip Hop Break Dance, and Mandala Pot Art. Staff also expanded current yoga offerings, adding Senior Yoga. Staff is also currently recruiting instructors for classes to be offered at the Dublin Arts Center, including Classical Indian Dance and Bollywood Dance. **Over the past year, Staff has continued to actively recruit instructors and expand class offerings, including Youth Bollywood, Youth Drawing, Yoga, Meditation and Chakra Balancing, and an Italian youth theater class, to reflect the community's diverse interests and direct feedback from survey responses as part of IP-8 recommendation. Moreover, Staff has added an interest form to make sure that residents have multiple opportunities to provide ideas on new class offerings. Moving forward, these efforts will be embedded into our ongoing programming to ensure a broad range of cultural and recreational opportunities.**
IP-8	The City will enhance efforts to inform Dublin residents on how to submit requests for additional classes that are reflective of the City's diversity.	**Completed**	Staff sent out two customer service satisfaction surveys which included a section for class requests. These will continue to be sent out each season. Post-program/class surveys now include an open-ended question for residents to submit requests for other types of programs. Beginning in spring 2023, the Activity Guides will include a link to post-program surveys with a QR code. **Over the past year, City staff continued to use customer satisfaction surveys at the conclusion of each session, to gather feedback on class suggestions. Additionally, post-program surveys included an open-ended question allowing residents to propose new program ideas. These surveys have led to the introduction of new classes and will continue to be distributed at the conclusion of each activity.**

IP-9	The City will collaborate with the Alameda County Public Library to increase the selection of books by authors and illustrators who represent the diversity of Dublin (i.e. language, culture, ability, gender, etc.).	**Completed**	The Dublin Senior Center has added a new language library including approximately 200 books in different languages such as Chinese, Hindi, Arabic, and Farsi, donated by the Dublin Rotary. As a result of community workshops, the Library's 2019-2024 Strategic Plan includes Justice, Equity, Diversity, and Inclusion (JEDI) as one of its strategic areas of exploration. In addition, the Library completed a diversity audit with a commitment to purchase more titles from diverse voices with a focus on local authors and publishers. The Library also refreshed their Parenting Collection as part of the Healthy Families, Healthy Homes initiative, and has ordered relevant works in languages spoken in the community to place in the children's area. This helps a diverse group of busy families and caregivers conveniently find popular parenting topics. **The Dublin Public Library continues to develop its JEDI collection. Over the past year, the collection continued to grow in diversity, including expansion in Indian languages such as Tamil, Telegu, and Marathi. The Library is also bringing this expansion to its electronic resources when applicable, offering a diverse array of language options in more than just books. The Library continues to look for opportunities to ensure inclusive access to a wide range of languages and cultures.**
CITYWIDE INITIATIVES: OTHER			
0-1	The City will collect the following data sets: disaggregated data on specific languages spoken at home, and disaggregated ancestry data on Asian Americans in Dublin.	Completed	Staff reached out to obtain primary language information from the language specialist at DUSD. The 2023 Community Survey will include a question soliciting specific languages spoken at home. The Community Survey, provided in three languages, collected demographic information including predominate languages spoken in the home as well as ethnic background.
0-2	The City will provide ongoing DEI training for all City staff. This should include training specific to work roles, e.g., Communications Manager and Communications Analyst.	**Completed**	Human Resources Staff is currently identifying a vendor for DEI training of all City personnel to take place at the end of the current fiscal year. This training will also be required for new hires within three months of their start date. Staff is evaluating a simplified version for temporary staff. Staff is looking at options for a hybrid DEI training model in which in-person, all- employee sessions are provided annually, and supplemented with a deeper-dive into a specific topic on a quarterly basis. Staff have identified four potential vendors that provide such services and will look to engage in a contract with one in summer 2024. **Over the past year, DEI training was provided to all City staff. Moving forward, the cadence of these trainings will remain as the City is dedicated to fostering a culture of connection, belonging, and safety, ensuring that every employee feels valued and supported.**

0-3	The City will embed DEI into the work and culture of the City, which includes developing a City DEI process and decision-making checklist.	**Completed**	Human Resources Staff has drafted a Diversity, Equity, Inclusion, and Belonging (DEIB) Program for employees that memorializes the City's commitment to conducting business through a DEIB lens, and what that means for employees and their work. The City Manager's Office is reviewing the draft and anticipates releasing it when the DEI Staff training is implemented. **The DEIB program has been approved and supports the City's dedication to foster a culture of connection, belonging, and safety, helping to ensure that every employee feels valued and supported.**
POLICING: COMMUNICATIONS			
C-1	The City will enact an Administrative Policy which states that the City will issue a press release within 72 hours after every incident involving use of lethal force by DPS.	Completed	The City Manager approved this Administrative Policy on September 15, 2022.
C-2	DPS will develop cards for DPS to provide with information on how to make a complaint or commendation, and develop additional methods for residents to file DPS complaints and commendations either through electronic means or voicemail.	Completed	This information is printed on the back of each officer's business card. Information on how to file a complaint/commendation is available on the ACSO and DPS websites and includes an electronic submission form.

POLICING: DATA TRANSPARENCY AND CONTEXT			
DT-1	All Racial and Identity Profiling Act of 2015 (RIPA)-required stop data will be published on the City's Data Transparency Platform on an annual basis to help establish benchmarks in reducing non-violent police interactions. This will include stop data in the following areas: (1) Perceived race/ethnicity, (2) Primary basis for the stop, (3) Whether consent was given or if there was probable cause.	**Completed**	RIPA Data for ACSO/DPS has yet to be made available. It will be added to the Dublin Police Services Open Data Portal when available. **RIPA data has been added to the DPS Open Data Portal and will continue to be updated as new data becomes available.**
DT-2	In instances where there is a DPS officer involved shooting or use of force resulting in great bodily injury or death, DPS will make the AB71 and SB1421 data publicly available on the City's Data Transparency Platform.	Completed	This data is available on the Dublin Police Services Open Data Portal.
DT-3	DPS will publish information regarding DPS complaints and commendations data on the City's Data Transparency Portal.	Completed	This data is available on the Dublin Police Services Open Data Portal.
DT-4	DPS will publish the demographic data of DPS officers on an annual basis on the City's Data Transparency Portal.	Completed	This data is available on the Dublin Police Services Open Data Portal.
DT-5	DPS will explore ways to collect and report data regarding de-escalation annually to monitor the effectiveness of current de-escalation practices, as well as identify when new practices may be necessary.	**Completed**	De-escalation training is provided on an ongoing basis during daily briefings, as well as in annual and specialized trainings. DPS has evaluated their new report writing system and has determined there is no way to accurately define the criteria for the tracking of de-escalation qualifying events. **Over the last year, DPS identified the opportunity to add a "de-escalation strategies used" check box to the report form. This has enabled DPS to track how many times de-escalation techniques have been used during incidents where reports were written. This data will be reported out in the DPS Annual Report.**

POLICING: POLICIES AND PROCEDURES			
P-1	DPS will evaluate and form a Chief's Advisory Group. This group will act in an advisory capacity and provide feedback to the Police Chief on ways to enhance police- community relations in Dublin. DPS and the City will organize a public workshop on the topics included in the recommendation.	**Completed**	DPS established the Chief's Advisory Panel, which held its first meeting on February 23, 2023. As of February 20, 2024, DPS has hosted four meetings, the most recent on February 6, 2024. **Recent meetings have had to be rescheduled due to low attendance, prompting an evaluation (happening currently) of the feasibility of the Advisory Group moving forward. A public safety fair is planned for spring 2025, which will focus on a variety of safety topics and will give the community the opportunity to interact personnaly with DPS.**
P-2	The City will monitor the development of the Alameda County Sheriff Oversight Board and Inspector General Position. Should the Oversight Board be created, the City will advocate for the City to have a dedicated seat on the Board to make sure the City's specialized interests are represented.	**Completed**	Staff continues to monitor the development of the Alameda County Sheriff Oversight Board. Staff has advocated for a dedicated seat by making public comments at the July 9, 2021 and May 19, 2022 Public Protection Committee Meetings, as well as at the December 14, 2021, January 20, 2022, and April 11, 2022 Public Town Hall Meetings. **On September 17, 2024, the Alameda County Board of Supervisors approved a first reading of an ordinance to create a Sheriff Oversight Board and Office of Inspector General. Included in the ordinance is a dedicated seat nominated by the Dublin City Council. Section 2.134.010 subsection B states, "the fourth (4th) at-large member will be appointed by the board of supervisors after nomination by the City of Dublin City Council."**
P-3	The City Manager will request that the Police Chief consider the following additional criteria when hiring law enforcement personnel: (1) Residents of Dublin, (2) Race/gender/ethnicity/sexual orientation reflective of the City's demographics, (3) Community policing experience, (4) Experience working in diverse communities and/or on diverse teams. The City Manager will meet with the Police Chief to review the hiring criteria and DPS demographic.	**Completed**	The City Manager has incorporated this into ongoing discussions with the DPS Chief. The DEI Task Force recommendations are taken into consideration when hiring new personnel for DPS. **The City Manager and new Police Chief have discussed the continuing focus of hiring the best officers to serve Dublin while being mindful of the importance of reflecting the community's diversity.**

P-4	The City will implement a multidisciplinary mobile crisis team for non-violent situations. The team should consist of a licensed behavioral health provider, an emergency medical technician, and a social worker, who would be dispatched through 911 calls and would attend to non-violent situations.	In Progress	The Alameda County Community Assessment and Transport Team (CATT) has conducted training with DPS personnel. The City has requested for additional CATT resources for the City and Tri-Valley region, and Staff will continue to monitor this. In addition, both the CATT team and Behavioral Health Unit (BHU) have provided additional training at shift briefings to ensure staff is aware of the resources available to them. **Over the past year, DPS applied and was awarded congressional funding for an additional BHU therapist to provide support for non-violent situations to the Dublin community. This effort will assist with the formation of an in-house rapid response mobile crisis team, rather than relying on the Alameda County CATT, which is often extended or unavailable. While not currently including an EMT, DPS believes this crisis response infrastructure is sufficient to address the specific ongoing needs of the Dublin community.**
P-5	The City will establish a Behavioral Health Unit within Dublin Police Services. The Behavioral Health Unit will be staffed by two licensed therapists and a supervisor from the ACSO Youth and Family Services Bureau.	Completed	DPS launched the Behavioral Health Unit in July 2022. A supervisor and two clinicians have been hired. To date, they have been following up on casework and have proven to be valuable. The City has submitted an earmark request to fund an additional third clinician. During this past year, the City was able to fully staff the BHU unit, with the third clinician. BHU staff now receive approximately 20 case referrals on a monthly basis.
POLICING: PUBLIC RELATIONS AND COMMUNITY ENGAGEMENT			
PR-1	The City will hire a police/community liaison to enhance collaboration between the Dublin Community, Dublin City Council, Staff, Dublin Police Services, and the Alameda County Sheriff's Office. The liaison will also work with advocacy groups, including but not limited to Las Positas College, NAMI, NAACP, and ACLU.	**Completed**	John Stefanski and Officer William Cowens have been identified as the community liaisons. An introductory letter was send to the aforementioned organizations on March 22, 2023. The liaisons will meet with those groups who respond with a request to meet. As of September 2023, Colleen Tribby, Assistant CIty Manager has replaced John Stefanski as the community liaison representing the City. Officer Cowens continues to represent DPS in this endeavor. **With the departure of Officer William Cowens, Officer Jessica LaStrape has taken over as the community liaison for DPS.**

POLICING: TRAINING CURRICULUM			
TC-1	DPS will identify ways to expand training offerings for officers, either through muster room briefings, independent study/self-paced trainings, additional training days or other appropriate methods of training. These mandatory trainings should cover (1) Implicit bias, (2) Understanding languages and cultural responsiveness, (3) Understanding people with disabilities, (4) Community policing, (5) Use of Force/De- escalation, (6) Leadership, professionalism, and ethics.	**Completed**	Each of these training topics are covered, at a minimum, on an annual basis and are put on by the Alameda County Sheriff's Office at Continued Professional Training, Firearms Range Training, and daily briefings prior to shifts. In addition, the Behavioral Health Unit has provided training on several of these topics to DPS staff. DPS hosted two training classes for staff covering "Community Policing in the 21st Century to Embrace Conflict." **Annual training by the Alameda County Sheriff's Office and periodic training at daily shift briefings continues to achieve this goal. Specifically, the "Community Policing in the 21st Century to Embrace Conflict" classes have been well received by officers.**

Progress on City's Efforts Advancing Diversity, Equity, and Inclusion

March 4, 2025

DUBLIN
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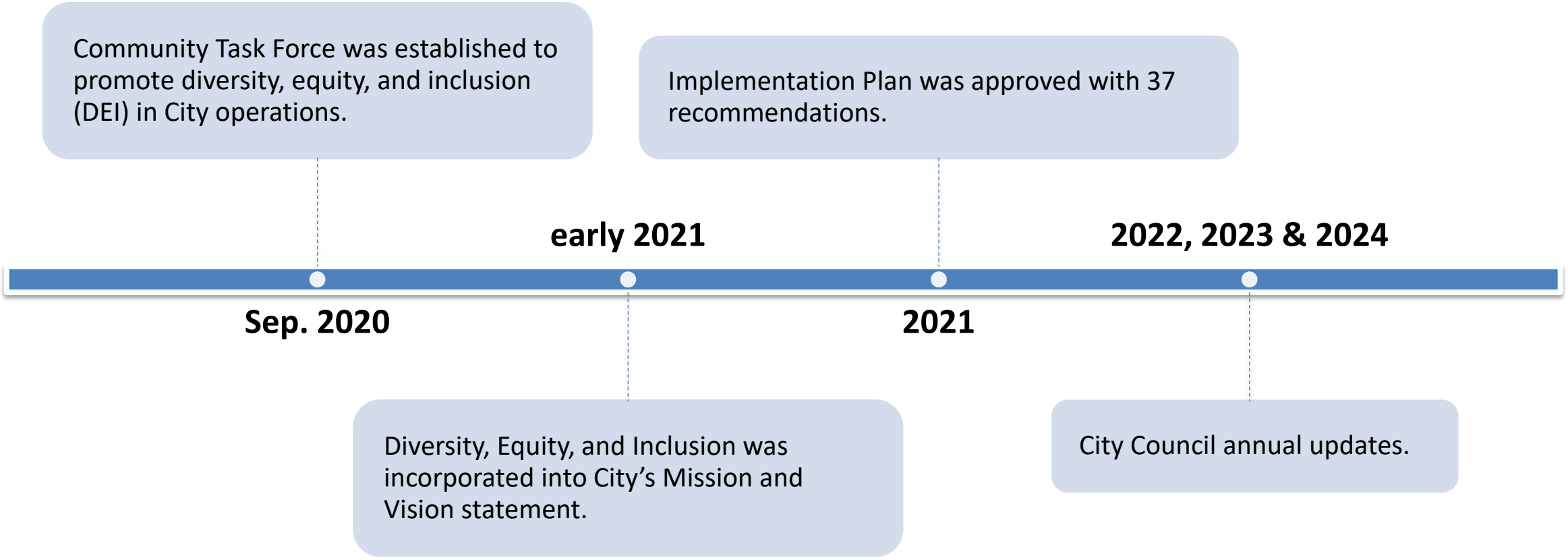
Background


Community Task Force was established to promote diversity, equity, and inclusion (DEI) in City operations.
Implementation Plan was approved with 37 recommendations.
early 2021
2022, 2023 & 2024
Sep. 2020
2021
Diversity, Equity, and Inclusion was incorporated into City's Mission and Vision statement.
City Council annual updates.

Updates – Community Engagement & Communication

Goal CO-1: Regular engagement with diverse community leaders & local organizations

- Social media engagement increased by 53%, with more than 17,000 shares.
- Minority-owned business roundtable hosted.

Goal CO-3: Increase social media followers and post content with DEI lens

- 6,800+ new followers and 3.7 million impressions.
- Highlighting diverse stories, such as Small Business Spotlight series.

Updates – City Services & Accessibility

Goal IP-3: Expand translation of key City communications	• City materials available in Spanish, Simplified Chinese, Mandarin, and Hindi.
Goal IP-6: Increase public art representing diverse perspectives	• Diverse panel utilized to ensure inclusive artwork.
Goal IP-7: Expand diverse cultural and recreational classes	• Added Bollywood, Italian youth theater, Meditation and Chakra Balancing classes based on feedback.
Goal IP-8: Enhance efforts to gather feedback on new class offerings	• Post-program surveys used to request suggestions for new class offerings.

Updates – Human Services

Goal CF-3: Develop ongoing DEI training program for Human Services staff and embed DEI principles into the Human Services Grant Program

- Staff participates in DEI trainings provided by HR.
- City Council accepted 2024 Eastern Alameda County Human Services Needs Assessment which have been incorporated into the Grant Program.
  - For example, the grant rating system expanded from 15 points (across 3 sections) to 100 points (across 11 sections) to allow for an enhanced and equitable process.

Updates – Library & Cultural Representation

Goal IP-9: Library to increase selection of diverse books

- JEDI collection was expanded with Indian language offerings (Tamil, Telegu, and Marathi).

Goal DT-1: Publish Racial and Identity Profiling Act (RIPA) data online

- Data available via the DPS Open Data Portal and reported in the DPS Annual Report.

Updates – Staff Training & Policy Integration

Goal O-2: Ongoing DEI training for all City staff

- Diversity, Equity, Inclusion, and Belonging (DEIB) Fundamentals.
- Understanding Implicit Bias through the Lens of Cultural Intelligence.
- Fostering Inclusion for Neurodiverse and Differently-Abled Workforce. (April 2025)

Goal O-3: Embed DEI into the work and culture of the City

- Formalized and strengthened ongoing commitment through DEIB program approval.
- Program focuses on connection, belonging, and safety for employees.

Goal TC-1: Identify ways to expand training offerings for officers

- Continued annual and periodic training during daily shift briefings.
- Community Policing in the 21st Century to Embrace Conflict was well received.

Updates – Law Enforcement & Public Safety

Goal DT-5: Explore ways to collect and report data on de-escalation practices	• Added “de-escalation strategies used” check box to police reports. • Results are reported in the DPS Annual Report.
Goal P-2: City to advocate for seat on the Alameda County Sheriff Oversight Board	• Dublin secured a dedicated seat on the Alameda County Sheriff Oversight Board.
Goal P-3: DPS Hiring	• City Manager and Police Chief continue to focus on hiring the best officers while being mindful of the importance of reflecting the community’s diversity.
Goal P-4: Implement a multidisciplinary mobile crisis team for non-violent situations	• Secured congressional funding for an additional behavioral health therapist. • DPS believes this level of staff is sufficient to address community needs.
Goal PR-1: City to hire police/community liaison to enhance collaboration between key stakeholders	• With the departure of Officer William Cowens, Officer Jessica LaStrape has taken over as the Community Liaison for DPS.

Conclusions & Next Steps

- Successful completion: 36 of 37 action items.
  - DPS believes the crisis response infrastructure is sufficient to address the specific ongoing needs of the Dublin community.
- Task Force's DEI initiatives are now integrated into City's ongoing operations.
- Staff recommends City Council deem efforts of Task Force complete.
- Staff will continue to report on new initiatives that promote inclusivity and accessibility.

Thank you

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STAFF REPORT
CITY COUNCIL

DATE: March 4, 2025

TO: Honorable Mayor and City Councilmembers

FROM: Colleen Tribby, City Manager

SUBJECT: Designation of Agency Labor Negotiators for Unrepresented Employees: City Manager and City Attorney
Prepared by: Marsha Moore, MMC, City Clerk

EXECUTIVE SUMMARY:

The City Council will consider the appointment of two Councilmembers as representatives for the City Manager's annual review and performance evaluation, including discussion of compensation matters, and two Councilmembers as representatives for the City Attorney's annual review and performance evaluation, including discussion of compensation matters.

STAFF RECOMMENDATION:

Appoint two Councilmembers as representatives for the City Manager's annual review and performance evaluation, including discussion of compensation, and appoint two Councilmembers as representatives for the City Attorney's annual review and performance evaluation, including discussion of compensation.

FINANCIAL IMPACT:

None.

DESCRIPTION:

The Brown Act allows the City Council to meet in closed session to discuss the performance of employees that report to the City Council. Additionally, it allows the City Council to meet in closed session with its designated representatives — usually referred to as "labor negotiators" — to discuss the compensation of such employees. Any final action on the proposed compensation must be taken in open session.

The City Council will consider and discuss the appointment of two Councilmembers to serve as the City's representatives for the City Manager's annual review and performance evaluation including discussion of compensation, and two Councilmembers as the City's representatives in the

performance evaluation process and in labor negotiations with the City Attorney.

It has been the City's custom for many years to appoint the labor negotiators prior to reviewing the City Manager's and City Attorney's performance. Doing so allows the negotiators to have compensation discussions with the City Manager and City Attorney during or after the review process. At the end of the process, the representatives will report their recommendations to the City Council in open session. The last time such committees were convened was 2024; the two designated labor negotiators for the City Manager were Councilmembers Josey and McCorriston, and the two designated labor negotiators for the City Attorney were Mayor Hernandez and Vice Mayor Qaadri.

STRATEGIC PLAN INITIATIVE:

None.

NOTICING REQUIREMENTS/PUBLIC OUTREACH:

The City Council Agenda was posted.

ATTACHMENTS:

None.