



**City of San Leandro City Council Workshop  
Held January 31, 2015**

**Final: February 14, 2015**

**Management  
Partners**





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## Introduction

On January 31, 2015, the City of San Leandro held a City Council workshop from 8:00 a.m. to 1:00 p.m. to discuss the City's recent accomplishments, top priorities for the future, and Council goals for 2015.

These discussion items were identified during pre-workshop interviews with the City Manager and the City Council.

The participants at the workshop are listed below.

### ***Council Members in Attendance***

- Pauline Cutter, Mayor
- Benny Lee, Vice Mayor
- Deborah Cox, Council Member
- Ursula Reed, Council Member
- Lee Thomas, Council Member
- Corina Lopez, Council Member
- Jim Prola, Council Member

### ***City Staff in Attendance***

- Chris Zapata, City Manager
- Richard Pio Roda, City Attorney
- Lianne Marshall, Assistant City Manager
- Eric Engelbart, Assistant to the City Manager
- Cynthia Battenberg, Community Development Director
- Keith Cooke, Acting Engineering and Transportation Director
- David Baum, Finance Director
- Theresa Mallon, Library Director
- Sandra Spagnoli, Police Chief
- Debbie Pollart, Public Works Director
- Carolyn Knudtson, Acting Recreation and Human Services Director
- David Rocha, Fire Chief
- Marian Handa, City Clerk
- Deborah Acosta, Chief Innovation Officer
- LaTanya Bellow, Human Resources Manager

- Mary Ann Perini, Budget and Compliance Manager
- Division Chief Terence Carey, Alameda County Fire Department
- Sergeant Isaac Benabou
- Sergeant Ron Clark

The workshop was facilitated by Pat O’Keeffe, and assisted by Brittany Gabel, of Management Partners. This document summarizes the discussion and outcomes of the workshop.

### ***Pre-Workshop Interviews***

Management Partners conducted interviews with each City Council member and the City Manager before the workshop to identify:

1. Recent City accomplishments
2. Top City issues to discuss
3. Desired workshop outcomes
4. Desired improvements in terms of the City Council’s effectiveness and its efforts to work together

Based on these discussions, the following principle objectives and workshop agenda were established for the Council workshop.

### **Workshop Objectives**

1. Integrating new Council members to team
2. Understanding top priorities for Council
3. Understanding staff capacity and City finances
4. Setting Council goals for 2015

### **Workshop Agenda**

1. Call to order
2. Pledge of allegiance to the flag
3. Roll Call
4. Announcements
5. Introductions/overview of the day
6. Overview of ground rules, agenda, and objectives for the day
7. Public comments
8. Review of 2014 accomplishments, current goals and top issues for 2015
9. Council discussion of Council top issues for 2015
10. Discussion of priority focus areas for 2015
11. Financial overview and discussion
12. Discussion of Council goals for 2015

13. Next steps and evaluation
14. Public comments
15. Adjourn

### **Ground Rules**

In order to facilitate a productive conversation, the following ground rules were established for the group:

- Seek consensus
- Everyone listen to each other (with respect and inquiry)
- Everyone participates
- Disagree agreeably
- Focus on issues not the person

## Public Comment

At the beginning of the workshop, members of the public were invited to provide comments. Comments included:

- The Chamber of Commerce thanks the City for its collaboration
- For the next generation workforce study, we should look beyond the specific geography currently included
- Look at the impact of new developments (e.g., tech campus); we should commit resources and engage the community about these issues
- The Chamber will play a strong role in programs such as Career Pathways
- Integrity of the police department is important to consider
- Look at mental health issues
- Thanks the City for having cameras on police officers
- One City goal is focused on “community wellness;” important to focus on human services; they provide a voice for those who are marginalized; safety net services that the City funds helps us provide for basic needs; unwavering commitment to funding these services is critical
- Affordable housing is important as a City goal
- Human services programs provide families with the support they need (medical insurance, resources, mental wellness); the nonprofit Davis Street works to provide families with the support they need
- Mental wellness is a spectrum; it impacts many things (hospitals, unemployment, law enforcement resources); we should focus on how we respond to mental health concerns
- Excited there could be a focus on social and human services this year
- Homelessness taskforce has been productive; more understanding has been developed and new programs are helpful; what could we do with additional vision, leadership and investment? We need more investment in additional taskforces (assigned staff); we need to look at policies about how the City funds programs and how funding gaps could be filled



- Domestic violence is an important issue (affects all levels of our society); Building Futures organization helps clients address violence in the home with solutions and resources; prevention and intervention programs lead to positive change
- Ensuring that residents of San Leandro have a nice place to live is important for our City to remain vibrant (in relation to homelessness and domestic violence)
- Reinvest in opening up the warming shelter
- Holistic view of San Leandro is great
- Today is a critical meeting (shaping direction of the City)
- Measure HH makes such a difference; it is time to reshape the first goal on strengthening the financial foundation of the City
- Think about what you are doing today and connect it with budget allocations for Measure HH and Measure BB; consider running conduit when opening up City streets
- Quality schools are fundamental to a strong community; continue to innovate and develop partnerships in this area
- We have potential to make San Leandro more vibrant; we should invest money in the Arts Commission
- Communication; keep community informed (town hall meeting, social media, internet)
- Consider the wellbeing of our people when setting goals and allocating resources; police department is engaging our community (but should not be militarized); City should not accept grants to militarize police without allowing the public to weigh in on this issue first
- Stepping Stones contract ended with the City in December; they have many programs for those with developmental disabilities; their 40<sup>th</sup> anniversary is coming and they will be inviting Councilmembers to attend their celebration

## Discussion of Recent City Accomplishments

In preparation for the Council's discussion on City accomplishments, facilitator Pat O'Keeffe met with each Council member before the workshop to document recent accomplishments.

As a result of the interviews, the following recent accomplishments were ranked by the number of times each was mentioned.

### Recent City Accomplishments of 2014

1. Passage of Measure HH (\*\*\*\*\*)
2. New developments/Businesses: Tech campus, Village Marketplace, new tech businesses (\*\*\*\*\*)
3. School district Collaboration: e.g. health care center (\*\*\*\*\*)
4. Lit San Leandro infrastructure (\*\*\*\*\*)
5. Hiring Chief Innovation Officer (\*\*\*)
6. Support of social services programs (\*\*)
7. Passage of Measure BB (\*\*)
8. Police Department outreach to community
9. Alternate energy generation efforts (\*\*)
10. Hiring new City Manager
11. Financial recovery from recession
12. Good fiscal management of Measure Z funds
13. Adopted local businesses inclusion ordinance
14. Adopted Living Wage ordinance

\* Indicates the number of Council members who mentioned the accomplishment

In response to the above list of recent accomplishments, Council members made the following comments as part of a group discussion.

#### *Other accomplishments mentioned*

- Art Commission collaboration; painting the utility boxes and the murals across from the Bart station
- Homelessness taskforce (had an impact; hopes this remains a focus)

- Establishing San Leandro as an “innovation destination;” we should build on this effort
- Successful Cherry festival (and the modernization of the festival)
- Being recognized as a place to get quality beer
- We have done so much with limited City staff

*Other general comments*

- I am happy to see that many accomplishments were discussed earlier by the public
- I am very aware of the effect of social services funding (we need to continue to focus on it)
- Regarding Measure HH, our goal is to achieve sustainability over the next 30 years; we still need to grow our revenue base and cannot simply rely on the tax measure
- Regarding social services, we are “just getting by;” we need to push the envelope more, transform lives and build community heroes
- We need to make sure people come to San Leandro
- Homeless programs (continue this effort)
- Increase in minimum wage (to accomplish in 2015)
- We should think about our youth more (possibly a youth center of some kind)
- Commitment to our parks (grant money)
- We have not yet done much in alternative energy generation efforts
- We must look at how we promised to spend Measure HH funds; keep infrastructure in mind and pay off debts
- We must make sure we are looking at priorities and considering staff resources

## Discussion of Top City Issues

In preparation for the Council's workshop discussion on existing City issues and future goals, the facilitator Pat O'Keeffe met with each Council member beforehand to document their feedback.

As a result of the interviews, the following top issues were identified and ranked by the number of times each was mentioned.

### Summary of Top Issues Identified by Council

1. Create better connection with San Lorenzo Unified School District (USD), improve relations with both districts, look at additional regular meetings with district and Council based on substantive issues, and assignment of staff for staff level liaison (\*\*\*\*\*)
2. Paying down unfunded liabilities (OPEB) (\*\*\*\*)
3. Create Pavement Improvement Program with HH and BB funds (\*\*\*\*)
4. Create two – five year Measure HH expenditure plan (\*\*\*)
5. Increase efforts on Police connection with schools (\*\*)
6. Additional community communication efforts by Police Department (\*\*)
7. Re-examine housing production - develop ways to encourage diversity of housing types, densities, and work force housing (\*\*)
8. Consider bringing back Finance Committee and creating Facilities Committee (\*\*)
9. Complete Streets project on E 14th: traffic calming, bike and pedestrian friendly and safety design (\*\*)
10. Establish norms and expectations for Council relations, and Council/staff relations and communications – team building (\*\*)

*\* Indicates the number of Council members who mentioned the issue*

Attachment A provides a complete list of all issues mentioned by Council members during pre-workshop interviews.

In a facilitated discussion, Council members were encouraged to discuss each of the top issues individually, along with any other important issues. This discussion was designed to provide City staff with a clear sense of the intent and direction of the Council with regard to each top issue.

## ***Council Discussion of Top Issues***

A summary of Council comments about each issue discussed is provided in Table 1.

*Table 1. Council Comments on Top Issues*

Issue	Comments Provided
<b>1. Create better connection with San Lorenzo USD</b>	<ul style="list-style-type: none"> <li>• Our kids go to two different school districts – the San Leandro Unified School District (USD) and the San Lorenzo USD. We have had more interaction and collaboration with the former, but it is important to collaborate with both</li> <li>• Our joint meeting with the school districts does not give us sufficient opportunity to discuss things that impact us; the meeting needs a purpose and an agenda; they should be more interactive, more like a work session, and possibly include a smaller group</li> <li>• Figure out how to work synergistically with the school districts (e.g., after-school programs)</li> <li>• Focus on retaining our students</li> <li>• Publicize the successes of our local schools</li> <li>• Engage our students in internships with the City and community organizations and consider volunteer opportunities</li> <li>• We should welcome the San Lorenzo USD to City events and activities more often; better formalize this relationship (student intern program?)</li> </ul>
<b>2. Paying down unfunded liabilities (OPEB)</b>	<ul style="list-style-type: none"> <li>• We have to keep obligations in mind</li> <li>• We have some challenges ahead and it is our responsibility to discuss this</li> </ul>
<b>3. Create Pavement Improvement Program with HH and BB funds</b>	<i>Consensus on importance of this issue - No additional comment provided</i>
<b>4. Create two – five year Measure HH expenditure plan</b>	<ul style="list-style-type: none"> <li>• Need a regularly scheduled review (meeting) of Measure HH priorities that involves the public; public input is critical</li> <li>• Finance, Facilities and Citizen Oversight Committees will be addressing this</li> <li>• Citizen Oversight Committee needs a broad range of individuals, including representatives from the social services; the Committee should establish a mission; it’s role and function should be clear</li> </ul>

Issue	Comments Provided
<b>5. Increase efforts on Police connection with schools</b>	<ul style="list-style-type: none"> <li>• Communication has been great (especially with regard to police activity and City events)</li> <li>• There is a surge of students who feel disconnected from the police; events like the Open Forum between the schools and the police and the Coffee with the Cops really help</li> <li>• Must further open dialogue and strengthen community perception of the police department</li> <li>• Commendation expressed for Police Chief</li> <li>• A number of great things are happening here, including the Explorer program and the Chief Advisory Board; we should continue to grow these programs that foster interaction</li> <li>• Hopefully we will get some School Resource Officers (SROs) in the future</li> </ul>
<b>6. Additional community communication efforts by Police Department</b>	<ul style="list-style-type: none"> <li>• It is about more than just going to the schools; some kids won't be at the schools</li> </ul>
<b>7. Re-examine housing production - develop ways to encourage diversity of housing types, densities, and work force housing</b>	<ul style="list-style-type: none"> <li>• Look at housing diversity (and ensure appropriate access to parks and open space); some people want micro units with community assets nearby</li> <li>• Different sized units will solve affordability issue</li> <li>• Think about "live, work, play" philosophy and options for utilizing current industrial space</li> <li>• Work with nonprofit organizations to house the homeless and support transitional housing programs</li> <li>• Diversify housing stock</li> <li>• Work with Congregations Organized for Renewal (COR)</li> </ul>
<b>8. Consider bringing back Finance Committee and creating Facilities Committee (**)</b>	<p><i>Consensus on importance of this issue - No additional comment provided</i></p>
<b>9. Complete Streets project on E 14th: traffic calming, bike and pedestrian friendly and safety design (**)</b>	<ul style="list-style-type: none"> <li>• Collaborate with East Bay Municipal Utility District (EBMUD)</li> <li>• Incorporate objectives related to making the City more walkable and bike-able (it shouldn't be just about filling pot-holes); think about our opportunities more comprehensively</li> <li>• State highway runs through the City; this is a large challenge because it splits the town in half and makes walkability difficult</li> </ul>
<b>10. Establish norms and expectations for Council relations, and Council/staff relations and communications – team building</b>	<ul style="list-style-type: none"> <li>• We should make sure people feel comfortable; make new Council members feel welcome</li> <li>• Give your colleagues the benefit of the doubt</li> <li>• Work together as a group with respect</li> <li>• Remember that it's not just about "my District" – we serve the City</li> <li>• Learn to understand each other; put ourselves in one another's shoes</li> <li>• Remember the diversity of languages in our community</li> </ul>

Issue	Comments Provided
<b>Additional Issues that Emerged from Discussion</b>	
<b>11. Consider the need for social services</b>	<ul style="list-style-type: none"> <li>• How might we integrate this into the operating budget?</li> <li>• What grant opportunities are available?</li> <li>• What public-private partnership opportunities are available?</li> </ul>
<b>12. Focus on revenue generation and growing the General Fund</b>	<ul style="list-style-type: none"> <li>• We should learn from past and concentrate on sustainability</li> <li>• Consider tax on medical marijuana dispensaries</li> <li>• Identify savings using alternative energy methods for street lights</li> <li>• We need to look at Measure HH and see what funding is leftover; then we should see what goals or objectives lack resources</li> <li>• Think about how to be competitive and out of the box</li> <li>• Empower City staff to market San Leandro (to differentiate ourselves)</li> <li>• Cluster economic development and opportunities; retail, restaurants and movie theaters all close to one another (so residents will stay for multiple hours); for example, Chinese restaurants are fragmented throughout the City, so people leave to find clustered shopping/eating opportunities in other cities</li> <li>• Consider an incentive program for façade improvements and beautifying storefronts (or better inform businesses about existing incentives)</li> </ul>
<b>13. Increase communication with minority groups</b>	<ul style="list-style-type: none"> <li>• We need more institutional efforts to engage and collect feedback from diverse communities</li> <li>• We may need an additional staff person in this area</li> <li>• Create a multicultural/diversity commission to see how we can integrate and fully engage different groups</li> <li>• Bilingual staff incentives to bridge communication gaps; language programs</li> <li>• Work with nonprofits such as the Asian Business Council and the Latino Business Council</li> <li>• Engage different ethnic groups</li> </ul>
<b>14. Economic development should include many parts</b>	<ul style="list-style-type: none"> <li>• Business license fee vacations; we should be more welcoming to small businesses in our town; we still have empty store fronts</li> <li>• As we look toward growing, we should keep sustainability in mind; keep the bigger picture in mind</li> <li>• We should attract investment into the City; we have done this to some extent with Lit San Leandro and the Marina by creating buzz</li> <li>• Establish minimum wage ordinance; and connect to affordable housing</li> </ul>

Issue	Comments Provided
<b>15. Public facilities</b>	<ul style="list-style-type: none"><li>• Include an investment in our parks, libraries and infrastructure; this is so important; facilities are the first thing to go in hard times</li><li>• Recommit to CIP projects; community interacts with facilities a lot; these are assets available to everyone</li><li>• Council is currently ranking CIP projects</li><li>• The Police Department has double or triple the number of 911 calls in their dispatch center and the facility needs to be upgraded</li><li>• City should facilitate a discussion or work session with all Council members about CIP priorities before Council members are asked for input and priority rankings; the Council needs more information and dialogue about CIP projects to make informed decisions; this information should include the impact of each project on the short and long term future</li><li>• Impact of CIP projects should be quantified</li></ul>



## Discussion of Council Goals

To preface the conversation on future Council Goals, the facilitator Pat O’Keeffe presented the list of existing goals from 2014.

### **Existing Council Goals from 2014**

1. Place San Leandro on a firm foundation for long-term fiscal sustainability
2. Advance projects and programs promoting sustainable economic development, including transforming San Leandro into a center for innovation
3. Provide quality public safety service and grow our partnership with the community to keep San Leandro safe
4. Maintain and enhance San Leandro’s infrastructure
5. Support and implement programs, activities and strengthen communication that enhances the quality of life and wellness, celebrates the arts and diversity and promotes civic pride
6. Maintain and support a strong positive relationship between the City, schools and the education community

To further set the context for the Council’s discussion, the facilitator also reviewed some of the ways in which the City has already moved forward and made progress on each of these goals, as informed by pre-workshop interviews with each member of the Council.

### ***Progress Made on Existing Goals***

- Lit San Leandro including school district link (\*\*\*\*\*)
- Strong public safety functions (\*\*\*)
- Brought back community events e.g. Cherry Festival (\*\*)
- Created Arts Committee (\*\*)
- Good community communication efforts including PD efforts (\*\*)
- Staff stabilized
- Set vision for staff

City Manager Chris Zapata provided Council with some additional comments on important focus areas to consider over the next year. These focus areas included, but were not limited to, housing, parking, social services, communication with residents, and building staff capacity to implement Measure HH.

Afterwards, City Finance Director David Baum provided a snapshot of the City's fiscal condition and its reserves for unfunded liabilities.

In response to these presentations, workshop participants made the following comments as part of a group discussion.

- The "fiscal sustainability" goal is still very important; a number of challenges persist
- The Affordable Care Act (ACA) is keeping medical rates lower than previous trends; when doing forecasts, is a 10% annual increase in medical costs overly conservative?
- We must look at the short and long term impact of our decisions with a focus on how we can increase revenue generation (we don't want to overly rely on Measure HH funds)
- We must consider the full cost of adding additional staff before we commit
- The areas that are most in need of additional staff are:
  - Community Development (especially with all the new businesses coming in)
  - Police
  - Public Works and Engineering
- Position vacancies come with salary savings, but are often coupled with higher overtime costs and rising costs of deferred maintenance
- How can we make sure the Chief Innovation Officer is funded as part of the budget (not funded only through the donation)
- Cost containment remains important
- With regard to the two committees, the Finance Committee will monitor the big picture (long term effects of Measure HH) and the Facilities Committee will be responsible for prioritizing immediate action items and potential projects
- Focus effort on our industrial area; we could consider changing zoning
- Streetscape improvements and E 14<sup>th</sup> jurisdictional change should be highly rated by City Council in prioritization process
- As we move into the next the year, let's not lose sight of Sacramento and unfunded mandates
- Be mindful of climate conditions and lack of rainfall

## Revising Council Goals for 2015

Due to insufficient time, workshop participants were not able to establish consensus over how the existing Council goals should be revised for 2015. Nevertheless, a number of suggestions were made regarding how to adjust the existing set of goals.

Table 2. Suggested Changes to Council Goals

2014 Council Goal	Suggested Changes
<b>Goal A.</b> Place San Leandro on a firm foundation for long-term fiscal sustainability	<ul style="list-style-type: none"> <li>Possibly swap Goal A and Goal B (with the acknowledgement that the goals are not ordered according to their importance)</li> </ul>
<b>Goal B.</b> Advance projects and programs promoting sustainable economic development, including transforming San Leandro into a center for innovation	<i>No specific changes mentioned</i>
<b>Goal C.</b> Provide quality public safety service and grow our partnership with the community to keep San Leandro safe	<ul style="list-style-type: none"> <li>Add “communication” to the goal, as in “Provide quality public safety service and communication”</li> </ul>
<b>Goal D.</b> Maintain and enhance San Leandro’s infrastructure	<i>No specific changes mentioned</i>
<b>Goal D.</b> Support and implement programs, activities and strengthen communication that enhances the quality of life and wellness, celebrates the arts and diversity and promotes civic pride	<ul style="list-style-type: none"> <li>Call out “social service programs” somehow</li> <li>This goal may incorporate too many items; there was discussion (but no consensus) about breaking this up into two separate goals or keeping it as one</li> </ul>
<b>Goal F.</b> Maintain and support a strong positive relationship between the City, schools and the education community	<ul style="list-style-type: none"> <li>Instead of saying “schools,” the Goal should specify both school districts</li> </ul>

During the Council conversation about future goals, a few additional comments were expressed that relate to the way in which the City develops and uses its Council goals. Comments include:

- Each goal is fairly broad; we might choose to have more specific goals (although that may increase the number of goals, making them unmanageable)
- We should measure the impacts we have on each of these goals by establishing quantifiable objectives
- We should have a follow-up workshop where participants can more closely review and refine the goals

## Workshop Wrap Up

### ***Public Comment***

After the workshop discussion concluded, members of the public were given a final opportunity to provide public comments. Their input is summarized below:

- New business is a great goal, but social services are important.
- Our County has the primary responsibility for social services; we need a stronger relationship with the County to understand County-funded programs
- Gratitude and commendations were expressed to the Public Works department for cleaning up graffiti
- A number of concerns about reported financial and performance information were expressed, including:
  - Concerns that pension expenditures reported in financial overview do not include fire
  - Clarification that Measure HH funds can be spent on anything
  - Concern that crime statistics are misleading because they focus on total number of Part 1 crimes (not crime rates)
- Pavement improvement program has been in a free-fall; Measure HH only allocates \$3 million to this cause, while a previous staff report estimated that \$7 million is needed to maintain current roads
- Before the City applies for grant funding, there should be a process for collecting public input
- Poetry recited about today's workshop and activities
- Social services underpins this community; we are inspired based on today's discussions; it's time to connect and make this work to improve San Leandro
- Industrial and business community should be added to goals; this needs to be connected to schools through workplace learning opportunities
- Unfunded pension liabilities should be better understood; the City should request a sensitivity analysis from actuaries; if you take

preventative measures to understand the issue, it will help you later

### ***Workshop Evaluations***

In the final moments of the workshop, the facilitator Pat O’Keeffe asked Council to reflect on what they thought was positive about their efforts in the workshop. Comments included:

- Hearing from the community
- Work together with Council
- Public process and public comments; reminds us of things we need to consider
- Hearing about social services
- Fiscal picture; unfunded liabilities
- Hearing from the public; we need to hear from staff
- We could have used another hour
- Have Council see how we could work as a group
- Structured, but unstructured time together (although an additional CIP retreat would be helpful)
- Hopes that more people will provide public comment

Each Council member was also asked to complete a workshop evaluation form. Results are listed in Attachment B.

## Attachment A: Complete List of 2015 Workshop Topics Identified by Council

As a result of the pre-workshop interviews that were conducted with each Council member, the following top issues were identified and ranked. \* *Identifies the number of times an issue was mentioned by different Council members*

- Create better connection with San Lorenzo USD, improve relations with both districts, look at additional regular meetings with district and Council based on substantive issues, and assignment of staff for staff level liaison (\*\*\*\*\*)
- Paying down unfunded liabilities (OPEB) (\*\*\*\*)
- Create Pavement Improvement Program with HH and BB funds (\*\*\*\*)
- Create two – five year Measure HH expenditure plan (\*\*\*)
- Increase efforts on Police connection with schools (\*\*)
- Additional community communication efforts by Police Department (\*\*)
- Re-examine housing production - develop ways to encourage diversity of housing types, densities, and work force housing (\*\*)
- Consider bringing back Finance Committee and creating Facilities Committee (\*\*)
- Complete Streets project for E. 14<sup>th</sup> including traffic calming, and bike and pedestrian friendly and safety design (\*\*)
- Establish norms and expectations for Council relations, and Council/staff relations and communications (\*\*)
- Create reputation as a welcoming city for new businesses and housing development
- Increase communication with minority groups, including multi-lingual publications of City info, bi-lingual requirements for City employees
- Create economic diversity in businesses and revenues
- Consider creating an Economic Development Committee
- Create measurable objectives for the 2015 Council goals
- Create methods for aging and replacing City assets
- Create more recreation programming for teens
- Consider sponsoring umbrella council of homeowner associations to coordinate info exchange
- Examine how Measure Z been expended, and create expenditure plan for Measure HH
- Study sessions on BB and HH funds and projects
- Create a commercial “center”
- Rehabilitation and new tenants for older commercial buildings
- Make BART station more visually inviting to use
- Strengthen Bayfair and neighborhood commercial centers
- Increase Community Preservation Program efforts
- Supplement electronic communication with residents with neighborhood based personal communication (e.g. coffee shops)
- Increase electronic communication with residents that may not have access including public Wi-Fi spots (parks, shoreline)

- Increased utilization of school district facilities in summer
- Pre-school education
- Correct staff levels for Police Department
- Community workforce agreements and minimum wage ordinance
- Medical marijuana tax measure for ballot
- Timely creation and composition HH Oversight Committee
- Proactive communication with community for shoreline project
- Professional development for Council including annual training on topics such as Brown Act
- Renovation of Siempre Verde Park

## Attachment B: Workshop Evaluation

This attachment summarizes the workshop evaluations that were distributed to each San Leandro City Council member after the City Council Workshop on January 31, 2015.

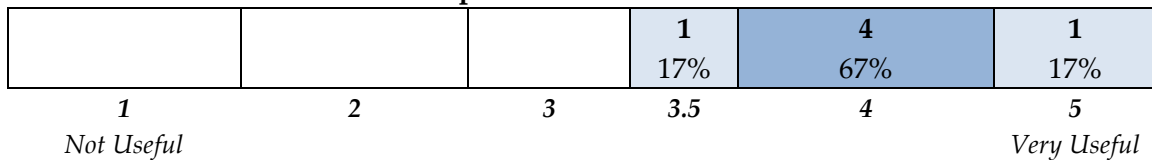
**1. The best thing about this workshop was...**

- Communication and having a dialogue about the City
- The finance committee report and the public comments on social services needs
- Public comments and the dialogue on social services; engagement of Council, staff and public communication
- Hearing from the public/other Council members; getting an update about budget
- Flow of facilitation was good
- Needs to be longer, including lunch and breaks; I think we needed another half hour

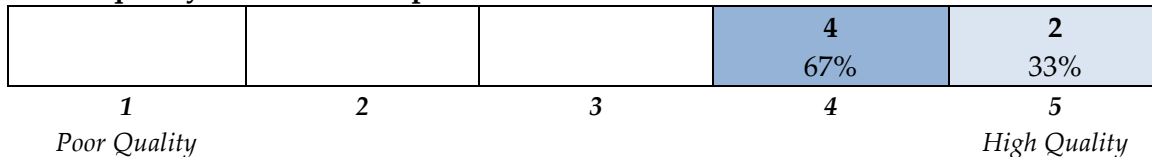
**2. Some thing(s) which could have been better...**

- More time on the topics after lunch instead of a review of what we've done
- It should have been a full day retreat
- Pre-workshop communication with public, possibly a town hall
- Better resolution of the topics, i.e., our goals are the driving force for the Council, yet I am unclear about how the goals ended up
- Should have been an hour longer (8am to 2pm); not long enough to work on goals
- All 40+ priorities provided in advance

**3. Overall usefulness of the workshop**



**4. Overall quality of the workshop**



**5. Other comments**

- I was happy with Management Partners facilitating the day
- We should have a workshop on community and Council goals for the City of San Leandro
- From the City, we should have had better advertising of this event to include more public; we also should have moved the date so we didn't need to hurry through.; it seems there was pressure to shorten the meeting and that shouldn't have happened
- Perhaps we revisit the goals