

*Kelly Kulikoff – Mayor  
Ronald Smith – Mayor Pro Tem  
Jim Creighton – Councilmember  
Michael Kulikoff – Councilmember  
LaShelle Cooper – Councilmember*

## AGENDA



**CITY OF CALIFORNIA CITY  
CITY COUNCIL/ HOUSING AUTHORITY/ SUCCESSOR AGENCY  
SPECIAL MEETING**

**WEDNESDAY JULY 10, 2024  
SPECIAL MEETING @ 8:00 PM**

**COUNCIL CHAMBERS & VIA ZOOM  
21000 HACIENDA BLVD., CALIFORNIA CITY, CA 93505**

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If you need special assistance to participate in this meeting, contact the City Clerk at (760) 373-7140 or via email at [Cityclerk@californiacity-ca.gov](mailto:Cityclerk@californiacity-ca.gov). We request a 24-hour notification prior to the meeting in order for the City to make reasonable arrangements to ensure accessibility. (28 CFR 35.102-35.104 American Disabilities Act Title II)

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### **Zoom instructions and notes:**

Web Link: <https://us06web.zoom.us/j/81938545477>

Meeting ID: 819 3854 5477

1. Public can dial into the Zoom line:

a. One tap mobile: +16694449171,87254527178# US

b. Dial the following number: +1 564 217 2000 US

2. Comments

a. Public must join Zoom meeting to comment

b. Keep your mic on **Mute** until you are requested to speak

- c. Use the "Raise your Hand" button to request to speak or,
- d. Send a chat request to City Clerk for request to speak
- e. When requested to speak state your name for the record
- f. Re-mute when your time to speak has ended

Public is urged to listen to the meeting in a quiet place, to avoid background noise. We also request public to **MUTE** your audio device when not commenting to avoid disruption during meeting.

**\*\* At this time, please take a moment to turn off your cell phones \*\***

## **8:00 PM SPECIAL MEETING**

### **CALL TO ORDER**

### **ROLL CALL**

Councilmembers: Cooper, Creighton, Kulikoff, Mayor Pro Tem Smith & Mayor Kulikoff

### **APPROVAL OF AGENDA**

### **PUBLIC COMMENTS**

Members of the public are welcome to address the City Council only on those items listed on the agenda. Each member of the public will be given (3) three minutes to speak.

### **NEW BUSINESS**

NB 1. City Council Abolishment of Positions and Reduction of Personnel

### **ADJOURNMENT**

**AFFIDAVIT OF POSTING**

I, DARYL A. BETANCUR, City Clerk for the City of California City, California, DO HEREBY CERTIFY under penalty of perjury under the laws of the State of California, that the foregoing notice was posted at the City of California City, City Hall bulletin and all other official bulletin boards and the City's website at least 24 hours prior to the meeting in compliance with the provisions of the Brown Act. board at 21000 Hacienda Boulevard, California City, CA and on all official City bulletin boards

Dated: July 9, 2024

A handwritten signature in dark ink, appearing to read 'Daryl A. Betancur', written over a horizontal line.

DARYL A. BETANCUR, MMC  
City Clerk



**ITEM NO. NB1**

## **COUNCIL AGENDA ITEM**

### **Special Meeting July 10, 2024**

**PREPARED BY:** Victor Ponto, City Attorney

**SUBJECT:** City Council Abolishment of Positions and Reduction of Personnel

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#### **BACKGROUND**

Due to the March 2024 failure of Measure A – Special Parcel Tax Measure – which would have extended a special parcel tax on all real property within the City estimated to generate approximately \$5.2 million annually, the City is facing a financial crisis of severely declining revenues. Despite a number of cost-saving measures that have been taken, including freezes to vacant positions and cuts to programs and services, there remains a projected \$4 million annually deficit in the General Fund's operating budget. Accordingly, additional measures must be taken to further reduce the City's expenditures in order to improve the City's current financial condition and avoid insolvency.

As part of that process, the City Council directed staff to carefully evaluate each department's staffing needs and expenditures, identify potential staff reductions while maintaining essential public services, and engage in meet and confer efforts with the impacted collective bargaining groups as required by the Meyers-Milias-Brown Act, Government Code section 3500 *et seq.*, and other applicable law, during this process.

Staff has done so and has identified sixteen (16) positions for reduction, totaling nineteen (19) employees.

#### **DISCUSSION**

Staff has identified the following staff reductions as appropriate to alleviate the City's current financial crisis while maintaining essential public services:

Facilities and Grounds Department (Maintenance Supervisor,  
Janitor Administrator, Senior Building Maintenance I);

Police Department (Crime Analyst);

Parks and Recreation Department (General Service Worker, Maintenance Worker I (3), Recreation Aid/Cashier (2), Recreation Supervisor);

Public Works Department (Administrative Assistant, General Services Worker (Golf), Temporary General Services Worker (Golf), Golf Attendant, Chief Water Operator, Distribution Operator II (Water), Heavy Equipment Mechanic I (Water), Maintenance Worker I (Water)).

The City's Municipal Code and Personnel Manual set forth the procedures for abolishing positions and the rights of affected individual employees. Both the Municipal Code and Personnel Manual afford the City Council the authority to reduce personnel by abolishing positions in the competitive service. (Sec. 2-4.205(a); Pers. Man. Sec. IX-B.) Both also require affected employees to be laid-off in reverse order to the total cumulative time served in permanent and probationary status in the competitive service as of the effective date of the lay-off (i.e., "seniority"). (Sec. 2-4.205(b); Pers. Man. Sec. IX-B, C, D.) Moreover, laid-off employees are entitled to notice of an impending layoff, and the opportunity to contest the City's compliance with the applicable procedures and/or utilization of "bumping" rights, if applicable. (Pers. Man. Sec. IX-C, D, E.) Finally, laid-off employees may be placed on either a department or City "re-employment list," or both, affording rights should a vacancy occur in applicable positions. (Sec. 2-4.205(c); Pers. Man. Sec. IX-F, G.)

### **FISCAL IMPACT**

Should the City Council abolish the identified positions, the City is estimated to achieve a cost savings of 1.3 million dollars to the General Fund and the Enterprise Fund combined.

### **RECOMMENDATION**

Staff recommends that the City Council: (1) take action to abolish the above-identified positions in the competitive service, and (2) direct the City Manager to commence the implementation of layoffs for affected employees in accordance with the City's Municipal Code and Personnel Manual.



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**RESOLUTION NO. 24-3038**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CALIFORNIA CITY, CALIFORNIA, AUTHORIZING THE ABOLISHMENT OF POSITIONS AND REDUCTION OF PERSONNEL**

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WHEREAS, Due to the March 2024 failure of Measure A – Special Parcel Tax Measure – which would have extended a special parcel tax on all real property within the City estimated to generate approximately \$5.2 million annually, the City is facing a financial crisis of severely declining revenues;

WHEREAS, Despite a number of cost-saving measures that have been taken, including freezes to vacant positions and cuts to programs and services, there remains a projected approximate \$4 million annual deficit in the General Fund's operating budget;

WHEREAS, the City Council has previously directed staff to carefully evaluate each department's staffing needs and expenditures, identify potential staff reductions while maintaining essential public services, and engage in meet and confer efforts with the impacted collective bargaining groups as required by applicable law;

WHEREAS, staff has done so and identified sixteen (16) positions for abolishment, totaling nineteen (19) employees, as follows:

Facilities and Grounds Department (Maintenance Supervisor, Janitor Administrator, Senior Building Maintenance I);

Police Department (Crime Analyst);

Parks and Recreation Department (General Service Worker, Maintenance Worker I (3), Recreation Aid/Cashier (2), Recreation Supervisor);

Public Works Department (Administrative Assistant, General Services Worker (Golf), Temporary General Services Worker (Golf), Golf Attendant, Chief Water Operator, Distribution Operator



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II (Water), Heavy Equipment Mechanic I (Water), Maintenance Worker I (Water)).

WHEREAS, the City Council finds that abolishment of the above-identified positions and associated reduction in personnel is necessary to avoid insolvency.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of California City as follows:

1. That the above recitations are true.
2. That to address the City's financial crisis of severely declining revenues, the abolishment of the above-identified positions and associated reduction of staff personnel is necessary to avoid insolvency.
3. The above-identified positions are hereby abolished.
4. The City Manager shall take all necessary steps to implement the above and reduce staff in accordance with the Municipal Code, Personnel Manual, and other applicable law.

PASSED, ADOPTED, AND APPROVED by the City Council of the City of California, California, at a special meeting thereof this tenth (10) day of July, 2024 by the following vote to wit:

**AYES:**  
**NAYS:**  
**ABSTAIN:**  
**ABSENT:**

APPROVED:

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Kelly Kulikoff, Mayor of the  
City of California City, California

ATTEST:



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DARYL BETANCUR, City Clerk of the  
City of California City, California