

March 13, 2012
7:30 P.M.
Council Chambers of City Hall
340 Palos Verdes Dr. West
Palos Verdes Estates

**AGENDA
OF A REGULAR MEETING
OF THE CITY COUNCIL OF THE CITY OF
PALOS VERDES ESTATES, CALIFORNIA**

Copies of the staff reports or other written documentation relating to each item of business referred to on the agenda are on file in the office of the City Clerk and are available for public inspection. If applicable, materials related to an item on this agenda submitted to the Council after distribution of the agenda packet are available for public inspection in the City Clerk's office during normal business hours. Any person having any question concerning any agenda item may call the City Clerk to make inquiry concerning the item. Upon request, the agenda and documents in the agenda packet can be made available in appropriate alternative formats to persons with a disability in compliance with the Americans with Disabilities Act. Please contact the City Clerk at 310-378-0383, at least 48 hours prior to the meeting to request a disability-related modification or accommodation.

The City Council welcomes and encourages public participation at the Council meetings; however, to allow for the orderly progression of business, each person wishing to comment or make a presentation shall be limited to three (3) minutes. Anyone wishing to address the City Council shall fill out a green speaker's card available at the end of each row in the Chambers. The card permits the City to identify persons for purposes of City Council minute preparation. Please see specific agenda sections below for any other requirements related to meeting participation. The City Council, at the direction of the Mayor with concurrence of the Council, may modify the order of items shown on the agenda.

**NEXT RESOLUTION NO. R12-10
NEXT ORDINANCE NO. 12-702**

CALL TO ORDER

PLEDGE OF ALLEGIANCE

ROLL CALL (7:30 p.m.)

MAYOR'S REPORT – Matters of Community Interest

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CONSENT AGENDA (Items #1 - 9)

All items under this heading are considered to be routine and will be enacted by one motion, unless a Councilmember, staff, or member of the public requests that an item be removed for separate discussion. Any item removed from the Consent Agenda will be considered immediately following the motion to approve the Consent Agenda.

1. Waive Further Reading

Recommendation: After the City Attorney has read the title, waive full reading of ordinances considered on this agenda for introduction on first reading or adoption on second reading.

2. City Council Minutes of February 28, 2012

Recommendation: Review and Approve.

3. City Treasurer's Report – February 2012

Recommendation: Receive and File.

4. Resolution R12-04; Affirming Planning Commission Denial of CDP-86-11; Consideration of a Coastal Development Permit Application Requesting After-the-Fact Approval of Two Rear Yard Decks at the Single Family Residence Located at 605 Paseo Del Mar. Lots 2, 3, and a Portion of B & C, Block 1414, Tract 17606

Recommendation: It is recommended that the City Council adopt Resolution R12-04 affirming the Planning Commission's denial of CDP-86-11; Coastal Development Permit application requesting after-the-fact approval of two rear yard decks at the single family residence located at 605 Paseo Del Mar.

5. Resolution R12-05; Adoption of a Policy for the Private Landscaping of Parklands

Recommendation: It is recommended that the City Council adopt Resolution R12-05, adopting a policy for the Private Landscaping of Parklands.

6. Resolution R12-06; Appointing Daniel Dreiling as Interim Police Chief

Recommendation: It is recommended that the City Council adopt Resolution R12-06 appointing Daniel Dreiling as Interim Police Chief.

7. Resolution R12-07; Adjusting the FY 2011-12 Budget and Approving the Use of General Fund and Lump Sum Payment to Eliminate the City's CalPERS Safety Plan Side Fund Liability

Recommendation: It is recommended that the City Council adopt Resolution R12-07 adjusting the FY 11-12 budget and approve the use of general fund monies in excess of

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the 50% committed fund balance to provide a transfer to the capital improvement fund and provide a lump sum payment to eliminate the City's CalPERS Safety Plan side fund liability.

8. Resolution R12-08; Adjusting the FY11-12 Budget to Allow for Completion of the FY 11-12 Pedestrian Pathway Improvement Project

Recommendation: It is recommended that the City Council adopt Resolution R12-08; adjusting the FY11-12 budget to recognize receipt of the Los Angeles Regional Park and Open Space District Grant in the amount of \$150,000 and to augment the grant funding with an allocation of \$12,500 in capital funds to complete the FY 11-12 Pedestrian Pathway Improvement Project.

9. PW-590-11; Award of Construction Contract for the Paseo La Cresta Path Repairs in the Amount of \$32,482 to Hardy and Harper, Inc. and Adoption of Resolution R12-09, Adjusting the FY 11-12 Budget

Recommendation: It is recommended that the City Council award a construction contract in the amount of \$32,482 to Hardy & Harper, Inc. for the completion of Paseo La Cresta Path Repairs, and adopt Resolution R12-09 adjusting the FY 11-12 budget.

COMMUNICATIONS FROM THE PUBLIC

This portion of the agenda is reserved for comments from the public on items which are NOT on the agenda. Due to state law, no action can be taken by the Council this evening on matters presented under this section. If the Council determines action is warranted, the item may be referred to staff or placed on a future Council agenda.

OLD BUSINESS

10. Stop Sign Warrant Analysis for Via Del Monte at Via Pinale, Via Somonte, Paseo Del Sol, and Via Rincon
(Traffic Safety Committee Meeting Item February 8, 2012)

Traffic Safety Committee Recommended Action: Recommended that staff 1) install stop signs in both directions on Via Del Monte at Via Pinale (Approved 5-0) and 2) install stop signs in both directions on Via Del Monte at Via Somonte. (Approved 3-2, Beall and Kao Dissenting)

11. PC-339-12; Application to remove 1 Silver Dollar Eucalyptus tree located in the city pathway between 1824 and 1900 Via Estudillo
(Parklands Committee Meeting Item of February 13, 2012)

Applicant: Christine McNamara

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Parklands Committee Recommended Action: Denied. (3-1, Peterson recused, Shaffer dissenting)

NEW BUSINESS

12. PW-577-11; Award of Contract for Construction of the Rocky Point Road Sewage Pump Station Project in the Amount of \$1,489,891 to Metro Builders and Engineers Group Ltd.

Recommendation: It is recommended that the City Council award a construction contract for the completion of the Rocky Point Road Sewage Pump Station Project in the amount of \$1,489,891 to Metro Builders and Engineers Group Ltd.

13. Award of Professional Services Agreement for Construction Inspection Services in the Amount of \$116,500 to AKM Consulting Engineers for the Rocky Point Road Sewage Pump Station Project

Recommendation: It is recommended that City Council award a professional services agreement in the amount of \$116,500 to AKM Consulting Engineers for construction inspection services of the Rocky Point Road Sewage Pump Station Project.

14. Economic Use Analysis of City Properties at Bluff Cove and Via Valmonte

Recommendation: This is a matter of Council discretion. The preliminary report has concluded that more information regarding the geology and the cost to stabilize and repair the properties is required in order to evaluate the feasibility of other uses of the properties, including other public uses and either rental or sale to private parties. Staff seeks direction as to whether the Council wishes to allocate additional funds for this investigation.

STAFF REPORTS

15. City Manager's Report

- Report on Update to City's Mission / Vision Statement and Results of Employee Survey

Recommendation: Receive and file.

DEMANDS

16. a. Authorize Payment of Motion #1 – Payroll Warrant of March 2, 2012
- b. Authorize Payment of Motion #2 – Warrant Register of March 13, 2012

Recommendation: Authorize Payment of Motions #1 and #2.

MAYOR & CITY COUNCILMEMBERS' REPORTS

ADJOURNMENT TO WEDNESDAY, MARCH 21, 2012, 7:00 P.M. IN COUNCIL CHAMBERS OF CITY HALL FOR THE PURPOSE OF COUNCIL REORGANIZATION; AN ADJOURNED REGULAR MEETING.

- *This City Council meeting can be viewed on Cox Cable, Channel 35, Wednesday, March 14, 2012 at 7:30 p.m., and Wednesday, March 21, 2012, at 7:30 p.m.*

TO: JUDY SMITH, CITY MANAGER

FROM: ALLAN RIGG, PLANNING DIRECTOR

SUBJECT: RESOLUTION R12-04; AFFIRMING PLANNING COMMISSION DENIAL OF CDP-86-11; COASTAL DEVELOPMENT PERMIT APPLICATION REQUESTING AFTER-THE-FACT APPROVAL OF TWO REAR YARD DECKS AT THE SINGLE FAMILY RESIDENCE LOCATED AT 605 PASEO DEL MAR. LOTS 2, 3, & POR OF B & C, BLOCK 1414, TRACT 6886.

DATE: MARCH 13, 2012

The Issue

Should the City Council adopt Resolution R12-04; affirming Planning Commission denial of CDP-86-11; Coastal Development Permit application requesting after-the-fact approval of two rear yard decks at the single family residence located at 605 Paseo Del Mar?

Background and Analysis

On February 28, 2012, the City Council conducted a public hearing to consider the appeal of Planning Commission denial of CDP-86-11; Coastal Development Permit application requesting after-the-fact approval of two rear yard decks at the single family residence located at 605 Paseo Del Mar.

After considering the facts and testimony, the City Council voted (5-0) to deny the appeal and affirm the Planning Commission decision. The attached resolution confirms the City Council determination.

Alternatives Available to Council

The following alternatives are available to the City Council:

1. Adopt Resolution R12-04; affirming Planning Commission denial of CDP-86-11; Coastal Development Permit application requesting after-the-fact approval of two rear yard decks at the single family residence located at 605 Paseo Del Mar.
2. Decline to act.

Recommendation from Staff

Staff recommends that the City Council adopt Resolution R12-04; affirming the Planning Commission denial of CDP-86-11; Coastal Development Permit application requesting after-the-fact approval of two rear yard decks at the single family residence located at 605 Paseo Del Mar.

Staff report prepared by:
Stacey Kinsella
Planning Department

TO: JUDY SMITH, CITY MANAGER

FROM: ALLAN RIGG, PUBLIC WORKS DIRECTOR

SUBJECT: RESOLUTION R12-05; ADOPTION OF A POLICY FOR THE PRIVATE LANDSCAPING OF PARKLANDS

DATE: MARCH 13, 2012

Background and Analysis

The City Council reviewed a draft Policy for the Private Landscaping of Parklands at their meeting of February 28, 2012. They approved the policy with one modification, which is that a fourth finding was added to the Findings Required to Approve:

4. That the landscaping, to the extent reasonably practicable, is not to be done so that the area appears to be privately-owned or so that the landscaping creates a barrier to the public.

Resolution R12-05 is attached to this report adopting the revised policy.

Alternatives Available to the City Council

1. Approve R12-05 adopting a Policy for the Private Landscaping of Parklands as presented.
2. Approve R12-05 adopting a Policy for the Private Landscaping of Parklands, with modifications.
3. Decline to act.

Recommendation

Staff recommends that the City Council approve R12-05 adopting a Policy for the Private Landscaping of Parklands as presented.

TO: MAYOR AND CITY COUNCIL

FROM: JUDY SMITH, CITY MANAGER

SUBJECT: RESOLUTION R12-06; APPOINTING DANIEL DREILING AS INTERIM POLICE CHIEF

The Issue

Shall the City Council adopt Resolution R12-06 appointing Daniel Dreiling as Interim Police Chief?

Background and Findings

As previously announced, effective March 31, 2012, Chief Dan Dreiling will retire from the City after 31 years of service. The City wishes to engage Chief Dreiling to serve as Interim Police Chief while the City conducts the process to select a new Police Chief.

Government Code Section 21221 (h) provides that the City Council may appoint a PERS retiree for a limited duration to a position deemed by the Council to require specialized skills. In accordance with that section and PERS regulations, a retiree may not exceed 960 hours of work in a fiscal year and the limited duration appointment may not exceed 12 months. An agreement has been prepared which meets those requirements and provides for the terms and conditions of the temporary appointment of Daniel Dreiling to the position of Interim Police Chief. The Interim Chief will fulfill all duties required to perform the job. The Interim Chief will not participate in PERS, but instead will be enrolled in Social Security and Medicare with the employer and employee portions paid by the respective parties. The agreement has been signed by the Chief and a resolution prepared to effectuate the appointment, which is expected to last six months (September 30, 2012).

Recommendation

It is recommended that the City Council adopt Resolution R12-06 appointing Daniel Dreiling as Interim Police Chief.

Fiscal Impact

There is no fiscal impact to the City as a result of this agreement as it provides for the continuation of Chief Dreiling's services under the same pay and similar benefits currently afforded to the position of Police Chief.

Attachments: Resolution R12-06
Agreement for Temporary Services

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TO: MAYOR AND CITY COUNCIL

FROM: JUDY SMITH, CITY MANAGER

SUBJECT: RESOLUTION R12-07; ADJUSTING THE FY 2011-12 BUDGET AND APPROVING THE USE OF GENERAL FUND BALANCES: TRANSFER TO CAPITAL FUND AND LUMP SUM PAYMENT TO ELIMINATE THE CITY'S CALPERS SAFETY PLAN SIDE FUND LIABILITY

The Issue

Shall the City Council adopt Resolution R12-07 to adjust the FY 2011-12 budget approving a transfer to the capital improvement fund and approve a lump sum payment to eliminate the City's CalPERS Safety Plan side fund liability?

Background

For the previous two fiscal years, the City Council determined that general fund monies in excess of a targeted 50% balance should be used to reduce the City's PERS safety plan side fund liability. As a result of a financial analysis that included interest cost avoidance (7.75%); employer rate relief and future savings on a lower employer retirement base rate, the City Council in April 2010 and February 2011 approved the use of designated and undesignated general fund balances to provide lump sum payments in the amount of \$1.375 and \$1.2 million, respectively, to reduce the liability. This has had a beneficial effect on the City's employer safety retirement rates for each of the subsequent fiscal years. In addition, as part of adopting a general fund balance policy in compliance with GASB 54, the Council designated \$957,000 of the 2011 general fund balance to provide funds to make final payment to eliminate the PERS side fund liability.

The purpose of this report is to consider final payment to eliminate the PERS side fund liability and, given audited results for FY 2010-11 review the status of the general fund balance and consider appropriate use for general fund monies in excess of the 50% committed fund balance.

Analysis and Findings

Staff recently requested information from PERS on the required payment to eliminate the side fund, assuming a payment was received by March 31, 2012. The required payment is \$758,809 or approximately \$198,000 less than the funds set aside for this purpose. Because this payment will eliminate the side fund, the City will realize an immediate reduction in its employer safety rate effective April 1, as shown below, which generates savings of approximately \$40,000 for the final three months of this fiscal year.

Safety Plan Rate	FY 11-12	FY 11-12 eff. 4-1-12	Change
Risk Pool Normal Cost	17.164%	17.164%	+0
Pool Amortization	5.927%	5.927%	+0
Class 1 Benefits	1.021%	1.021%	+0
Amortization Side Fund	<u>6.433%*</u>	<u>0%</u>	<u>-6.433</u>
	30.545%	24.112%	-6.433

The effect of this payment on the proposed rates for FY 12-13 is as follows:

Safety Plan Rate	FY 11-12	FY 12-13 Orig.	FY 12-13 Revised	Change
Pool Normal Cost	17.164%	17.245%	17.245%	+0.081
Pool Amortization	5.927%	6.436%	6.436%	+0.509
Class 1 Benefits	1.021%	1.025%	1.025%	+0.004
Side Fund	<u>6.433%</u>	<u>5.286%</u>	<u>0%</u>	<u>-5.286</u>
	30.545%	29.992%	24.706%	-4.692

This will result in projected savings of \$125,000 for FY 2012-13 and please recall that all savings accrue to the general fund. Staff will prepare the FY 12-13 personnel costs using the revised PERS safety rate.

General Fund Balance June 30, 2011 and Capital Improvement Fund

In 2011, the Council established a committed fund balance of \$7.2 million, which represents a 50% operating reserve. Staff believes the 50% balance is sufficient to cover current contingencies. In addition, due to results of operation for FY 2010-11 and the PERS transaction noted above, the following funds are available for possible alternate use:

General Fund	FY 11-12
Excess PERS	\$ 198,191
Available General Fd	<u>\$1,234,182</u>
Total Available	\$1,432,373

Because there is no dedicated source of capital project financing, at the February 20 budget workshop, Council indicated a desire to transfer \$1,000,000 to the capital improvement fund. With this transfer, the projected ending capital fund balance is projected at \$9.5 million as of June 30, 2012. The annual street improvement program for FY 2012-13 will be budgeted at approximately \$1.4 million. After the transfer to capital, \$432,373 will remain within the general fund balance as a minor supplement to the committed balance, operating reserve.

Alternatives Available to the City Council

1. Adopt Resolution R12-07 to adjust the FY 2011-12 budget to provide a transfer of \$1 million in undesignated general fund monies to the capital improvement fund and to provide a lump sum payment of \$758,809 by March 31 to eliminate the City's CalPERS Safety Plan side fund liability. These transactions involve general funds in excess of the City's 50% committed fund balance.
2. Decline to adopt R12-07 at this time and provide alternate direction to staff.

Recommendation

It is recommended that the City Council adopt Resolution R12-07, to adjust the FY 2011-12 budget and approve the use of general fund monies in excess of the 50% committed fund balance to provide a transfer to the capital improvement fund and provide a lump sum payment to eliminate the City's CalPERS Safety Plan side fund liability.

Budgetary Impact

A budget adjustment is necessary to reflect this activity for FY 2011-12. The estimated savings as a result of the lump sum PERS contribution are outlined in the report. The lump sum payment will be reflected as an operating expense on behalf of the Police Department for the current fiscal year. The transfer to the capital improvement fund will be reflected as part of the FY 11-12 projected ending fund balances for both the general and capital funds.

Attachment: Resolution R12-07
CalPERS letter of January 27, 2012 regarding Lump Sum Contribution

TO: MAYOR AND CITY COUNCIL

FROM: JUDY SMITH, CITY MANAGER

SUBJECT: RESOLUTION R12-08; ADJUSTING THE FY 2011-12 BUDGET TO ALLOW FOR COMPLETION OF THE FY 11-12 PEDESTRIAN PATHWAY IMPROVEMENT PROJECT

The Issue

Shall the City Council adopt Resolution R12-08 to adjust the FY 11-12 budget to recognize receipt of the Proposition A Parks and Open Space District Grant and provide additional funds to allow for completion of the FY 11-12 Pedestrian Pathway Improvement Project?

Background and Findings

In May 2011, the City was advised it would receive a \$150,000 discretionary grant of Proposition A Parks and Open Space funds as recommended by County Supervisor Don Knabe. The FY 11-12 budget had been prepared prior to receipt of the funds and it was determined staff would present a budget adjustment after award of any required construction contract.

After a process to solicit public input on the use of these funds, the City Council at the September 27th meeting approved a list of projects that included the following: \$38,000 for street tree planting and \$112,000 in capital improvement projects including bleacher replacement at George Allen Field; pergola lighting at Lunada Bay Park and various pedestrian pathway improvements. At the February 28th meeting, Council awarded a construction contract for the pedestrian pathway improvement project in the amount of \$109,400. Because the pedestrian pathway project exceeds the available grant funds, an allocation of \$12,500 from unobligated capital funds is required. The attached resolution adjusts the FY 11-12 budget to recognize receipt of the grant monies, provide the allocation of capital funds and reflect the expenditures associated with the proposed funds.

Recommendation

It is recommended that the City Council adopt Resolution R12-08; adjusting the FY 2011-12 budget to recognize receipt of the Los Angeles Regional Park and Open Space District Grant in the amount of \$150,000 and to augment the grant funding with an allocation of \$12,500 in capital funds to complete the FY 11-12 Pedestrian Pathway Improvement Project.

TO: JUDY SMITH, CITY MANAGER

FROM: ALLAN RIGG, PUBLIC WORKS DIRECTOR

SUBJECT: PW 590-11; AWARD OF CONSTRUCTION CONTRACT FOR THE PASEO LA CRESTA PATH REPAIRS IN THE AMOUNT OF \$32,482 TO HARDY AND HARPER, INC. AND ADOPTION OF RESOLUTION R12-09, ADJUSTING THE FY 11/12 BUDGET

DATE: MARCH 13, 2012

Introduction

Should the City Council award a construction contract for the Paseo La Cresta Path Repairs in the amount of \$32,482 to Hardy and Harper, Inc. and adopt Resolution R12-09, adjusting the FY 11/12 budget?

Background and Analysis

The Mills-Alquist-Deddeh Act (SB 325), also known as the Transportation Development Act (TDA) of 1971, was enacted by the California Legislature to improve existing public transportation services by providing funding for projects that comply with regional transportation plans. The TDA funds a wide variety of transportation programs, including planning and program activities, pedestrian and bicycle facilities, community transit, and bus and rail services.

Two TDA funding sources are available: 1) Local Transportation Fund (LTF) and 2) State Transit Assistance Fund (STA). The City receives an annual allocation of LTF monies from a ¼ cent sales tax levied statewide. Depending upon sales tax receipts, the City generally receives between \$6,000 and \$9,000 per year from this source. Funds remain on deposit with LACMTA and must be spent within five years of receipt. In the past the City has used TDA funds to repair existing pedestrian paths and improve handicap access at select intersections/locations. The City currently has \$35,300 on deposit with MTA of which \$8,598 will expire June 30, 2012.

As part of the annual Capital Improvement Program, various paths in parkland and City right-of-way areas are suggested for repair and resurfacing as necessary. One such path is the walking path for the 1400 block of Paseo La Cresta in the City parkland/median bounded by Via Fernandez, Upper Paseo La Cresta, Via Coronel and Lower Paseo La Cresta. The once 9-foot-wide path has narrowed in several areas due to the deterioration of asphalt, and also has pavement damage. The work consists of removing and replacing deteriorated asphalt, removing and replacing tree root uplift areas, widening the path where needed, grinding the path where it meets existing curb, and

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overlaying the surface with new asphalt. City staff will remove a City tree and trim the landscaping as required prior to construction.

In an effort to receive a number of competitive construction bids, staff advertised with Bid America, F. W. Dodge, and Reed Construction Data. Staff also mailed bid packages to several paving contractors. Construction bids were received February 22, at 10:30 a.m. and the bid results are shown below:

Hardy and Harper, Inc.	\$32,482
Pacific Construction Co., Inc.	\$47,800
Palp DBA Excel Paving Co.	\$75,540
Garcia Juarez Construction	\$125,400

Hardy and Harper, Inc. submitted the qualifying low bid for the project. They have completed the City's street overlay projects for the last five fiscal years and are well equipped to satisfactorily complete this much smaller project.

The following schedule is anticipated:

- March 13 Contract awarded.
- April 13 Contract, insurance certificates signed by contractor & City.
- April 30 Work expected to begin.
- May 18 Work expected to be complete.

Alternatives Available to Council

The following alternatives are available to Council:

1. Award a construction contract for the Paseo La Cresta Path Repairs in the amount of \$32,482 to Hardy and Harper, Inc. and adopt Resolution R12-09, adjusting the FY 11/12 budget
2. Decline to Act.

Conclusions and Recommendations

Staff recommends that the City Council award a construction contract for the Paseo La Cresta Path Repairs in the amount of \$32,482 to Hardy and Harper, Inc. and adopt Resolution R12-09, adjusting the FY 11/12 budget

Fiscal Impact

Staff estimates the following costs for the Overlay Project:

Construction Subtotal	\$32,482
Contingency cost (5% of construction cost)	1,625
Inspection and Administration	1,193
<hr/> Total	<hr/> \$35,300

Resolution R12-09 is attached transferring \$35,300 to the project budget. Therefore, sufficient funds exist to cover the \$35,300 project cost.

Staff report prepared by:
Floriza Rivera
Public Works Department

TO: JUDY SMITH, CITY MANAGER

FROM: ALLAN RIGG, PUBLIC WORKS DIRECTOR

SUBJECT: STOP SIGN WARRANT ANALYSIS FOR VIA DEL MONTE AT VIA PINALE, VIA SOMONTE, PASEO DEL SOL, AND VIA RINCON

DATE: MARCH 13, 2012

The Issue

The City Traffic Safety Committee reviewed the need for Stop Signs on Via Del Monte at their meeting on February 8, 2012. The Committee voted to recommend Stop Signs on Via Del Monte at Via Pinale (the vote was 5-0) and at lower Via Somonte (the vote was 3-2). The Committee decided not to recommend Stop Signs on Via Del Monte at Paseo Del Sol or upper Via Rincon.

For the two locations where Stop Signs were recommended to be installed, the Committee made findings per the California MUTCD that these signs were warranted. In particular, at these locations the Committee members voting in favor of the signs felt that there were visibility issues that:

“C. Locations where a road user, after stopping, cannot see conflicting traffic and is not able to reasonably safely negotiate the intersection unless conflicting cross traffic is also required to stop;”

There was significant public testimony during the meeting, minutes attached. In summary, 15 people spoke against the addition of any new Stop Signs on Via Del Monte, and 9 people spoke in favor of at least one Stop Sign. Of those 9 people mentioned, there seemed to be significant support for the ones at Via Pinale, some support for the ones at lower Via Somonte, and very little support for those at Paseo Del Sol and upper Via Rincon.

At the City Council meeting of February 28, 2012, this item was removed from the Consent Agenda due to both written and verbal testimony provided by members of the public. The Council directed that the staff bring back the item at their meeting of March 13, 2012.

Alternatives Available to the City Council

The following alternatives are available to the City Council:

1. Approve the installation of Stop Signs as recommended by the Traffic Safety Committee, which includes the intersections of Via Del Monte with Via Pinale and with lower Via Somonte.
2. Approve the installation of Stop Signs differently than recommended by the Traffic Safety Committee. This could include any combination of signs at the four subject intersections.
3. Deny the installation of any additional Stop Signs.

Recommendation

Staff recommends that the City Council approve the installation of Stop Signs as recommended by the Traffic Safety Committee, which includes the intersections of Via Del Monte with Via Pinale and lower Via Somonte.

Staff report prepared by:
Allan Rigg
Public Works Department

TO: JUDY SMITH, CITY MANAGER

FROM: ALLAN RIGG, PUBLIC WORKS DIRECTOR

SUBJECT: PC-339-12; APPLICATION TO REMOVE 1 SILVER DOLLAR EUCALYPTUS TREE LOCATED IN THE CITY PATHWAY BETWEEN 1824 AND 1900 VIA ESTUDILLO

**APPLICANT: CHRISTINE MCNAMARA
1228 VIA CORONEL
PALOS VERDES ESTATES, CA. 90274**

DATE: MARCH 13, 2012

Background

On February 13, 2012, the Parklands Committee reviewed an application to remove one Silver Dollar Eucalyptus located in the pathway between 1824 and 1900 Via Estudillo. There were significant concerns expressed by the residents of Via Estudillo in opposition to the removal of the tree. After discussion amongst the Committee Members, the application was denied (3-1, Shaffer dissenting, Peterson recused).

At the City Council meeting of February 28, 2012, this item was removed from the Consent Agenda at the request of the applicant. The Council directed that the staff bring back the item at their meeting of March 13, 2012.

Draft minutes of the Parklands Committee's review of the application are attached as is the original staff report to the Committee.

Available Alternatives

1. Deny the removal of 1 Silver Dollar Eucalyptus tree located in the pathway between 1824 and 1900 Via Estudillo.
2. Approve the removal of 1 Silver Dollar Eucalyptus tree located in the pathway between 1824 and 1900 Via Estudillo according to the 'Standard Conditions For Tree Removal Approvals'. Require one tree to be planted.

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3. Approve structural modifications such as topping to the Silver Dollar Eucalyptus tree located in the pathway between 1824 and 1900 Via Estudillo.

Recommendation

Staff recommends the City Council concur with the Parklands Committee's recommendation and deny PC-339-12.

TO: JUDY SMITH, CITY MANAGER

FROM: ALLAN RIGG, PUBLIC WORKS DIRECTOR

SUBJECT: PW 577-11; AWARD OF CONTRACT FOR CONSTRUCTION OF THE ROCKY POINT ROAD SEWAGE PUMP STATION PROJECT IN THE AMOUNT OF \$1,489,891 TO METRO BUILDERS AND ENGINEERS GROUP LTD.

DATE: MARCH 13, 2012

The Issue

Should the City Council award a construction contract for the completion of the Rocky Point Road Sewage Pump Station Project in the amount of \$1,489,891 to Metro Builders and Engineers Group Ltd.?

Background and Analysis

In accordance with the Sewer Master Plan, the City retained AKM Consulting Engineers (AKM) to design the necessary improvements and upgrades for the City's sewer pump at 225 Rocky Point Road.

The Rocky Point Road Pump Station was constructed in 1964 and recently updated in 1994. An upgrade is required to correct inadequate storage capacity, poor dry well access, lack of an emergency power source, pump station components which do not meet current safety standards, and a tendency to flood during heavy rains from water that enters the pump station through its access hatches.

AKM recommended that a new emergency wet well be constructed on the Northeast side of the street, the existing pump facility be refit with new pumps and piping, air compressor, and a new below-grade motor control center. Other deficiencies were also addressed in the plans and specifications for the pump station upgrade. Prior to the City's contractor beginning construction, re-routing of the existing gas main and rerouting/upgrade of the existing water main around the pump station must occur and the Gas Company and California Water Services are aware of this. Construction will take place in the right-of-ways at 224 and 225 Rocky Point Road, and in the street between these two properties. For safety reasons, the construction area will be fenced off and traffic not allowed through it for the duration of the construction.

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Staff advertised with Bid America, F. W. Dodge, and Reed Construction Data and construction bids were opened December 5, 2011, at 10:30 a.m. The results were as follows:

Metro Builders and Engineers Group Ltd.	\$1,489,891
PPC Construction, Inc.	\$1,509,710
J.F. Shea Construction	\$1,521,000
MMC Inc.	\$1,521,825
Clarke Contracting Corp.	\$1,569,359
Los Angeles Engineering	\$1,597,295
HPS Mechanical, Inc.	\$1,689,790

Metro Builders and Engineers Group Ltd. submitted the apparent low bid for the project. Staff checked their bid documents and references. The low bidder has listed six pump station projects complete in the last five years, five with the City of Newport Beach, along with a number of projects that they feel are similar in scope and complexity. AKM, the pump station design consultant, concurs that the other projects listed are similar enough to pump station construction. The City of Newport Beach, the Sanitation District of Los Angeles County, the City of Los Angeles – Bureau of Engineering, and the City of Dana Point indicated that Metro Builders is a capable contractor albeit with reservations. The State of California recommends Metro Builders as an excellent contractor. The City of Norco did not recommend the contractor.

The following schedule is anticipated:

- March 13 Contract awarded.
- April 13 Contract, insurance certificates signed by contractor & City.
- April 19 Pre-construction meeting 1
- May 3 Pre-construction meeting 2
- May 14 Work expected to begin, weather permitting.
- March 1, 2013 Work expected to be complete.

As this is a complex project involving excavation, concrete construction, well retrofit, pump installation, utility re-routing, electrical pump equipment installation, and sewer bypass pumping, all done to current Building Code and Los Angeles County Dept. of Public Works' standards, it will require specialized construction inspection services. Staff sent out a Request for Proposal (RFP) for inspection services through Integrated Marking Systems, a San Diego-based firm that provides RFP's and other project information to consultants of various disciplines. Staff reviewed the three proposals that arrived and is recommending that a professional services agreement be awarded to AKM Consulting Engineers.

Alternatives Available to Council

The following alternatives are available to the City Council:

1. Award a construction contract for the completion of the Rocky Point Road Sewage Pump Station Project in the amount of \$1,489,891 to Metro Builders and Engineers Group Ltd.
2. Decline to Act.

Recommendation from Staff

Staff recommends that the Council award a construction contract for the completion of the Rocky Point Road Sewage Pump Station Project in the amount of \$1,489,891 to Metro Builders and Engineers Group Ltd.

Fiscal Impact

The FY 11/12 Budget contains \$2,800,000 for capital improvement work on the sewer system. Staff estimates the project costs as follows:

Construction Costs	\$1,489,891
10% Contingency Costs	\$148,989
Construction Inspection Costs	\$116,500
Administration Costs	\$30,000
	\$1,785,380

Therefore, sufficient funds are available to construct this project.

Staff report prepared by
 Floriza Rivera
 Public Works Department

TO: JUDY SMITH, CITY MANAGER

FROM: ALLAN RIGG, PUBLIC WORKS DIRECTOR

SUBJECT: AWARD OF A PROFESSIONAL SERVICES AGREEMENT FOR CONSTRUCTION INSPECTION SERVICES IN THE AMOUNT OF \$116,500 TO AKM CONSULTING ENGINEERS FOR THE ROCKY POINT ROAD SEWAGE PUMP STATION PROJECT

DATE: MARCH 13, 2012

The Issue

Should the City Council award a professional services agreement in the amount of \$116,500 to AKM Consulting Engineers for construction inspection services for the Rocky Point Road Sewage Pump Station Project?

Background and Analysis

On March 13, 2012, City Council will award a construction contract for the upgrade of the Rocky Point Road Sewage Pump Station Project. In order to provide the extremely detailed inspection services required for this type of construction, which will also be subject to Los Angeles County Department of Public Works (LACDPW) requirements, the City needs the services of a specialized consulting firm. The following scope of work was identified in a Request for Proposal that was developed for these services:

Provide assistance during the construction process in accordance with the plans and specifications, including but not limited to the following activities:

- Attending pre-construction and progress meetings, reviewing contractor submittals as required, assisting in responses to requests for information (RFI's).
- Providing certified inspection services, material certifications, ensuring proper construction methods and traffic control, ensuring field conformance with the City's Quality Assurance Program for construction.
- Providing daily logs of all construction and inspection activities.
- Ensuring that any construction changes that occur in the field are brought to the City's attention and documented to allow the City's design consultant to update the final as-built project plans.

On December 23, 2011, staff sent out a Request for Proposal (RFP) for inspection services through Integrated Marking Systems, a San Diego-based firm that provides RFP's and other project information to consultants of various disciplines. Three proposals were received February 6 from these companies:

KOA Corporation
AKM Consulting Engineers
Harris and Associates

Staff reviewed each of the proposals for previous experience in the specialized areas required for this project. After careful review staff felt strongly that AKM Consulting Engineers had the best previous experience, both as a firm and as the individuals to be assigned to the job. They are better suited to perform the services as they were part of the original design team. They have also proven themselves to be a conscientious and meticulous inspection firm during their inspection of the ongoing Paseo Del Mar Pump Station upgrade which is nearing completion at the Paseo Del Mar/Via Barri location. They know the plans and the challenges in constructing the Rocky Point Road Sewage Pump Station design, have met with staff and residents about resident concerns regarding the construction, and will be better prepared to address construction difficulties and unexpected issues.

Alternatives Available to Council

The following alternatives are available to the City Council:

1. Award a professional services agreement to in the amount of \$116,500 to AKM Consulting Engineers for construction inspection services for the Rocky Point Road Sewage Pump Station Project.
2. Award a professional services agreement to a different firm for construction inspection services for the Rocky Point Road Sewage Pump Station Project.
3. Decline to act.

Recommendation from Staff

The FY 11/12 Budget contains \$2,800,000 for capital improvement work on the sewer system. AKM's inspection cost of \$116,500 will be included as a portion of the \$1,785,380 cost for pump station construction and there is enough funding available for the total construction cost.

Staff recommends that the Council award a professional services agreement in the amount of \$116,500 to AKM Consulting Engineers for construction inspection services for the Rocky Point Road Sewage Pump Station Project.

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Staff report prepared by:
Floriza Rivera
Public Works Department

TO: HONORABLE MAYOR AND CITY COUNCIL

**FROM: ALEXA D. DAVIS, ASSISTANT TO THE CITY MANAGER
CHRISTI HOGIN, CITY ATTORNEY**

**SUBJECT: ECONOMIC USE ANALYSIS OF CITY PROPERTIES AT BLUFF COVE
AND VIA VALMONTE**

DATE: MARCH 13, 2012

BACKGROUND

In March 2011, the City Council appointed a subcommittee consisting of the Mayor and Mayor Pro Tem to develop an efficiency and effectiveness study of the City operations and services. As a result, as reported by the Mayor at both the July 12th and October 11th City Council meetings, the subcommittee recommended that one part of the study examine the ownership and valuation of certain City-owned properties. In October 2011, the City Council approved a contract with the consulting firm Kibel Green, Inc. (“KGI”) for purposes of conducting an economic use evaluation of several City-owned properties located at Bluff Cove and Via Valmonte. Due to the conflict of interest of senior management staff members who currently reside in the homes, the City Attorney and the Assistant to the City Manager are assigned as the key staff for the purposes of this review and study.

SCOPE OF WORK

As stated, KGI was retained by the City to provide an initial economic evaluation of City-owned properties. The Scope of Work included the following tasks:

- 1) Provide estimates of the current potential market rate rent ranges for the single family homes and comparison to the current rents charged to tenants;
- 2) Provide an initial assessment of the potential marketability of the properties in consideration of the existing state of certain geotechnical issues, including a preliminary estimated range of potential market values;
- 3) Provide a preliminary analysis and comparison of the advantages and disadvantages to the City of either renting, selling or designating some or all of the properties as open space; and
- 4) Provide a preliminary analysis of value related to continuation of current use of some of the homes for City employees and contractors.

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METHODOLOGY

KGI reviewed information provided by the City Attorney, Assistant to the City Manager and the City geologist and performed a site inspection to conduct their investigation and report. Given the substantial history of litigation and settlement related to geologic conditions on the Bluff Cove properties, the City maintained historic reports and evaluations that KGI was able to review. However, staff was surprised to discover that these files did not include a comprehensive geology report, nor has there been comprehensive geotechnical monitoring completed recently. As a result, there is a significant gap in the information needed to draw any reliable conclusions regarding the value of the properties, either for sale or rental for private purposes.

In general, to properly assess the estimated fair market value of properties, KGI provides a range based upon the market value of other comparable homes in the area, then deducts the estimated cost of remediation and cost of sale or maintenance/repair, to determine the net economic value to the City.

FINDINGS

(1) The Gate House Property

The Gate House, located at 4420 Via Valmonte, was built by the Palos Verdes Homes Association with the expectation that the City of Palos Verdes Estates would be a gated community. The City assumed the property in 1939 and it has housed various tenants since that time. The current tenant has rented the property since the 1970s. The structure is a 1 bedroom, 1 bath, loftstyle residence, of approximately 500 square feet.

There were no geographic or structural concerns noted; however, KGI preliminarily rated the property’s exterior as “poor” and the interior as “average.” The rating is based upon the condition of the home as compared to the condition of a median home with comparable characteristics.

a) Market Rent and Marketability

KGI provided the following market analysis on the Gate House property:

<u>Market Rent*</u>	<u>Adjusted Market Rent**</u>
\$890	\$550 - \$660
 <u>Market Value*</u>	 <u>Adjusted Market Value**</u>
\$229,000	\$166,000 - \$199,000

Current rent paid by tenant is \$417/month. Tenant has assumed full maintenance responsibilities, including major repairs.

** The per sq. ft. "Market" rate represents approximately the median rate for similar properties.*

***The "Adjusted Market" rate range represents the median Market rate adjusted for the subject home attributes*

(location, size, amenities, age and condition). This analysis assumes all homes are improved to a condition of being habitable and no significant changes are made to the current condition of the home other than the minimum health and safety requirements if needed.

(2) The Bluff Cove Properties

There were a total of seven properties with single family homes that were evaluated at Bluff Cove. Of these seven homes, three homes are rented to City employees/contractor and four are vacant (one was a "life estate" which recently came under the City's full ownership). The City acquired these properties after several years of litigation between the City and property owners.

a) Mold/Moisture and Potential Remediation Issues

During the physical inspection of the Bluff Cove properties, there were various health and safety concerns noted. KGI consultants observed significant cracking to structures, water and sewage intrusion, evidence of water and moisture damage, including concerns of mold. KGI consultants recommend that the City engage in experts to inspect the physical condition of the subject properties to better determine the habitability of the structures.

Due to the concerns raised by KGI consultants regarding moisture issues in the homes, the City conducted a mold and moisture assessment of all three currently inhabited homes, as well as the recently vacated home at 1117 Palos Verdes Drive West. The inspection concluded that there were no major moisture or water issues. A minor amount of mold was found in one home that had previous sewage intrusion. The City is in receipt of the mold and moisture assessments which suggest efforts to abate the mold. Remediation is very minor and most likely can be completed under the City's existing Bluff Cove properties maintenance budget.

b) Other Structural Issues

KGI additionally raised concerns regarding several other structural issues, such as pour drainage and cracking of foundations, which may warrant follow-up remediation regardless of future plans for the use of the properties. Therefore, it is recommended that further expert analysis of these areas be conducted.

c) Geologic Issues

KGI was provided files related to the geologic conditions and history of litigation and settlement related to the properties. These files did not include a recent comprehensive geology report. As a result, there is a significant gap in the information needed to draw any reliable conclusions regarding the value of the properties, either for sale or private rental. This information obviously plays a critical role in determining the value of the properties and establishing the stability of the land and habitability of the homes for rental and resale purposes. Accordingly, current area-specific

geologic studies would need to be prepared and reviewed by KGI before it can provide accurate, current valuation amounts.

d) Example of Further Analysis

In order to move forward with an accurate valuation of the homes for sale, rent, or open space uses, current geological and structural conditions must be evaluated for each of the properties, and potential remediation must be considered on a case by case basis. By way of example as to what this might involve, the City geologist conducted a survey of 1117 Palos Verdes Drive West and provided the following recommendations:

- Re-establish 4 monitoring points and schedule readings of these points on a yearly or frequent basis;
- Add two to three additional points in the rear yard to monitor the distance from the points to the bluff top;
- Provide diligent observation of existing site conditions to determine changes to the bluff area – specifically during and after prolonged or heavy rain events.
- Inspect and clean area drains as needed;
- Fill rodent burrows and remove or eradicate rodents;
- Evaluate existing storm drain for damage and effectiveness;
- Confirm through investigation the type of foundations that support the residence. This can be accomplished by excavation of two to three test pits adjacent the existing foundations in the rear yard.

For this particular property, the City geologist indicates the following:

- Typical types of protection would include providing deepened foundations at the rear of the residence, reinforcing the bluff with caissons and tiebacks, and reinforcing the bluff face to reduce erosion.
- Unfortunately, due to the steepness and height of the bluff, the lack of accessibility to the rear yard, necessary depth of caissons and cost to implement these types of repairs, they would appear impractical or cost-prohibitive.

This analysis provides a model of suggested monitoring and remediation that may be warranted for all of the Bluff Cove properties, but no cost estimate for monitoring or remediation has been obtained at this time.

(3) Open Space Findings

The City also tasked KGI to consider open space designation for the Bluff Cove properties. Consistent with its findings regarding the valuation of the properties for rental or resale use, KGI recommends additional analysis of the stability of the land before recommending Council consider this area as open space. Other factors that would need to be considered include the cost of demolishing homes as well as the cost of maintaining the open space areas. Regardless, KGI sets

forth a recommendation on how the open space can be converted, done in phases starting from North to South.

(4) Continuation of Current Use

The report includes an analysis of the benefits of providing housing to key City employees, and also provides an analysis of market rent rates paid by tenants, as well as other obligations that flow from tenant occupancy. These benefits were found to include, among other things, integrating key personnel into the fabric of the community, the utilization of idle City assets to reduce the payroll cost of employees and contractors, and the value of local and accessible City employees in the event of emergency.

STATEMENT OF SURPLUS PROPERTY LEASING AND SALE PROCESS

In its report, KGI provides a short discussion of what statutory procedural steps would be necessary should the City decide to discontinue the current use of the properties by City employees/contractor and sell the Bluff Cove sites. These procedures are set forth in the California Government Code for “surplus land.” In short, state law restricts how the City may dispose of surplus land. To do so, the City must take a number of steps prior to selling or leasing the land for private use, including making a written offer to: 1) any public entity that has jurisdiction over the Bluff Cove properties, and 2) any housing developer certified by the California Housing Finance Agency located in the City, to sell or lease the land to be developed for low-and moderate-income housing, as well as 3) other local and state agencies for consideration of buying or leasing the land for park and recreational purposes.

CONCLUSION

KGI was retained by the City to provide a preliminary economic analysis of City properties of Bluff Cove and Via Valmonte. KGI was able to fully accomplish the assessment of the Gate House and preliminary analysis of benefits provided by the continuation of current use of certain properties by City employees and contractors. As to the Bluff Cove properties, KGI’s preliminary investigation produced a recommendation for further geologic monitoring and analysis of the potential need for remediation. This additional work would be required to determine an accurate valuation figure for each property.

RECOMMENDATION

This is a matter of Council discretion. The preliminary report has concluded that more information regarding geology and the cost to stabilize and repair the properties is required in order to evaluate the feasibility of the other uses of the properties, including other public uses and either rental or sale to private parties. Staff seeks direction as to whether the Council wishes to allocate additional funds for this investigation.

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FISCAL IMPACT

City Council allocated up to \$25,000 from FY 2011-12 General Fund for an efficiency and effectiveness study. The cost of this consultant has been paid out of the Non-Department - Professional Services budget. The cost of consultant services is \$10,000. Should the City Council wish to pursue additional analysis as recommended by KGI, staff would return with a better estimate of costs.

Attachments: Kibel Green Report

TO: MAYOR AND CITY COUNCIL

FROM: JUDY SMITH, CITY MANAGER

SUBJECT: UPDATE TO CITY'S MISSION / VISION STATEMENT AND RESULTS OF EMPLOYEE SURVEY

Mission Statement

After a City Council initiative in 1999-2000, the City's Mission Statement was crafted by a committee of seven City employees with representation from each of the departments. At Mayor Rea and Council's request, staff has revisited the Mission Statement with two objectives: 1) To reacquaint the City staff, many of whom have been hired after 2000, to the contents of the statement and 2) To update the Mission, Vision and Values statements as necessary to reflect changes over the past decade. As a side note, only one of the seven employees who drafted the original statements is still employed with the City – Mr. Pete Tepus.

The original impetus for the creation of a mission statement was a focus on customer service. The statement is included on the back of City business cards and is visible in the hallway at the entrance to the Council Chambers. The redrafting of the statements was undertaken by a committee of five employees, including Sergeant Steve Barber, Sergeant Tony Best, Assistant to the City Manager Alexa Davis, Financial Services Technician Karen Kato and Maintenance Worker Anthony Mendoza. I want to thank the committee for its work and their results (Attachment #1), which will be shared with the entire City staff in an "all hands" meeting to be held later this week.

The Committee suggested minor modification to the Mission and Vision section, but provided more substantial work and a broader focus to the Values section. Especially noteworthy is recognition of "quality of life" as part of the Vision and the focus on ethical conduct (honesty, integrity, respect, teamwork) as part of the Values. I also would like to note additions by the committee to the Values section of "A Safe Community and Work Environment" and "Responsible Use of Resources – Natural, Fiscal, Human". The Committee specifically listed the first and last items in the Value statement to provide emphasis to these.

As I have mentioned to the management staff, March is "Ethics Awareness Month". Updating the City's Mission/Vision and Values and focusing City staff attention to this document is the best means to reinforce what is important to us, how we conduct ourselves and affirms our dedication to being part of an ethical organization. It is a very timely subject.

Employee Survey

As part of re-crafting the Mission Statement, I felt it was important to get a sense of whether there is understanding/consensus as to our purpose, what can we do better and what is the general sense of

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satisfaction among the staff. A survey was provided to each employee and replies were anonymous. I am pleased to report receiving 50 survey replies of the current 57 staff, including 5 members of Charles Abbott Associates assigned full time to PVE. A summary of the survey results is attached (Attachment #2).

Most gratifying were answers provided to an open-ended question – “What is our Primary Purpose?” Space to list three items was provided and 41 respondents took time to comment. The rank order of the top four answers (2 tied) are provided below and a complete list is included in the attachment.

Answer	Total Replies	Percentage	Rank
Provide Quality Service Serve the Residents	26	63%	1
Protect, Assist, Provide Safety	13	32%	2
Maintain/Improve Quality of Life	13	32%	2
Communicate Effectively Answer Questions	12	29%	3
Effective use of resources, manage budgets	11	27%	4

What is interesting to note is the way these answers dovetail and match the Mission/Vision/Values document, which was prepared after the survey responses were received and of which the committee was not aware. I think it is to their credit and indicative of the quality of our staff that 11 respondents mentioned effective use of resources, manage budgets as one of our primary purposes. While not open-ended, another question asked “What Can We Do Better?” Eight possible answers were provided, with an option to provide additional comment. Respondents could check as many items as they felt applied. The top four responses were as follows:

Answer	Total Replies	Percentage	Rank
Improve communication b/w mgmt and staff	21	42%	1
Make better use of technology	18	36%	2
Develop organized means for staff to provide ideas	13	24%	3
Improve communication with residents	12	24%	4

I want to build upon the comments and input to further develop a sense of shared commitment and improve upon those items we can. As one example, given the responses regarding technology I think it would be useful to develop an employee committee to look at where we should focus those efforts, where can we get the most benefit, since technology can be expensive. Additionally, since communication between management and staff was the item most mentioned, we will be exploring specific examples of where this has failed in order to learn what is important or what we need to correct. At this point, I am not sure if this involves content or timeliness, but in addition to the Friday Weekly Update, maybe there is a another means of communication we can consider.

Other questions were intended to determine employee satisfaction and how they view their work. Noteworthy responses include the following:

- 46 of 50 respondents indicated they are “Very Proud” to work for PVE (92%)
- 43 of 50 respondents indicated their work was “Very Meaningful” in fulfilling our purpose (86%)
- 90% (45 of 49 responses) indicated City Management has articulated our purpose, what is expected of staff either “Very Well” or “Somewhat Well”. By revisiting the Mission Statement I hope to improve upon that understanding.
- 100% of respondents indicated they receive the “right amount” of supervision.
- 38 of 50 respondents (76%) indicated they were “Very Satisfied” or “Somewhat Satisfied” with their compensation/benefits, while 6 (12%) indicated they were “Neither Satisfied or Dissatisfied” and 6 (12%) indicated “Dissatisfied”. No one (0%) replied as “Very Dissatisfied”.

These results will also be shared this week.

Recommendation

It is recommended that the City Council receive and file this report.