



Diversity and Equity Standing Committee

Regular Meeting Agenda

(to be held both at the physical and virtual locations below)

Ukiah Valley Conference Center (UVCC)

200 S School Street, Ukiah, CA 95482

To participate or view the virtual meeting, go to the following link:

<https://us06web.zoom.us/j/99995172194>

February 28, 2024 - 6:00 PM

1 ROLL CALL

2 INTENTIONS

Inspirational, spiritual, encouraging words, short reading, or prayer that sets the tone for our work: to inspire, acknowledge our collective purpose, and focus our energies as many working as one. (Not to exceed five (5) minutes)

3 AUDIENCE COMMENTS ON NON-AGENDA ITEMS

The Diversity and Equity Committee (DEC) welcomes input from the audience that is within the subject matter jurisdiction of the DEC. If there is a matter of business on the agenda that you are interested in, you may address the Committee when this matter is considered. If you wish to speak on a matter that is not on this agenda, you may do so at this time. In order for everyone to be heard, please limit your comments to three (3) minutes per person and not more than ten (10) minutes per subject. The Brown Act regulations do not allow action to be taken on audience comments in which the subject is not listed on the agenda.

4 APPROVAL OF MINUTES

Action Item; not to exceed five (5) minutes)

4.a. Approval of the Minutes for the January 24, 2024, Regular Meeting.

Recommended Action: Approval of the Minutes for the January 24, 2024, Regular Meeting. (Action Item)

Attachments:

1. January Regular Minutes

5 UNFINISHED BUSINESS

(Not to exceed forty-five (45) minutes)

5.a. Discuss and Take Possible Action on Committee Goals and Strategies and the City's Equity Action Plan.

Recommended Action: Discuss and take possible action on the Committee's goals, strategies, and the City of Ukiah Equity Action Plan.

Attachments: None

6 NEW BUSINESS

(Not to exceed fifteen (15) minutes per item)

6.a. Consideration of Changing the Title of the LGBTQA Member Position Representation to LGBTQ+.

Recommended Action: Consideration and possible action of changing the title of the LGBTQA member position/representation to LGBTQ+.

Attachments: None

- 6.b. Appoint Committee Member to Serve on the Measure P Oversight Committee
Recommended Action: Appoint Committee Member to Serve on the Measure P Oversight Committee.
Attachments:
1. Resolution

7 ADJOURNMENT

Please be advised that the City needs to be notified 72 hours in advance of a meeting if any specific accommodations or interpreter services are needed in order for you to attend. The City complies with ADA requirements and will attempt to reasonably accommodate individuals with disabilities upon request. Materials related to an item on this Agenda submitted to the Equity and Diversity Committee after distribution of the agenda packet are available for public inspection at the front counter at the Ukiah Civic Center, 300 Seminary Avenue, Ukiah, CA 95482, during normal business hours, Monday through Friday, 8:00 am to 5:00 pm.



AGENDA SUMMARY REPORT

SUBJECT: Approval of the Minutes for the January 24, 2024, Regular Meeting.

DEPARTMENT: City Manager /
Admin

PREPARED BY: Maria Ceja, Administrative Analyst

PRESENTER:

ATTACHMENTS:

1. January Regular Minutes

Summary: Committee Advocate Ceja to present the Minutes for the January 24, 2024, Regular Meeting for approval.

Background:

Discussion:

Recommended Action: Approval of the Minutes for the January 24, 2024, Regular Meeting. (Action Item)



Diversity and Equity Standing Committee

Regular Meeting Minutes

January 24, 2024 - 6:00 PM

1 **ROLL CALL**

Present: Orozco, Martínez, Jackson, Marston, Akin, Qiu, Tognoli

Absent:

Absent by prior Arrangement: Dueñas, Gorny, Lieberman

2 **INTENTIONS**

Committee Member Akin shared an inspirational quote.

"As we gear up for our committee meeting tonight, which coincidentally falls upon the birthday of my late grandfather, I'd like to share a principle that has always resonated with me and was often repeated by him: 'Wisdom sits on a listening ear and not a combative heart.' These words are particularly relevant nowadays, when it seems that very few in the world are willing to listen without judgment and kindness. In our pursuit of fostering diversity and equity, let's continue approaching our discussions with open hearts and attentive ears, truly hearing, and understanding each other's perspectives without the shield of preconceived notions or combative arguments.

As noted by Sir Karl Popper, a renowned philosopher, 'True ignorance is not the absence of knowledge, but the refusal to acquire it.' Through this, we can create a space where every voice is valued, embracing the diversity of our perspectives as a powerful source of strength to build a more inclusive and harmonious community that works towards the improvement of the city we live in and the quality of life for all of us that call Ukiah home."

3 **AUDIENCE COMMENTS ON NON-AGENDA ITEMS**

None

4 **APPROVAL OF MINUTES**

4.a. Approval of the Minutes for the October 25, 2023, Regular Meeting.

Motion/Second: Marston/Orozco to approve the minutes of the October 25, 2023, Diversity and Equity Committee Regular meeting as submitted. Motion carried by the following roll call votes:

AYES: Orozco, Martínez, Jackson, Marston, Akin, Qiu, Tognoli

NOES: None

ABSTAIN: None

5 **NEW BUSINESS**

5.a. Grace Hudson Museum Mission Statement Discussion

Museum Director David Burton and Staff Member Alyssa Boge presented the Grace Hudson Museum's mission statement and requested input for updating the statement

from the Committee regarding inclusive language for consideration. Director Burton explained to the committee that once a draft statement had been created, the next steps of the process include presenting a draft statement to the Museum's boards then receiving final approval from the City Council. Director Burton encouraged members to submit their input to Museum staff or through DEI Committee staff.

6 MONITORING THE IMPLEMENTATION OF THE EQUITY ACTION PLAN BY OBJECTIVES AND PERFORMANCE MEASURES

6.a. Discuss and Take Possible Action on Committee Goals and Strategies and the City's Equity Action Plan.

The Committee participated in an interactive discussion on the future of the Equity Action Plan and Committee goals. Considering the Equity Action Plan was a two-year plan that has been fully implemented and integrated across the City, the Committee recommended incorporating the goals/strategies of the plan into the City Council's Strategic Plan. Staff agreed to begin this work, present a draft to the Committee for input, and schedule this item for an upcoming City Council meeting.

- The Committee also discussed future goals and objectives including community engagement. A few points to come out of this discussion were suggestions for committee members to become more engaged in the community by attending events, and serving as ambassadors. Due to time constraints, this item was continued to the next meeting.
- Motion to merge the Equity Action Plan with the City Council's Strategic Plan.
Motion/Second: Orozco/Tognoli to approve. Motion carried by the following roll call votes:
AYES: Orozco, Martínez, Jackson, Akin, Tognoli
NOES: Qiu
ABSTAIN: Marston

7 COMMITTEE MEMBER UPDATES AND REPORTS

7.a. LGBTQA Announcement and Report by Member Jackson.

Committee Member Jackson provided a report on his new non-profit organization, the Ukiah Unity Coalition, aimed to promote the rights and well-being of the LGBTQ+ community.

The following are steps being taken by the Ukiah Unity Coalition:

- Conducted a survey to assess the needs of LGBTQ+ youth in the community
- Applying for grants to acquire a property to serve as LGBTQ+ research center
- With the help of other organizations, the Ukiah Unity Coalition is looking forward to providing scholarships in the future
- The Ukiah Unity Coalition is putting together a youth advisory board

8 ADJOURNMENT

Meeting adjourned at 8:19 p.m.

Minutes Submitted by Maria Ceja, Committee Advocate



AGENDA SUMMARY REPORT

SUBJECT: Discuss and Take Possible Action on Committee Goals and Strategies and the City's Equity Action Plan.

DEPARTMENT: City Manager /
Admin

PREPARED BY: Traci Boyl, City Manager's Office Senior Analyst

PRESENTER: _____

ATTACHMENTS:

None

Summary: The Committee will continue to discuss the current goals and strategies of the Committee, the recent committee surveys, and the status of the City's Equity Action Plan and consider possible next steps and direction.

Background:

Discussion:

Recommended Action: Discuss and take possible action on the Committee's goals, strategies, and the City of Ukiah Equity Action Plan.



AGENDA SUMMARY REPORT

SUBJECT: Consideration of Changing the Title of the LGBTQA Member Position Representation to LGBTQ+.

DEPARTMENT: City Manager /
Admin

PREPARED BY: Traci Boyl, City Manager's Office Senior Analyst

PRESENTER: _____

ATTACHMENTS:

None

Summary: Committee Member Jackson will present the committee with the consideration and possible action of changing the title of the LGBTQA member position/representation to LGBTQ+.

Background:

Discussion:

Recommended Action: Consideration and possible action of changing the title of the LGBTQA member position/representation to LGBTQ+.



AGENDA SUMMARY REPORT

SUBJECT: Appoint Committee Member to Serve on the Measure P Oversight Committee

DEPARTMENT: City Manager /
Admin

PREPARED BY: Maria Ceja, Administrative Analyst

PRESENTER: _____

ATTACHMENTS:

1. Resolution

Summary: During the summer of 2014, the City of Ukiah began the effort to renew Measure S, which was due to sunset, and was ultimately replaced with Measure P. During this process, the City Council unanimously approved Resolution 2014-28 (Attachment #1), which established an expenditure plan for public safety and an Oversight Board to review and report on the performance of the public safety spending plan, to include expenditures of Measure P revenues, every other year. Since the passage of Measure P, the City has enhanced its reporting practice and produces a Measure P report with each annual operating budget and audited financial statements. Although this information has been publicly reported by the City annually, it is overdue in appointing a new Measure P Oversight Committee and completing the biannual review consistent with the original resolution.

The process for the review of Fiscal Years 2021 and 2022 would normally occur after the completion of the second Fiscal Year and was delayed due to the effects of the pandemic on operations two years ago. To efficiently and effectively complete this review, the City Council provided direction to staff on February 21, 2024, to seek out community applicants from the Fire Safe Council, Greater Ukiah Business and Tourism Community, and the Diversity and Equity Committee.

Per Resolution 2014-28 (attached), the persons appointed to the Oversight Committee should represent a broad range of interest in the City, including such interest as business owners, ethnic minorities, (1) Ukiah City firefighter, (1) Ukiah City peace officer, homeowners and tenants. The Oversight Committee will review Measure P Expenditures and prepare a written report which shall be presented to the City Council at a noticed public hearing, and which shall be available to the general public for not less than 10 calendar days prior to the scheduled hearing date. The oversight Committee shall dissolve after it files its report with the City Council.

The Diversity and Equity Committee will discuss and appoint a member to sit on the Measure P Oversight Committee.

Background:

Discussion:

Recommended Action: Appoint Committee Member to Serve on the Measure P Oversight Committee.

RESOLUTION NO. 2014-28**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF UKIAH ESTABLISHING AN EXPENDITURE PLAN FOR PUBLIC SAFETY AND AN OVERSIGHT BOARD TO MAKE PERIODIC REPORTS ON THE PERFORMANCE OF THE EXPENDITURE PLAN****WHEREAS:**

1. The City of Ukiah is 4.7 square miles in size, but is surrounded by additional urban areas and residential subdivisions within an unincorporated portion of Mendocino County. The Ukiah Valley is the most populous portion of Mendocino County, containing, at least, 2/3 of the total county population; and
2. The California Department of Finance estimates the population of the City of Ukiah ("City") as of January 1, 2004, at 15,907 people and 16,185 as of January 1, 2014; and
3. Ukiah is the County Seat for Mendocino County and a commercial center for Mendocino County, Lake County, Southern Humboldt County and Northern Sonoma County; and
4. As such during business hours, the City population swells to perhaps as many as 40,000 people, including people who work, shop and receive services in Ukiah; and
5. Ukiah also is located on U.S. Highway 101, which is the major north-south highway west of Interstate Highway 5, and links southern California to Northern California and Oregon; and
6. Consequently, a small city with a population of 15,907 people in 2004 and 16,185 in 2014 must provide law enforcement, fire protection and emergency medical services to a day time population of 40,000, and respond to emergencies within the City, on U.S. Highway 101, and on a mutual aid basis within the larger Ukiah Valley; and
7. Public safety services are a general fund obligation of the City, which receives revenues from ad valorem property taxes, sales taxes and vehicle license fees. The City receives only 1% of the gross receipts from taxable retail sales within the City and less than 10% of the property taxes collected from real property located within the City; and
8. While population within the Ukiah Valley and City of Ukiah has grown over the last 30 years, calls for police services have also grown significantly. Calls for police services has increased from around 2500 calls in 1969 to over 25,000 in 2014, or by 1000%. Calls for service have increased in virtually every category, including assaults with weapons, burglary, thefts and shoplifting, drugs, sexual assaults and domestic violence; and
9. In contrast, between the years 1989 and 2003, the number of sworn officers in the Ukiah Police Department has remained constant at 28 officers; and
10. Calls for fire services have also grown. Between 1986 and 2012, fire calls increased 61% from 1,353 in 1986 to 3,277 in 2012; and
11. In 1988, the Ukiah Valley Fire District contracted with the City of Ukiah to provide fire services. The combined fire department had 15 firefighters; and
12. In 1988, the Ukiah Valley Fire District and City of Ukiah fire departments elected to independently provide fire services to their communities. Over the next 20 years, City of Ukiah Fire Department continued to provide at least 15 firefighter staffing; and
13. In 2003, due to the State of California's budget deficit, the City's general fund revenues were decreased significantly; and

14. As a result, the City was faced with substantial deficits for fiscal years 2004-2005, which required lay-offs or other reductions in expenditures for public safety services in the City; and
15. These budget deficits lead to deferment of equipment replacements, including fire engines, the City's ladder truck and police patrol cars; and
16. To address the significant demands of an increased public safety workload and provide funding for necessary equipment, in June of 2005, the Citizens of Ukiah passed by a majority vote, Measure S, a ½ cent general sales tax measure ("Measure S Sales Tax"), and Measure T, an accompanying advisory measure, which said that the first priority for additional sales tax funds should be support of essential public safety services; and
17. Measure S provided funding that has been used to increase the Police Department staffing from 28 sworn officers to 32 sworn officers. The 4 additional officers (one per work shift) were added to address workload increases and decrease response times; and
18. Measure S allowed the Fire Department to replace aging fire equipment, including the City's essential ladder truck, and other fire vehicles, and maintain a staff of at least 15 firefighters, with at least 4 firefighters on duty per shift for emergency services; and
19. In 2008, the Nation, State of California and the City of Ukiah, experienced a recession which significantly reduced city revenues from sales taxes, including revenues received from Measure S. Due to these budget deficits, the City's general fund revenues were significantly decreased; and
20. This unanticipated nation-wide recession forced the City of Ukiah to eliminate open positions, layoff personnel and reduce general fund budgets; and
21. Over the last six years, every employee in the City of Ukiah has had a 5% reduction in pay, and absorbed increases to their health insurance costs, in addition to various unpaid furloughs and reduced work hours which were made necessary by significantly reduced sales and property tax revenues ; and
22. The City of Ukiah fully complied with the PERS retirement cost reductions, reducing retirements costs for new employees; and
23. The Police Department was reduced over a two year period from 32 sworn officers to 30 sworn, then 26 sworn officers, because of the 2008 recession and reduction in General Fund revenues and Measure S revenues; and
24. The Fire Department operated ambulance service was eliminated as an additional measure to economize in response to the 2008 recession and reduction in Measure S Sales Tax and General Fund revenues, because the cost of the ambulance service exceeded the limited compensation from reduced Medi-Cal and Medi-Care reimbursements; and
25. As the economy improved, and General Fund revenues and Measure S Sales Tax revenues have been restored to the levels prevailing before the 2008 recession, the City of Ukiah has worked to improve public safety services to the Ukiah community; and
26. For a two year period commencing January 1, 2014 and ending on December 31, 2015, the City of Ukiah and the Ukiah Valley Fire District have entered a contract to provide fire services to the entire Ukiah Valley and City of Ukiah; and

27. This agreement has increased the available on-duty firefighting staff to 18 firefighters, (11-City paid personnel, 6-District personnel, and shared Fire Chief) a combined two-department volunteer firefighter force, with an increased firefighter capacity to at least 6 firefighters on-duty each day for firefighting and Paramedic medical services; and
28. The City Council has reauthorized the Police Department to increase staffing back to 32 sworn officers. The additional officers (which allow for an extra officer per work shift) were added to address workload increases and decreased response times; and
29. Unlike the City's 1% share of the current 8.25% statewide sales tax, all sales taxes produced by Measure S must remain in the City of Ukiah. These taxes cannot be taken away by the State of California. Although enacted as a general tax which can lawfully be used for any municipal purpose, the City Council has and by this resolution will continue to place the Measure S Sales Tax revenue in a designated account within its budget and financial statements so that its use for public safety services can be reviewed, audited and accounted for; and
30. In addition, it is the intent of this resolution to commit the City to maintain the amount of general fund revenues supporting public safety at or above current levels. This resolution also commits the City to maintain the current level of public safety services, including a minimum of 32 sworn police officer, and the level of fire prevention and protective services commensurate with the City of Ukiah's portion of any City and District contractual agreement for joint fire, paramedic and fire prevention operations; and
31. Measure S will sunset in September of 2015. Without the continuation of Measure S Sales Tax revenue, the City of Ukiah could not maintain current Police and Fire services. Without Measure S Sales Tax revenues, the City of Ukiah would be forced to reduce or eliminate some or all of these essential public safety services.

NOW, THEREFORE, BE IT RESOLVED AS FOLLOWS:

1. EXPENDITURE PLAN: While the revenue received by the City from Measure S Sales Tax is unrestricted general fund revenue, by this resolution, the City Council commits to using these revenues to provide public safety services. "Public safety services" means law enforcement and crime prevention services provided by the Ukiah Police Department, and fire protection and prevention and emergency medical services provided by the Ukiah Fire Department, by contract with the Ukiah Valley Fire Protection District or any other arrangement approved by the City Council. These taxes may be used to pay for such public safety services expenses as the training and salaries, including overtime and specialty pay, and fringe benefits, of public safety officers and support staff working in the Police Department and of firefighters, emergency medical technicians and support staff providing fire prevention and protection services to the City. These funds may also be used for operating expenses, and the purchase of vehicles, equipment and supplies, and capital improvements used exclusively for Public safety services.

A. Accounting for Public Safety Services Revenue. In each fiscal year commencing with the 2014-2015 fiscal year, for purposes of accounting for the use of these revenues, the City shall continue to credit to an account or fund in the City's budget and financial records, to be designated by the Finance Director, all of the following: (1) Measure S Sales Tax revenue; and (2) "Public Safety Revenue" which is the revenue produced by the Police and Fire Departments.

B. Minimum level of Public Safety Services. The City shall maintain a minimum level of public safety services, but nothing in this resolution prevents the City Council from establishing a higher level of public safety services, reorganizing or changing the method of providing public safety services or reducing staffing for public safety where required by financial necessity resulting from circumstances beyond the control of the City, such as a prolonged recession like the one experienced in 2008 or other prolonged and substantial reduction in general fund revenues. The minimum level of public safety services shall be the level of such services available in the City in the 2014-15 fiscal year, including the following: (1) thirty-two (32) full-time peace officers as defined in Penal Code Section 7 and Title 3, Part 2, Chapter 4.5 (commencing with Section 830), and the level of fire prevention and protective services commensurate with the City of Ukiah's portion of any City and District contractual agreement for joint fire, paramedic, and fire prevention operations .

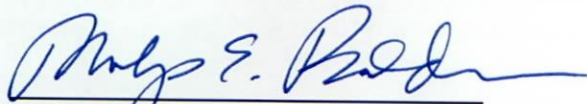
2. OVERSIGHT COMMITTEE. Every two years after the Effective Date of Ordinance No. 1149, extending the Measure S sales tax, the City Council shall appoint five people to an "Oversight Committee" the only function of which shall be to review the City's budget for public safety services and the expenditure of the revenues so budgeted. The persons appointed to the Oversight Committee should represent a broad range of interests in the City, including such interests as business owners, ethnic minorities, (1) Ukiah City firefighter, (1) Ukiah City peace officer, homeowners and tenants.

The City Manager shall provide the Oversight Committee with any information it requests which is not exempt from disclosure under the California Public Records Act and shall assist it in organizing and analyzing the information so provided. The Oversight Committee must prepare a written report which shall be presented to the City Council at a noticed public hearing and which shall be available to the general public for not less than 10 calendar days prior to the scheduled hearing date. The report shall contain an analysis of the level and types of service provided by the City's police department and fire department or other arrangement approved by the City Council, the revenues and expenditures of the designated fund or account. It shall also make recommendations concerning the future use of these funds and levels and types of service. The Oversight Committee shall dissolve after it files its report with the City Council, until a new Oversight Committee is appointed for the next two year review.

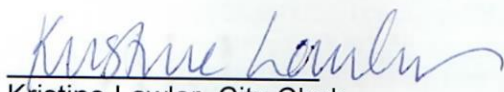
3. ACCOUNTING FOR MEASURE S SALES TAX REVENUE. All Measure S Sales Tax revenues and all interest on said revenues shall be credited to the designated fund or account and shall be designated for use in accordance with this Resolution.

PASSED AND ADOPTED ON JUNE 24, 2014, BY THE FOLLOWING ROLL CALL VOTE:

AYES:	Councilmembers Scalmanini, Crane, Thomas, Landis, and Mayor Baldwin
NOES:	None
ABSENT:	None
ABSTAIN:	None


Philip E. Baldwin, Mayor

ATTEST:


Kristine Lawler, City Clerk