



# Mayor's Award of Excellence

ITEM NO. 1



CITY OF PARAMOUNT

# EDUCATION MONTH 2021

**Paramount High School  
Valedictorian and Salutatorian  
Class of 2021**

# EDUCATION MONTH 2021

**Class of  
2021**

**Paramount High School**

**Emily Lizarraga**  
Valedictorian

**Melissa Munoz**  
Salutatorian



# **Top 25 Paramount High School Academic Students Class of 2021**

# EDUCATION MONTH 2021

**Top 25**

Paramount High School  
Class of 2021

**Quetzalli Orta  
MacGyver F. Chau  
Karen Melendez  
Desiree A. Mariscal  
Beatriz A. Bazua  
Samantha Alejandre**

# EDUCATION MONTH 2021

**Top 25**

Paramount High School  
Class of 2021

**Valerie Machado  
Valerie G. Hernandez  
Diana E. Flores  
Jasmine G. Cardenas  
Daisy Rodriguez**

# EDUCATION MONTH 2021

**Top 25**

Paramount High School  
Class of 2021

**Alexis J. Muro**  
**Naomi I. Chaidez**  
**Karisma A. Garcia**  
**Isabell Padilla**  
**Daisy S. Castaneda**



# EDUCATION MONTH 2021

**Top 25**

Paramount High School  
Class of 2021

**Brandon A. Ruiz Padilla**  
**Esmeralda Figueroa**  
**Natalie Azpeitia**  
**Ryan A. Aguilar**  
**Harrison A. Mendoza**

# EDUCATION MONTH 2021

**Top 25**

Paramount High School  
Class of 2021

**Melanie E. Rodarte  
Melina Garcia**

# **Top 5 Paramount High School Volunteers Class of 2021**

# EDUCATION MONTH 2021

## Top 5 Volunteers

Paramount High School  
Class of 2021

**Tashima Garcia** - 664 hours  
**Gabriel Zamudio** – 485 hours  
**Kyren Kennedy** – 449 hours  
**Anthony Gonzales** – 296 hours  
**Natalee Rodriguez** – 262 hours



# **Top 5 Paramount High School Momentum Students Class of 2021**

# EDUCATION MONTH 2021

**Top 5  
Momentum  
Students**

**Paramount High School  
Class of 2021**

**Lo'Kaloni Spencer  
Miriam Garcia  
Ricardo Enriquez  
Brallan Diaz Ortega  
Kevin Chavarria**

# **PUSD Teachers of the Year 2021**

# EDUCATION MONTH 2021

Teachers  
of the Year

PUSD 2021

A black and white portrait of Olivia Arias, a woman with long, wavy hair, smiling. She is wearing a dark top and a small circular pin on her left lapel. The background of the portrait is a solid orange color with a pattern of small white dots.

**PUSD  
EMPLOYEE  
OF THE  
YEAR**

**OLIVIA  
ARIAS**

**ECE TEACHER**

Olivia is a collaborative teacher. She shares her ideas and strategies so that others may benefit. She has a strong rapport with the preschool families and children. Her classes are interactive and engaging. Thank you, Ms. Olivia!

Rita Cruz, Program Director -  
Early Childhood Education

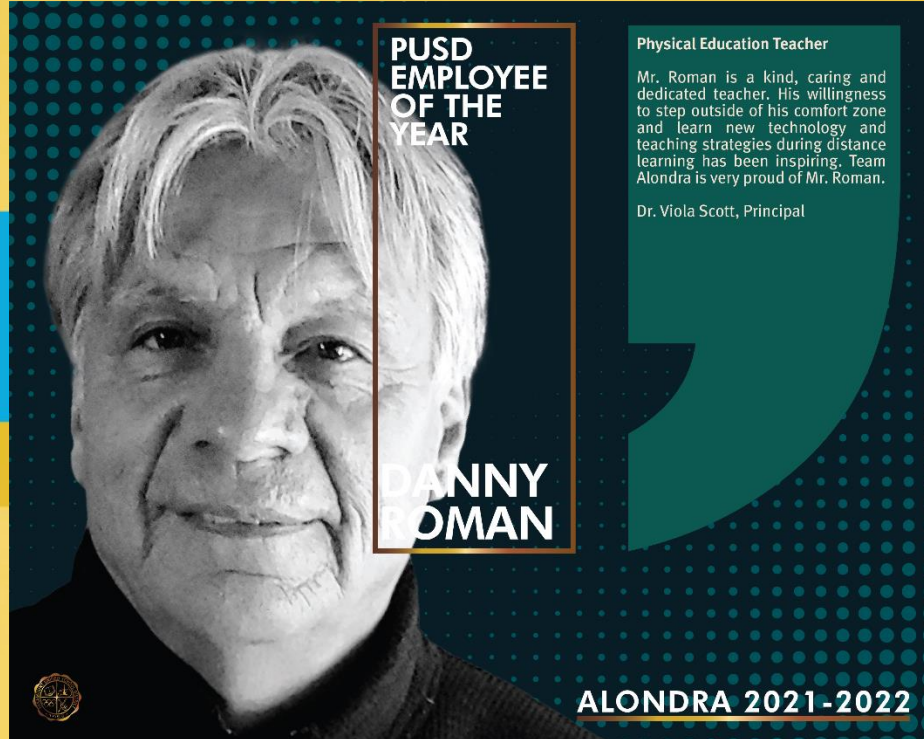
**EARLY CHILDHOOD ED 2021-2022**



# EDUCATION MONTH 2021

Teachers  
of the Year

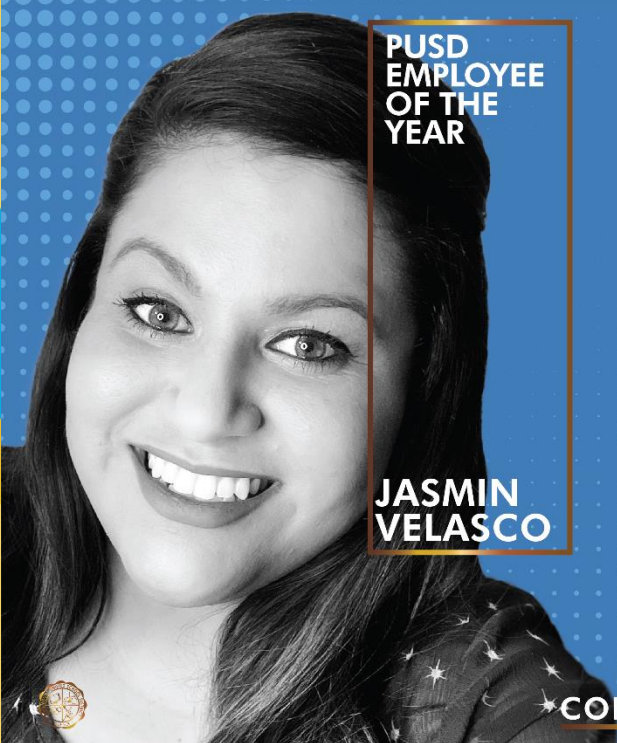
PUSD 2021



# EDUCATION MONTH 2021

Teachers  
of the Year

PUSD 2021



**PUSD  
EMPLOYEE  
OF THE  
YEAR**

**JASMIN  
VELASCO**

**3rd GRADE TEACHER**

Ms. Velasco shines at Collins School as a passionate, involved, out-spoken teacher leader. Her colleagues noted that she is a phenomenal teacher who tries new platforms to engage students and she is an amazing collaborator. She loves our students and it shows!

Nancy Manning, MS, Assistant Principal

**COLLINS 2021-2022**

# EDUCATION MONTH 2021

Teachers  
of the Year

PUSD 2021



**PUSD  
EMPLOYEE  
OF THE  
YEAR**

**LEAH  
CORTEZ**

**3rd GRADE TEACHER**

Leah's passion for her students and families shines through in everything she does. Ms. Cortez constantly searches for innovative ways to engage her students in meaningful learning while addressing social and emotional needs of her CUBS.

Karen Sullivan, Principal

**GAINES 2021-2022**



# EDUCATION MONTH 2021

Teachers  
of the Year

PUSD 2021



**PUSD  
EMPLOYEE  
OF THE  
YEAR**

**CHRISTOPHER  
HOLGUIN**

**2-3 SDC**

Chris is a phenomenal techie and the epitome of a team player. He will go above and beyond to help anyone in need. His kindness and positivity have brightened the lives of his students, colleagues, and administrators.

Lisa Nunley-Macon

**HOLLYDALE 2021-2022**



# EDUCATION MONTH 2021

Teachers  
of the Year

PUSD 2021

A black and white portrait of Margaret Barrera, a woman with long dark hair, smiling. The portrait is set against a dark background with a white dot pattern. A small circular seal is visible in the bottom left corner of the portrait.

**PUSD  
EMPLOYEE  
OF THE  
YEAR**

**MARGARET  
BARRERA**

**MATH INSTRUCTIONAL COACH**

Maggie exemplifies excellence in all she does! Her unparalleled work ethic, professionalism, and willingness to go above and beyond is always evident. To say Maggie is a remarkable leader and respected member of our school community is definitely an understatement.

Kelly Anderson, Principal

**JACKSON 2021-2022**



# EDUCATION MONTH 2021

Teachers  
of the Year

PUSD 2021



**PUSD  
EMPLOYEE  
OF THE  
YEAR**

**JUSTINE  
ARCHULETA**

**INSTRUCTIONAL COACH**

Justine is a passionate, instructional leader! She is dedicated to ensuring the success of both staff and students. Her happy demeanor brings positive energy to our school. She is collaborative and empowers others to be confident and strive for excellence. Justine is truly an asset to our team!

-Kelly Williams, Principal

**JEFFERSON 2021-2022**



# EDUCATION MONTH 2021

Teachers  
of the Year

PUSD 2021



**PUSD  
EMPLOYEE  
OF THE  
YEAR**

**SARAH  
TATRO**

**3rd GRADE TEACHER**

Sarah Tatro is an incredible teacher. This is because she cares about both the learning and the learner. A visit to her class will showcase the positive learning environment that she has created built on mutual trust and respect. Each day, her students are motivated to learn and grow through the building of relationships and sharing of ideas. Congratulations Sarah!

Michael Naruko, Principal

**KEPPEL 2021-2022**



# EDUCATION MONTH 2021

Teachers  
of the Year

PUSD 2021



**PUSD  
EMPLOYEE  
OF THE  
YEAR**

**MIRANDA  
MONTIEL**

**KINDERGARTEN**

Miranda truly cares about all students within the school, not just her own classroom. Miranda collaborates with teachers across the grade levels, as well as various support staff on campus. Miranda is organized and ensures she is prepared for the learning day. She is helpful in all on-campus activities and goes above and beyond to make a great atmosphere for students, staff, and parents.

Topekia L. Jones, Ed.D., Principal

**LINCOLN 2021-2022**

# EDUCATION MONTH 2021

Teachers  
of the Year

PUSD 2021



**PUSD  
EMPLOYEE  
OF THE  
YEAR**

**JISSELL  
JUAREZ**

**Teacher on Sepcial Assignment**

Jissell leads the charge in providing support to our students during distance learning. She works with students of all grade levels who are struggling with virtual classrooms. As our students' most enthusiastic supporter, Jissell has helped us all persevere.

Hilda Mapp, Principal

**LOS CERRITOS 2021-2022**

# EDUCATION MONTH 2021

Teachers  
of the Year

PUSD 2021



**PUSD  
EMPLOYEE  
OF THE  
YEAR**

**INES  
CABRERA**

**3rd Grade Teacher**

Ms. Cabrera's caring heart, passion for supporting and motivating all students and desire to learn is undeniable. Her leadership style and collaborative personality are integral to the success of both her students and the school. Thank you, Ines!

Linh Roberts, Principal

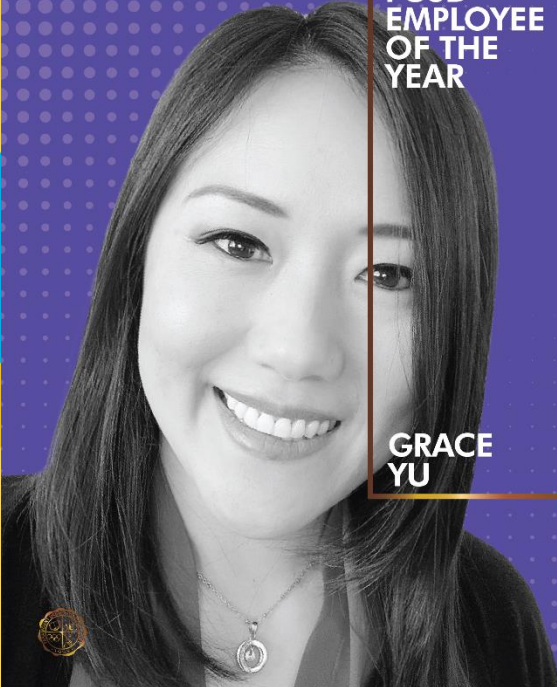
**MOKLER 2021-2022**



# EDUCATION MONTH 2021

Teachers  
of the Year

PUSD 2021



**PUSD  
EMPLOYEE  
OF THE  
YEAR**

**GRACE  
YU**

**7th & 8th GRADE MATH TEACHER**

Wow! That's the word to describe Grace Yu. Whether she is on campus, or teaching from a distance, Grace makes it look easy. She is so positive and supportive of her students, while she drives them to learn! She helps our entire staff and always supports those around her.

-Kevin Longworth, Principal

**PARAMOUNT PARK 2021-2022**

# EDUCATION MONTH 2021

Teachers  
of the Year

PUSD 2021



**PUSD  
EMPLOYEE  
OF THE  
YEAR**

**ANASTASIA  
FERRARER-BIAS**

**MATH INSTRUCTIONAL COACH**

Effective coaching requires listening, determining needs, and then building capacity based on strengths. Ready for any challenge, Mrs. Bias is intentional about growing teachers. Her passion for education, especially math, and nurturing relationships with scholars and all staff is what makes her a cornerstone in the foundation of Roosevelt School. Congratulations!

Margie A. Domino, Principal

**ROOSEVELT 2021-2022**

# EDUCATION MONTH 2021

Teachers  
of the Year

PUSD 2021



**PUSD  
EMPLOYEE  
OF THE  
YEAR**

**MEGAN  
WORCESTER**

5th grade teacher

Megan is an exceptional teacher who is a role model for her peers. She is innovative and brings a sense of confidence and strength to her students. Her classroom instruction is dynamic and engaging and she is a true team player.

Holly Hennessy, Principal

**TANNER 2021-2022**





# EDUCATION MONTH 2021

Teachers  
of the Year

PUSD 2021



**PUSD  
EMPLOYEE  
OF THE  
YEAR**

**MARISA  
LOZA**

**3rd Grade Teacher**

Marisa Loza is an outstanding teacher in person and online! She does everything she can to connect with students and engage them in their learning. She communicates with students, parents and community to support her students. She goes above and beyond to provide her students with the most effective educational experience possible.

Roxanne Alessandro, Principal

**WIRTZ 2021-2022**

# EDUCATION MONTH 2021

Teachers  
of the Year

PUSD 2021



**PUSD  
EMPLOYEE  
OF THE  
YEAR**

**EDITH  
CABRAL**

**SCIENCE TEACHER**

Collaborator, caring, hard worker, and advisor all describe Edie. She is passionate about science and her craft, sharing creative ideas. This manifests itself in her dedication to the success of her students, as well as her untiring support of the MESA program. Zamboni is lucky to have you Edie!

Kim Chavez, Interim Principal

**ZAMBONI 2021-2022**

# EDUCATION MONTH 2021

Teachers  
of the Year

PUSD 2021



**PUSD  
EMPLOYEE  
OF THE  
YEAR**

**DERINGER  
DIETZ**

**COMPUTER SCIENCE &  
LANGUAGE ARTS TEACHER**

Deringer Dietz has championed the instructional technology at Paramount West Campus. He continues to propel West to be a technology focused school. He has led with poise and guided teachers to elevate their instruction. He connects with students while teaching Project Based Learning and Computer Science. Deringer is an outstanding teacher leader.

Elizabeth Salcido, Principal

**PHS - WEST 2021-2022**



# EDUCATION MONTH 2021

Teachers  
of the Year

PUSD 2021



**PUSD  
EMPLOYEE  
OF THE  
YEAR**

**BRIAN  
NASTASE**

**SOCIAL SCIENCE TEACHER**

Mr. Nastase brings innovation into all he does. As a leader, he guides his colleagues through creating rigorous and engaging lessons. He wants to be better each day and wants the same for PHS students. This makes Mr. Nastase the perfect choice for the 2020/2021 teacher of the year.

Christiana Kraus, Principal

**PARAMOUNT HIGH  
SR CAMPUS 2021-2022**

# EDUCATION MONTH 2021

Teachers  
of the Year

PUSD 2021

**PUSD  
EMPLOYEE  
OF THE  
YEAR**

**WENCES  
ZEPEDA**

**IMP MATH, 11th GRADE**

Wences's generous disposition radiates a genuine interest in the well-being of the entire OSA community. A champion for authentic and honest connections, Wences's advisory has developed a powerfully strong culture that inspires us all. Passionate. Supportive. Hilarious. Real.

Becky Perez, Principal

**ODYSSEY 2021-2022**

# EDUCATION MONTH 2021

Teachers  
of the Year

PUSD 2021



**PUSD  
EMPLOYEE  
OF THE  
YEAR**

**CINTHIA  
McCOY**

**Instructional Coach**

Cinthia McCoy works tirelessly in her service of others. Her dedication to our students is evident through the continual encouragement and support she provides. Her leadership is integral to the success of our students, staff, and school community.

**Morrie Kosareff, Principal**

**BUENA VISTA 2021-2022**



# EDUCATION MONTH 2021

Teachers  
of the Year

PUSD 2021



**PUSD  
EMPLOYEE  
OF THE  
YEAR**

**JACQUELINE  
OKEKE**

**ESL and ABE TEACHER**

Ms. Okeke is a hard worker who is dedicated to her students, making sure that they understand the material and feel comfortable in her class. She always has a smile on her face and assists anyone in need – students or staff.

Yvonne J. Rodriguez, Ed.D.,  
Principal

**ADULT ED, COMMUNITY DAY  
& ADULT TRANSITION 2021-2022**

# **PEP Scholarship Recipients 2021**

# EDUCATION MONTH 2021

**Zaira Carrera**

UC Santa Cruz

**Esmeralda Figueroa**

UC Irvine

**Gabriela A. Gonzalez**

USC

**PEP  
Scholarship  
Recipients**

Paramount Education  
Partnership



# EDUCATION MONTH 2021

**Sylvia G. Hernandez**  
UCLA

**Merary Magana**  
Cal Poly Pomona

**Joselyn P. Murillo**  
UCLA

**PEP**  
**Scholarship**  
**Recipients**

Paramount Education  
Partnership

# EDUCATION MONTH 2021

**Jasmine A. Augustus**

UCLA

**Diana E. Flores**

UCLA

**Yulisa Reveles**

UC Merced

**PEP  
Scholarship  
Recipients**

Paramount Education  
Partnership

# EDUCATION MONTH 2021

**Melina Garcia**  
Northwestern University

**Bianca Gaspar**  
Long Beach St.

**Valerie G. Hernandez**  
UCLA

**PEP**  
**Scholarship**  
**Recipients**

Paramount Education  
Partnership

# EDUCATION MONTH 2021

**Juan C. Madrid**  
UCLA

**Brisa Candelario**  
Otis College of Arts & Design

**Jasmine Cardenas**  
Stanford University

**PEP**  
**Scholarship**  
**Recipients**

Paramount Education  
Partnership

# EDUCATION MONTH 2021

## PEP Scholarship Recipients

Paramount Education  
Partnership

**Valerie Ceja**  
UC Irvine

**Isabell Padilla**  
USC

**Karisma A. Garcia**  
UCLA



# EDUCATION MONTH 2021

**Eric Hernandez**  
UC Santa Cruz

**Emily Piza**  
UCLA

**Ashlee R. Yac Alvarado**  
University of LaVerne

**PEP**  
**Scholarship**  
**Recipients**

Paramount Education  
Partnership

# EDUCATION MONTH 2021

**PEP**  
**Scholarship**  
**Recipients**

Paramount Education  
Partnership

**Marlin I. Gomez**  
UC Irvine

**Myla S. Johnson**  
UCLA

**Valente Galindo**  
UC Irvine

# EDUCATION MONTH 2021

## PEP Scholarship Recipients

Paramount Education  
Partnership

**Miriam Garcia**  
Cerritos College

**Jorge L. Cervantes**  
Cerritos College

**Ariana Montano**  
Long Beach City College

# EDUCATION MONTH 2021

## PEP Scholarship Recipients

Paramount Education  
Partnership

**Justin Peralta Flores**  
Cerritos College

**Julian Espinoza**  
Cerritos College

**Cristal Martinez**  
Cerritos College

**Aurelio Cervantes**  
Cypress College



# **PEP Donors 2021**

# EDUCATION MONTH 2021

**PEP  
Donors**

**\$10,000**

**Marukan Vinegar  
Weber Metals  
World Energy**

# EDUCATION MONTH 2021

**PEP  
Donors**

**\$5,000**

**Ace Clearwater Manufacturing  
Air Products Foundation  
(the Benevity Community Impact Fund)  
Supervisor Janice Hahn  
The R&N Kroeze Family Giving & Legacy Fund  
Lyons Plaza Garfield, LLC  
Ken Matsui Photography  
Tony Manos/Domino's Pizza**

# EDUCATION MONTH 2021

PEP  
Donors

\$3,000

**Fiesta Taxi Co-Op  
Willdan Group, Inc.**



# EDUCATION MONTH 2021

**PEP  
Donors**

**\$2,500**

**Carlton Forge  
Jayone Foods  
Mattco Forge, Inc.  
Versa**

# EDUCATION MONTH 2021

PEP  
Donors

\$1,500

**Kenny's Auto Service  
Smoke & Fire Social Eatery**

# EDUCATION MONTH 2021

**PEP  
Donors**

**\$1,000**

**Englander Knabe & Allen  
Manuela Gonzalez Castro Family  
Daryl and Barbara Hofmeyer  
Hoffman Plastic Compounds  
Jay Buchbinder Industries, Inc.  
Kruger Tow, Inc.  
SC Fuels  
Zamboni**

# EDUCATION MONTH 2021

PEP  
Donors

\$500

**Carlos & Margaret Garcia**  
**Casa Gamino**  
**Dr. Max Martinez DDS**  
**Golden State Engineering, Inc.**  
**Gus's BBQ & Grill**  
**McInc Investments**  
**Skillset Group**  
**Techcoat Contractors, Inc.**



# EDUCATION MONTH 2021

**PEP  
Donors**

**\$400 & Under**

**Dee Stephens  
Delta Kappa Gamma  
Gold Key Development  
Inkhead Prints  
John and Marsha Zudeirvaardt  
JC Customz Collision Center  
MDG Associates**

# EDUCATION MONTH 2021

**PEP  
Donors**

**\$400 & Under**

**Richard Bosman  
Ruth Perez  
Teachers Association of Paramount  
The Sauce  
Tom Hansen  
Vicky Professional Services, Inc.  
West Coast Arborists  
Standard Catering**



## Proclamation Juneteenth

ITEM NO. 4



CITY OF PARAMOUNT



## Proclamation LGBTQ Pride Month

ITEM NO. 5



CITY OF PARAMOUNT





# Public Comments

ITEM NO.



CITY OF PARAMOUNT





# Consent Calendar

ITEM NO.



CITY OF PARAMOUNT





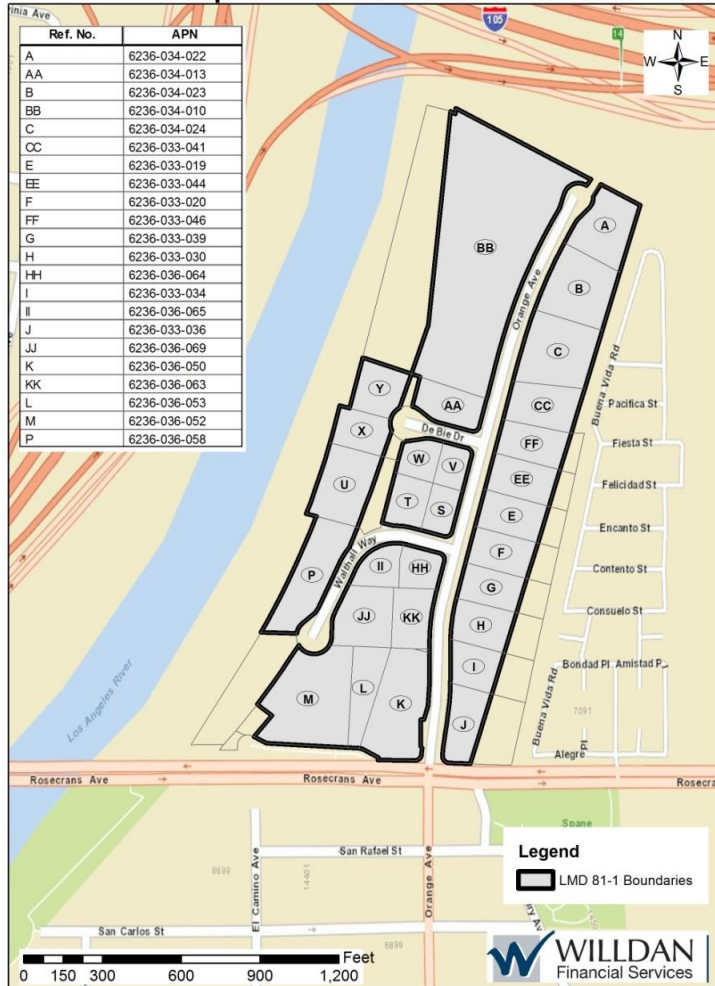
# Resolution No. 21:014 Annual Assessment for Landscape Maintenance District No. 81-1

ITEM NO. 12



CITY OF PARAMOUNT

# City of Paramount Landscape Maintenance District No. 81-1



ITEM NO. 12





# Resolution No. 21:014 Annual Assessment for Landscape Maintenance District No. 81-1

ITEM NO. 12



CITY OF PARAMOUNT





# Six Month Review of the 2021 Legislative Platform

ITEM NO. 13



CITY OF PARAMOUNT

# Background



- City Council adopted the City's 2021 Legislative Platform on January 12, 2021.
- Establishes a process that streamlines the City's position on legislative matters that reflects the principles and objectives by the collective City Council.
- Goal is to protect the City's interests at regional, State, and Federal level.
- Benefits
  - Provides staff clear direction and serves as reference guide to streamline official City position on legislative matters.
- City Council requested review at 6-month mark

ITEM NO. 13

# Legislative Position Platform Process



City Council Discusses  
Draft Platform at a  
Public Meeting  
(6 mo. Intervals)

Consensus is  
achieved, Platform  
adopted by Resolution

**TONIGHT:**  
City Council  
Input and  
Inclusion

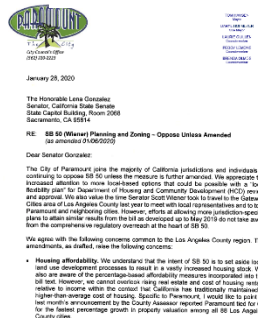
City Receives  
Position Request



Position meets  
the priorities  
established by  
the City Council  
in the Legislative  
Platform \*\*

Staff drafts  
letter, sends to  
Mayor for  
Approval

Letter is sent to  
Legislature



Copy shared  
with all City  
Council-  
members

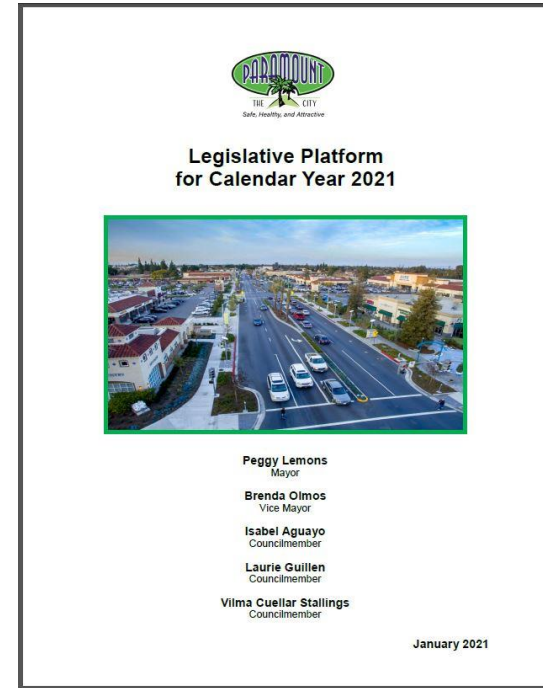
**Efficient  
Process, Clear  
Direction for  
Staff**

**\*\*All items not in the Platform will continue to be brought to the City Council for direction**



# 2021 LEGISLATIVE PLATFORM

- Guiding Principles:
  - Preserve Local Control
  - Promote Fiscal Stability
  - Promote Economic Development
  - Funding Opportunities



ITEM NO. 13



CITY OF PARAMOUNT

# Goals for 2021



- Advocate for the City's best interest at the Federal, State and local level.
- Provide transparency on legislative issues that can have potential impact on the City.
- Encourage participation in regional matters that protect the health and welfare of the City.
- Seek grant and funding assistance for City projects, services and programs to enhance services for the community.

ITEM NO. 13



CITY OF PARAMOUNT

# Areas of Focus

- Parks and Recreation
- Public Works
- Solid Waste
- Water Supply
- Public Safety



- Finance
- Human Resources
- Economic Development
- Housing and Land Use
- Regional Governance

ITEM NO. 13



# Proposed Issues to be Added



- Two regional issues encountered that were not included in the Adopted 2021 Legislative Platform:
  - ❖ Advocating for Broadband Infrastructure; Bridging the “Digital Divide”.
  - ❖ Advocating for Equitable Utility Rates.

ITEM NO. 13





# Recommendation

It is recommended that the City Council provide input and direction on amendments to the 2021 Legislative Platform; and, approve the revised 2021 Legislative Platform.

ITEM NO. 13



CITY OF PARAMOUNT



# Six Month Review of the 2021 Legislative Platform

ITEM NO. 13



CITY OF PARAMOUNT





# Ordinance No. 1152 Zoning Text Amendment No. 22 Single-room Occupancy (SRO) Housing Developments

June 8, 2021  
City Council

ITEM NO. 14



CITY OF PARAMOUNT

# Request

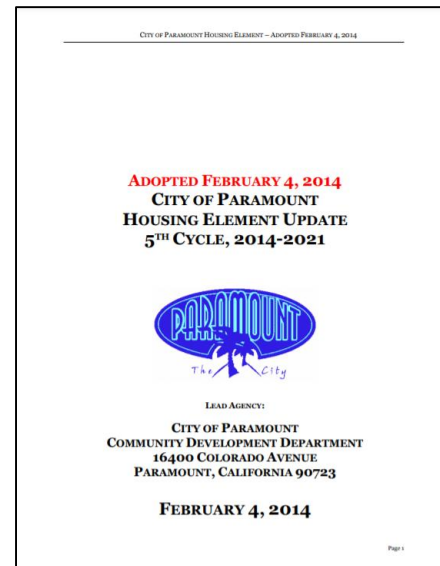
- Zoning ordinance text amendment (ZOTA) to establish regulations for single-room occupancy (SRO) housing developments in the R-M (Multiple-Family Residential) zone to implement a Housing Element program and comply with federal fair housing law
- Planning Commission recommended approval 5/11/21
- SROs are small apartment homes that are typically developed with shared bathroom facilities





# Housing Element

- State law requires housing elements to “facilitate and encourage the development of a variety of types of housing for all income levels, including...**single-room occupancy units...**”
- Paramount Housing Element includes **Single-Room Occupancy Housing Program**



ITEM NO. 14



CITY OF PARAMOUNT

# Analysis of Impediments

- 2012 – City Council adopted Analysis of Impediments of Fair Housing Choice
- HUD is requiring City to implement SRO program



ITEM NO. 14



CITY OF PARAMOUNT

# Proposed Ordinance

- Density – same as zone (22 units per acre)
- Maximum occupancy – 2 people
- Minimum width – 12 feet
- Unit size – minimum 150 sq. ft.; maximum 350 sq. ft.
- Bathroom – private toilet in each unit; shower may be shared
- Kitchen
- Closet
- Common area

ITEM NO. 14



# Proposed Ordinance

- Tenancy – 30 days minimum
- Management plan
- Objective architectural design requirements
- Vehicle parking – 1 per unit; 2 for resident manager

ITEM NO. 14







*1323 5<sup>th</sup> St., Santa Monica*

Credit: KFA Architecture



*1437 5<sup>th</sup> St., Santa Monica*

ITEM NO. 14



CITY OF PARAMOUNT

# Recommendation

Read by title only, waive further reading, introduce **Ordinance No. 1152**, and place it on the next regular agenda for adoption.

ITEM NO. 14



CITY OF PARAMOUNT





# Ordinance No. 1152 Zoning Text Amendment No. 22 Single-Room Occupancy (SRO) Housing Developments

June 8, 2021  
City Council

ITEM NO. 14



CITY OF PARAMOUNT





# **AUTHORIZATION TO EXPEND REMAINING YOUTH LEAGUE FUNDING IN FISCAL YEAR 2021**

**ITEM NO. 15**



**CITY OF PARAMOUNT**



# Authorization – Remaining Youth League Funds

- Current Budget for Youth League Activity - \$60K
  - Youth Sports Scholarship Program - \$15K
  - Current Direct Subsidy Allocation - \$45K
    - \$30K– Direct League Subsidy
    - \$15K – Allocated for Youth League Equipment
- Current Youth League Equipment Allocation
  - PGS – Pitching Machine & Water Hose Reel
  - PYSO – Solar Sea Bin
  - PJAA – 3 Field Storage Units
  - West Coast Rebels – New Football Helmets (40)

# Authorization – Remaining Youth League Funds

- FY 21 Allocation - \$30K set aside for direct funding
- Estimated Youth League Direct Subsidy (FY 21)
  - PGS - \$2,100
  - PYSO - \$6,750
  - PJAA - \$5,500
  - West Coast Rebels – no past or current funding
  - Total - \$14,350
- Balance - \$15,650
- Projected Need – field groomers for PGS and PJAA

# Recommendation

- It is recommended that the City Council approve the expenditure of remaining youth league funding in Fiscal Year 2021 for capital outlay items to support youth league operations.

ITEM NO. 15



CITY OF PARAMOUNT



# REVISION OF COMMUNITY ORGANIZATION FUNDING POLICY FOR SERVICE CLUBS

ITEM NO. 16



CITY OF PARAMOUNT



# Community Organization Funding



- 3 Types of Groups Funded:
  - Community Service Organizations – provide services to residents
  - Youth League – Funding ends FY 21
  - Organizations that provide events – assists with event costs
- 2013 Community Organizations Funding Policy
  - Capped at \$5,000 each
- 2016 Community Organization Funding Policy Revision
  - Funding to support Community Organizations that operate special events

ITEM NO. 16

# Community Organization Funding



- Issue
  - Funding Cap – affects groups operating multiple events
  - Examples – Latinas Art Foundation and Tepic
- Proposed Revision
  - Paramount service clubs eligible for additional funding beyond \$5K cap for special events
    - Event not otherwise offered by the City
    - Open to the public
    - Conducted at City facility
  - Budget Process

ITEM NO. 16

# Recommendation

It is recommended that the City Council approve the proposed policy revision regarding the funding of Paramount service club community events.

ITEM NO. 16





# COFFEE WITH THE MAYOR

ITEM NO. 17



CITY OF PARAMOUNT



# COFFEE WITH THE MAYOR

- Community Engagement Platform
- Coffee and Light Snacks
- City Park Facilities and Local Coffee Establishments



ITEM NO. 17



# COFFEE WITH THE MAYOR

- Quarterly Event – Starts July 2021
- Proposed Dates & Locations:
  - **Spane Park** - Tuesday, July 27, 2021, at 5:00 p.m.
  - **Horchateria Rio Luna** - Saturday, October 9, 2021, at 9:00 a.m.
  - **Meadows Park** - Wednesday, January 12, 2022, at 5:00 p.m.
  - **Starbucks** - Saturday, March 26, 2022, at 9:00 a.m.



ITEM NO. 17



CITY OF PARAMOUNT



# COFFEE WITH THE MAYOR

- Mayor Chooses 1 Councilmember Per Event
- No Set Topics – Open Forum
- FY 22 Community Promotion Budget
- Marketing – Website, Social Media, Around Town, and Pulse Beat



ITEM NO. 17



CITY OF PARAMOUNT

# Recommendation

- It is recommended that the City Council approve or modify the proposed Coffee with the Mayor program.





# Debt Management And Adoption of Debt Policy

ITEM NO. 18



CITY OF PARAMOUNT



# City Policy/Practice

- Conservative approach
  - Budget
  - Spending
  - Investment
- Flexible and adaptive
- Investment Policy and Purchasing Policy



ITEM NO. 18



CITY OF PARAMOUNT

# Debt Management

- No City issued bonds or loans
- Water Enterprise
  - iBank loans for well construction and improvements
- Former Redevelopment Agency
  - Outstanding bonds include 1998, 2010 & 2015 Bond Series for infrastructure needs, water improvements, and economic development



# Long-Term Debt



- Other Post Retirement Benefits (OPEB)
  - Medical
- Pension
- Full transparency – debt is reported in annual Comprehensive Annual Financial Report (CAFR)

ITEM NO. 18



# Other Post Retirement Benefits (OPEB)



- Eligibility
  - City Council and all full-time employees and dependents
  - Retire directly from City under CalPERS

## Medical Benefits

- Retirement < 1/1/11: 100% premium
- Active/Retirement > 1/1/11: 85% of premium

# Other Post Retirement Benefits (OPEB)



- Projected Actuarial Accrued Liability \$16,181,000 (FY 20)\*

Actuarial Value of Assets	( 5,880,000)
Unfunded Liability	\$10,301,000
- 2 options to pay for unfunded liability
  - ✓ Pay-as-you-go
  - ✓ OPEB Trust (\*Actuarial Value of Assets)
    - City implemented OPEB Trust in 2009
    - Currently 36% funded

\* Based on Actuary report dated October 2, 2020

ITEM NO. 18

# Pension Debt



- California Public Employees' Retirement system (CalPERS)
  - Defined benefit plan
    - Classic 2.5% at 55
    - PEPPRA\* 2% at 62
- \* Effective January, 2013*
- Classic
  - Employee Paid Member Contribution – 6% paid by the City
  - City Contribution – 40+%
- PEPPRA
  - Employee Paid Member Contribution – 7% paid by the employees
  - City Contribution – 8+%

ITEM NO. 18

# Pension Debt

- Fundamental Funding Rule  
 $\text{Contributions}^* + \text{Investment Earnings} = \text{Benefits} + \text{Expenses}$

*\*Employee and Employer contributions*



ITEM NO. 18



CITY OF PARAMOUNT



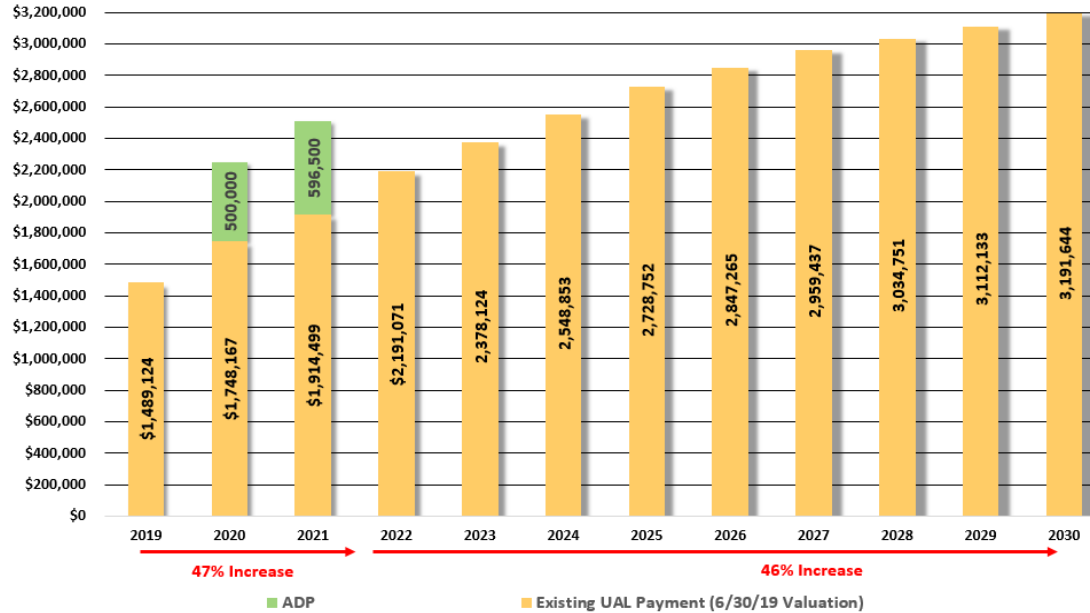
# Pension Debt

- How did unfunded pension liability form?
  - Investment Losses
  - CalPERS Policy Changes
  - Enhanced Benefits
  - Demographics
    - Unfunded Liabilities
- Funding options to pay for unfunded liabilities
  - ✓ Over 73% funded
  - ✓ Pay-as-you-go
  - ✓ Additional Discretionary Payments
  - ✓ Set aside reserves \$2.014 million
  - Pension Obligation Bonds (POB)
  - Trust 115 (similar to OPEB Trust)



ITEM NO. 18

# UAL Payment Progression 2019-2030 : Status Quo



ITEM NO. 18



CITY OF PARAMOUNT

# Pension Obligation

Further funding options:

- Pension Obligation Bonds (POB)
  - Due diligence: Bartle's independent actuary funding analysis supports POB
- Pension Trust 115
  - To pay off future unfunded liabilities
  - Set up trust using \$2.014 million existing reserves

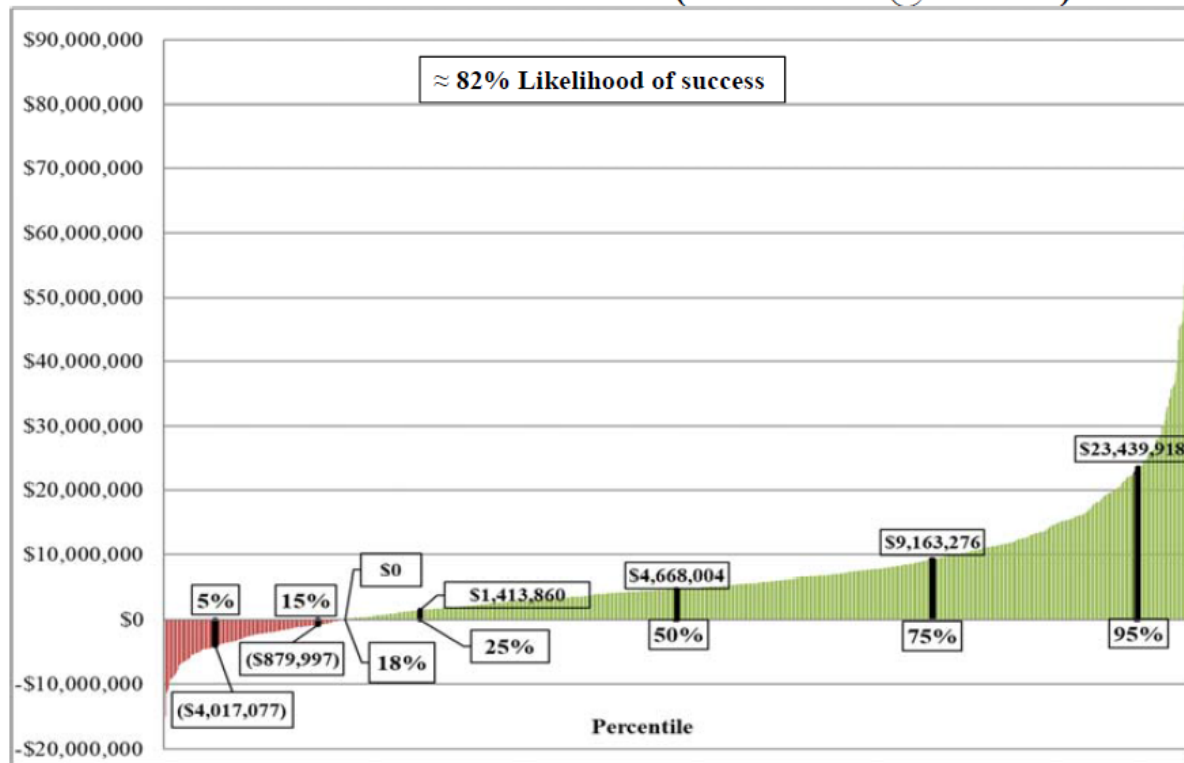


ITEM NO. 18



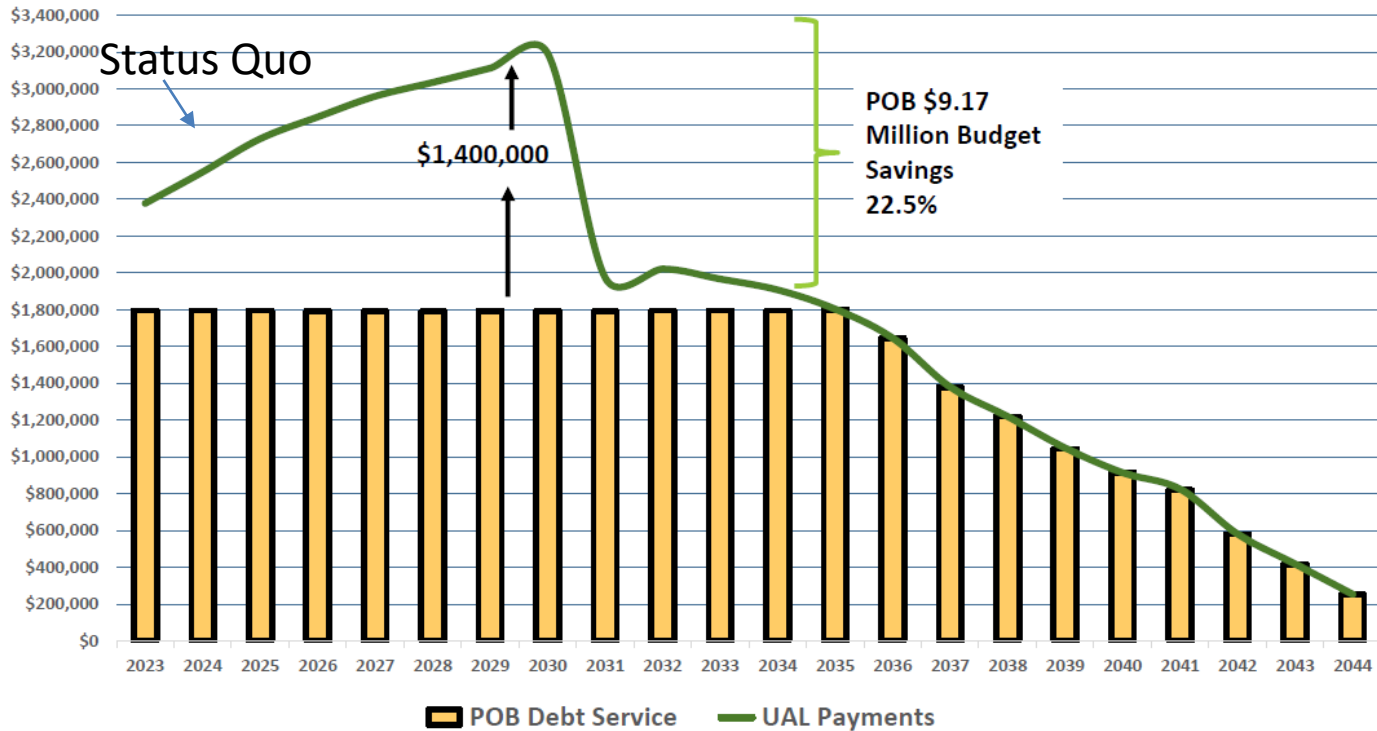
CITY OF PARAMOUNT

# **Present Value of Contributions Without POB Less With POB** **Miscellaneous Plan – Scenario 3 (100% UAL @ 3% DR)**





# Comparison – UAL and POB



ITEM NO. 18



# Debt Policy

- In 2017, SB 1029 was adopted to require municipalities to adopt local debt policies before issuing new debt.
- The policies include specified provisions concerning the use of debt.
- City requires to certify future debt issuance is consistent with local debt policies.



ITEM NO. 18



CITY OF PARAMOUNT



# Recommended Actions

- Receive and file this report
- Adopt the Debt Policy – Resolution No. 21:015

ITEM NO. 18



CITY OF PARAMOUNT

Ralph Andersen & Associates

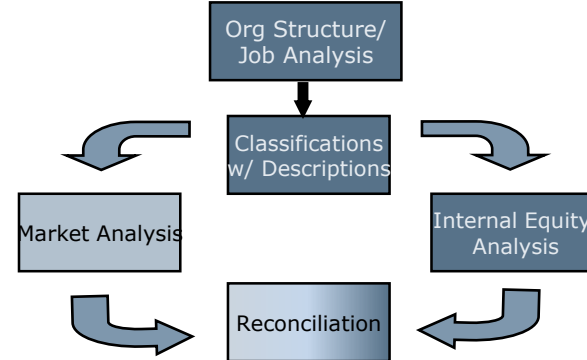
# City of Paramount Compensation Survey



# Pay Plan Development

The development and modification of the City's pay plan involves an assessment of several components:

- A comparison of City salary ranges with salary ranges for comparables jobs in agencies that represent the labor market.
- An analysis of the City's major benefits using a total compensation model. This analysis identifies areas of strengths and weaknesses in the City's benefits compared to market practices.
- Salary range analysis uses a combination of market data and a review/analysis of internal salary relationships.
- Implementation and impact on individual employee is a separate process.



# Why Surveys Are Done

Compensation surveys are a necessary part of assessing and updating an organization's compensation plan.

- Anticipate and understand what labor market is doing
- Data-driven framework for allocating resources to wages and benefits
- Provide defensibility and public accountability in employee compensation
- Optimize the City's ability to recruit and retain employees
- Labor relations/fact-finding are data-driven processes.

Public and Private employers both use market data to assess compensation; just a difference in accessibility and transparency of data.

# Survey Agencies

City	Population Served	Driving Distance	Total Revenues	Total Expenditures	ERI COL	ERI Wage	Water Ops	Hist
<b>Paramount</b>	<b>55,461</b>	<b>0</b>	<b>\$44.2 Mil</b>	<b>\$45.4 Mil</b>	<b>100.0</b>	<b>100.0</b>	<b>X</b>	
Bellflower	78,110	3	\$55.5 Mil	\$50.5 Mil	89.1	100.1		X
Lakewood	79,919	4	\$77.5 Mil	\$80.7 Mil	87.9	100.1	X	X
Lynwood	71,269	5	\$76.8 Mil	\$77.8 Mil	N/A	N/A	X	X
Cerritos	49,994	8	\$92.1 Mil	\$99.1 Mil	91.0	99.6	X	X
Bell Gardens	42,449	9	\$41.7 Mil	\$43.8 Mil	88.0	99.6		
South Gate	97,003	9	\$102.8 Mil	\$113.6 Mil	N/A	N/A	X	
Santa Fe Springs	18,295	11	\$76.2 Mil	\$81.6 Mil	88.2	99.6	X	X
La Mirada	48,877	13	\$47.9 Mil	\$56.4 Mil	90.4	99.8		X
Pico Rivera	63,374	13	\$81.0 Mil	\$87.1 Mil	74.1	99.7	X	X
Monterey Park	60,734	18	\$95.4 Mil	\$103.2 Mil	91.1	99.8	X	
San Gabriel	40,104	20	\$54.9 Mil	\$54.1 Mil	105.8	99.6		
Rosemead	54,363	21	\$27.1 Mil	\$34.2 Mil	88.7	100.0		
<b>Average</b>	<b>58,458</b>	<b>10</b>	<b>\$67.2 Mil</b>	<b>\$71.3 Mil</b>	<b>90.4</b>	<b>99.8</b>		

Population - CA Dept of Finance; 2020

Distance - Google Maps

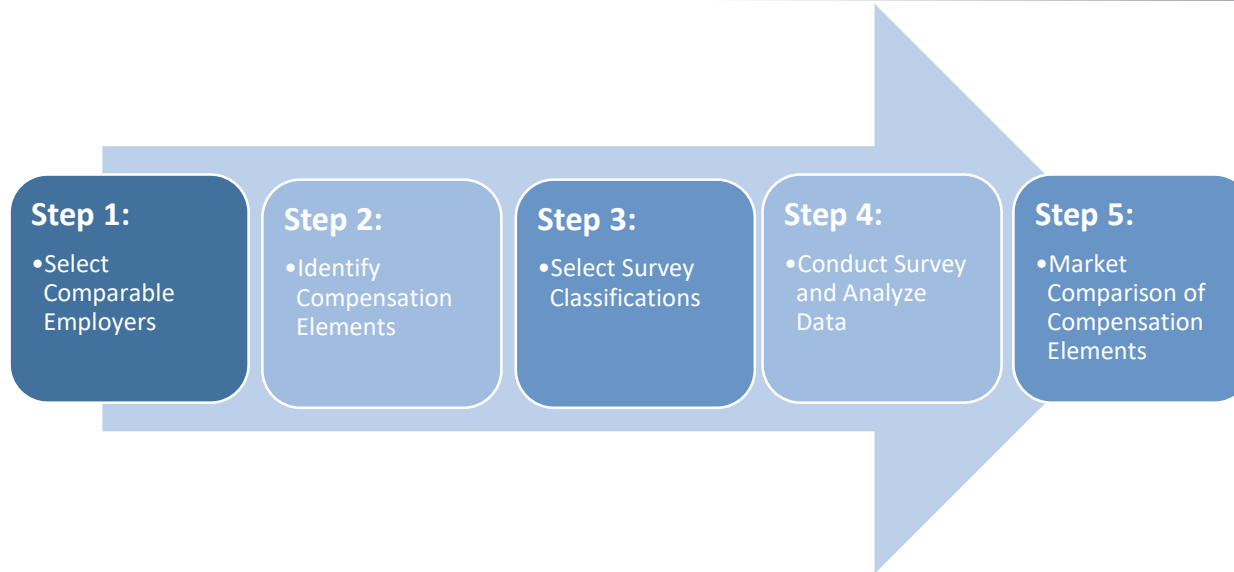
Revenues/Expenditures - CA State Controller; 2019

Cost of Living/Wage Index - Economic Research Institute; January 2021

## Selection Criteria

- Historical practices
- Nature of services
- Geographic location
- Size
- Economic similarity

# Survey Process



Compensation survey data was collected by the project consultants and included the collection and analysis of the following:

- Organization charts, budgets, and position control documents
- Job descriptions
- Salary schedules
- Benefits summaries and MOUs
- Follow-up information provided by each survey agency

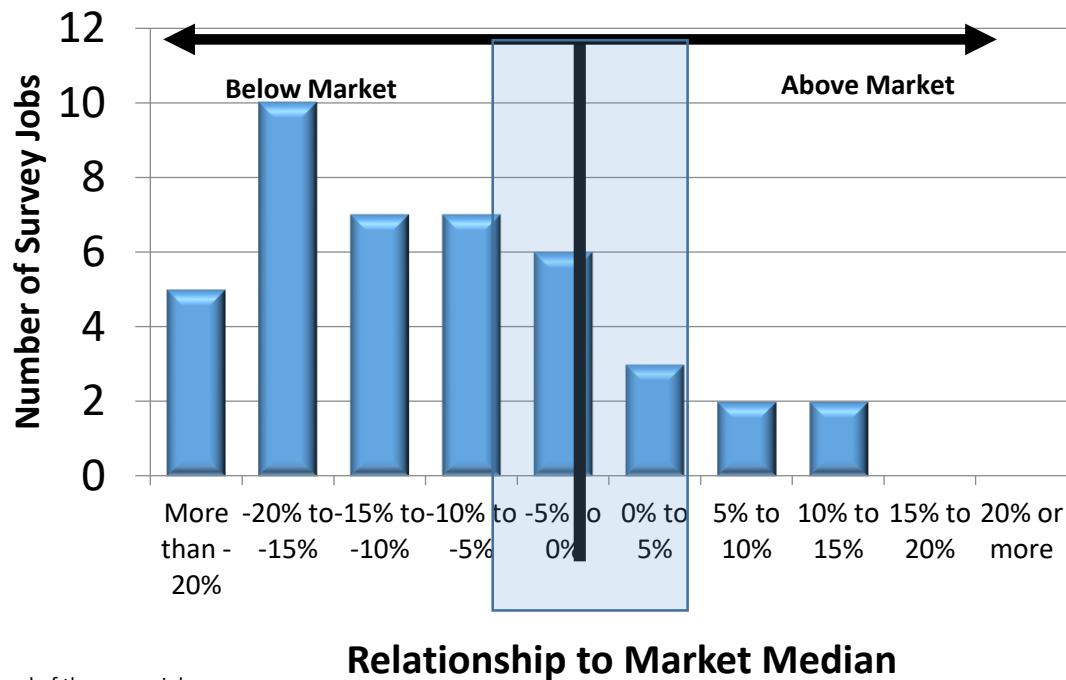


# Scope of Data Collection

The compensation survey included the collection and analysis of base salary and benefit data to understand how the City's total compensation compares with labor market practices. Elements included in the survey include:

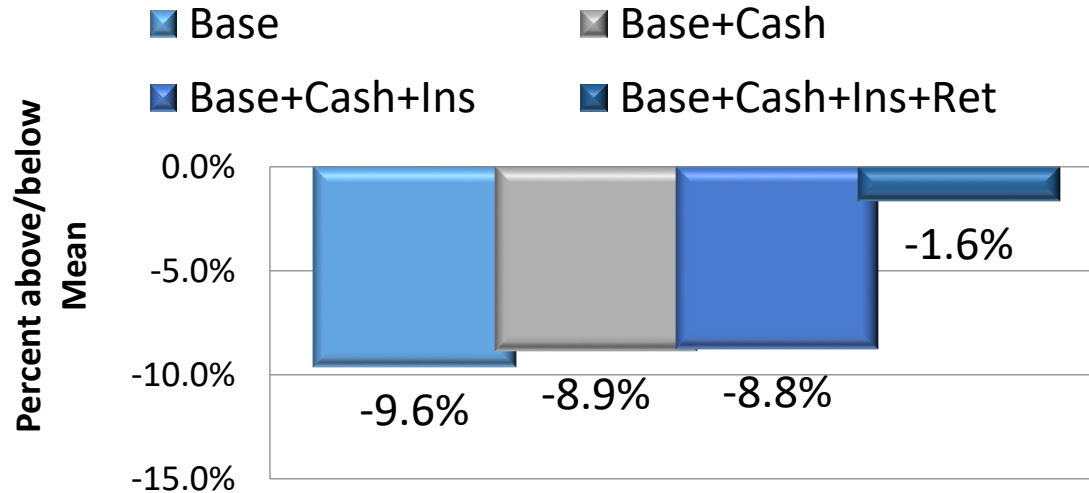
- Base Salary
  - Range maximum (control point of range)
- Cash Benefits
  - Longevity
  - Employer Paid Member Contribution (EPMC)
  - Deferred Comp.
  - Uniform Allowance
  - Education Incentives
  - HAS
- Insurance Benefits
  - Health
  - Dental
  - Vision
  - Life Insurance
  - Long Term Disability
- Employer Retirement
  - Employer Contribution
  - Retirement Formula
  - FICA
- Leave Benefits
- Other Benefits

# Market Summary – Base Salary



Strongest trend of the survey jobs should be in shaded region

# Benefits Survey Summary



Benefits analysis based on snap-shot trends of major benefit categories

- When base salary ranges are compared, the City is 9.6% below median overall
- When cash benefits are added to base salary and the cumulative totals analyzed, the City is 8.9% below market median. This is an insignificant change.
- When insurance benefits are cumulatively added to base and cash benefits, the City is 8.8% below the market median which is an insignificant change and indicates the City's insurance benefits are comparable to the market overall.
- When retirement benefits are cumulatively added to base, cash, and insurance benefits, the City gains to 1.6% below market median. This gain is due to a higher total retirement contribution rate.



## Compensation Analysis FY 22 Impact

ITEM NO. 19



CITY OF PARAMOUNT





# Compensation and Benefits Outlook

- City conducted its first classification & compensation study 3 years ago.
- Set out on a strategy to adjust employee compensations closer to market.
- Phased approach
  - Long-term target goal is to be within 5% of median.
  - External factors always at play (e.g. budget outlook, market comparables, CPI, etc.)

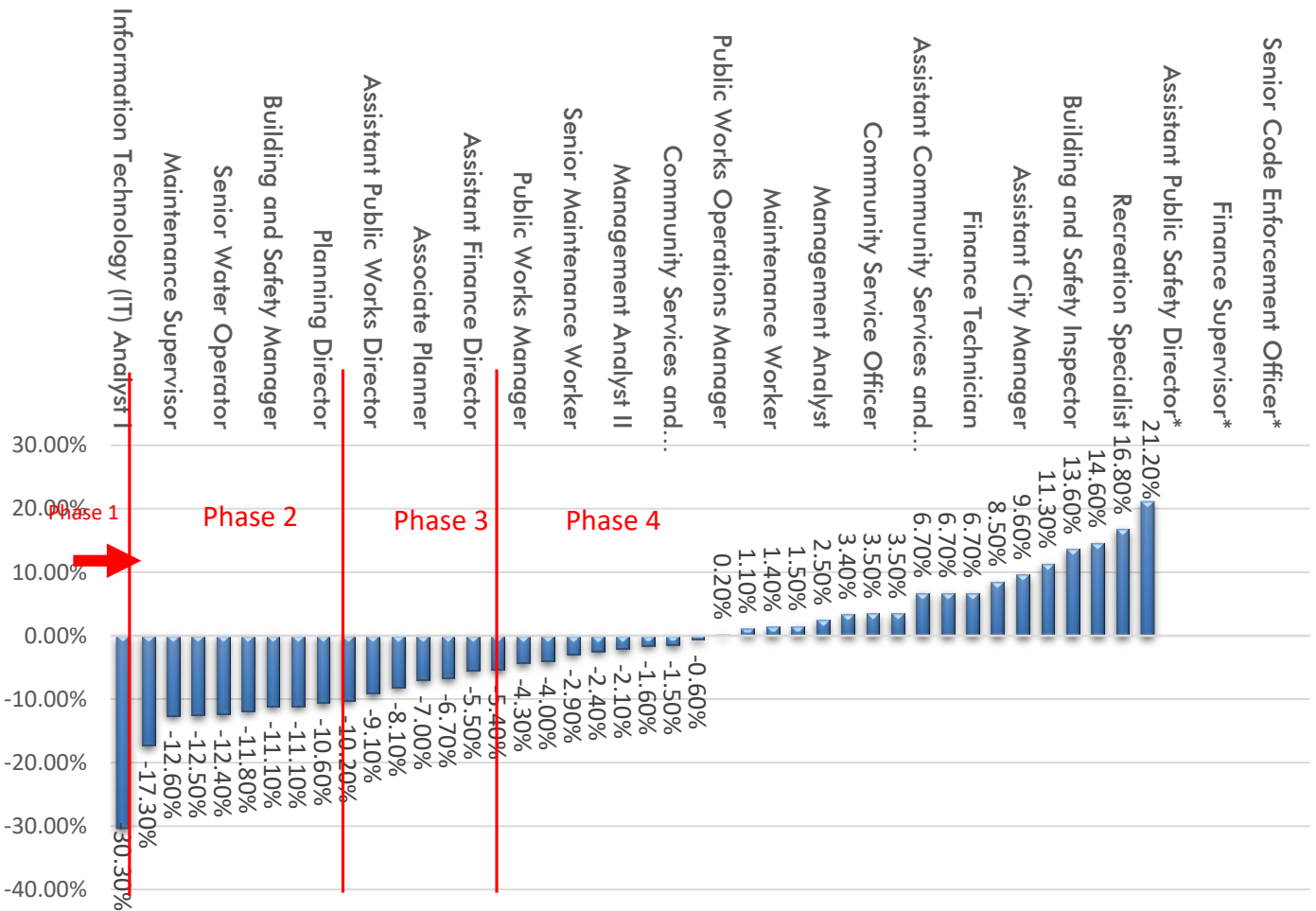


ITEM NO.

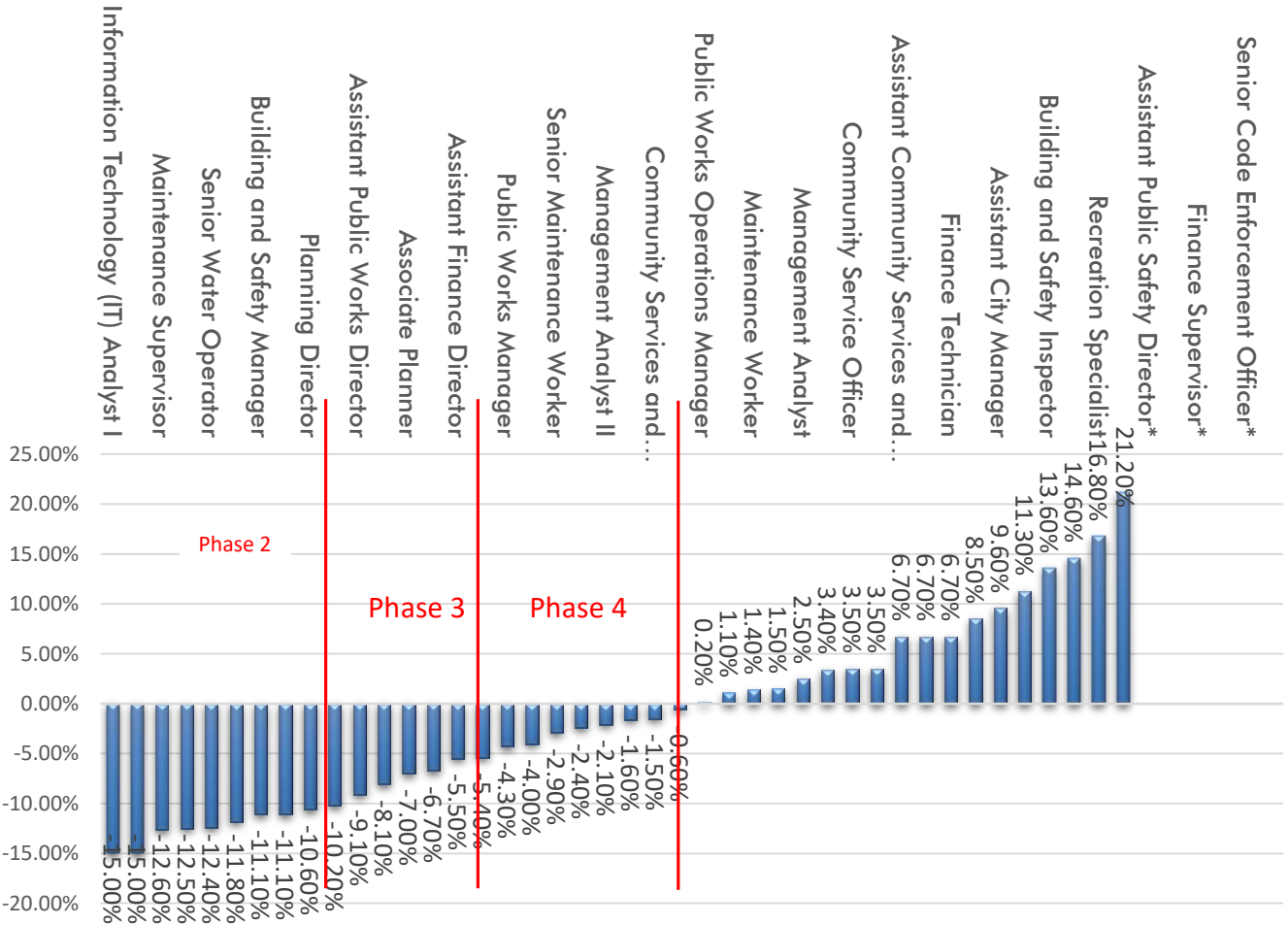


CITY OF PARAMOUNT

# Labor Market Standing (2021)



# Labor Market Standing (2021) **After Adjustment**





## Next Steps

- Proposed FY 22 budget will include recommended salary adjustments to most below-market “Phase 1” employees.
  - Includes nominal adjustments to their respective supervisors who will be impacted by “Compression”.
  - Internal goal to maintain 15% to 20% compensation difference between supervisors and their subordinates.
- Future market compensation adjustments will be reviewed in conjunction with the annual budget adoption process.
- Part-time employees’ compensation will be addressed mid-FY 22 during minimum wage adjustments pursuant to State law



ITEM NO. 19



CITY OF PARAMOUNT





# Key Takeaways

- City salaries are generally below the market median of comparable cities.
- For full-time positions:
  - 69% of the survey jobs are more than 5% below median
  - 10% of the survey jobs are more than 5% above median
  - 21% of the survey jobs are within 5% of median
- Overall, the City's base pay is 9.6% below the market; only 1.6% below when factoring in benefits



ITEM NO. 19



CITY OF PARAMOUNT



## Key Takeaways (Cont'd)

- Part-time pay is 9.3% below the market
- Management jobs are further below market than non-management jobs
- The City's benefits are comparable to the labor market\*\*  
*\*\* Except for Employer Paid Member Contribution (EPMC) ... we are much more generous.*
- Only two of the surveyed agencies pay all or a portion of the EPMC.



ITEM NO. 19



CITY OF PARAMOUNT

## Recommended Action

It is recommended the City Council receive and file the Employee Compensation Study.

ITEM NO. 19





# Fiscal Year 2022 Proposed Budget

ITEM NO. 20



CITY OF PARAMOUNT





ITEM NO. 20



CITY OF PARAMOUNT

# Proposed Budget FY 2022

## Background - FY 2021 Focus

### COVID-19 mitigation

- Community mask distribution
- Food distribution
- Senior Programs – meals delivery; wellness checks; birthday celebrations; mobile DJs
- Vaccine Sites
- Al Fresco – dining and personal care
- Public outreach
- Suspended water shut-off and penalties
- COVID-19 accommodations



ITEM NO. 20



CITY OF PARAMOUNT

# Proposed Budget FY 2022

## Background - FY 2021 Focus

### Public Assistance

- Rental Assistance
- Mortgage Assistance
- Small Business Assistance
- Homeless Assistance
- Distance Learning – Tutoring Program



ITEM NO. 20



CITY OF PARAMOUNT

# Proposed Budget FY 2022

## Background - FY 2021 Financial Status

- Surplus \$650,450
- Replenish and preserve CIP Reserve, Pension Reserve and Equipment Replacement Fund
- Make additional payments toward unfunded liabilities
- Measure Y and Federal resources (e.g. CARES Act, CDBG-CV)



# Proposed Budget FY 2022

## Looking Forward...

- “Blueprint for a Safer Economy” is anticipated to be lifted on June 15, 2021
- Fully operational in staffing levels, programs and services returning to normal operating levels
- Proposing numerous CIPs
- Freeze on fee increases based on CPI increase
  - Business License, Animal License, Swap Meet
- Measure Y
- American Rescue Plan Act of 2021 (ARPA)

# Proposed Budget Overview

## Fiscal Year 2022

	General	Restricted	Water
<b>Beginning Fund Bal.</b> <b>- 7/1/2021</b>	\$ 13,483,900	\$ 16,165,800	\$ 2,078,250
<b>Revenues/Sources</b>	\$ 33,072,750	\$ 21,511,450	*\$ 10,836,700
<b>Expenditures</b>			
Operating	\$ 30,492,400	\$ 8,831,600	\$ 11,151,850
CIPs	2,578,100	16,758,750	*2,770,000
<b>Total Exp.</b>	\$ 33,070,500	\$ 25,590,350	\$ 13,921,850
<b>Surplus/Deficit</b>	\$ 2,250	\$ (1,011,900)	\$ (2,948,500)
<b>Ending Fund Bal.</b> <b>- 6/30/2022</b>	\$ 13,486,150	\$ 12,086,900	\$ (1,006,900)

\* Includes IBank loan proceeds of \$2,170,000 for Well #16 construction

ITEM NO. 20

# REVENUES

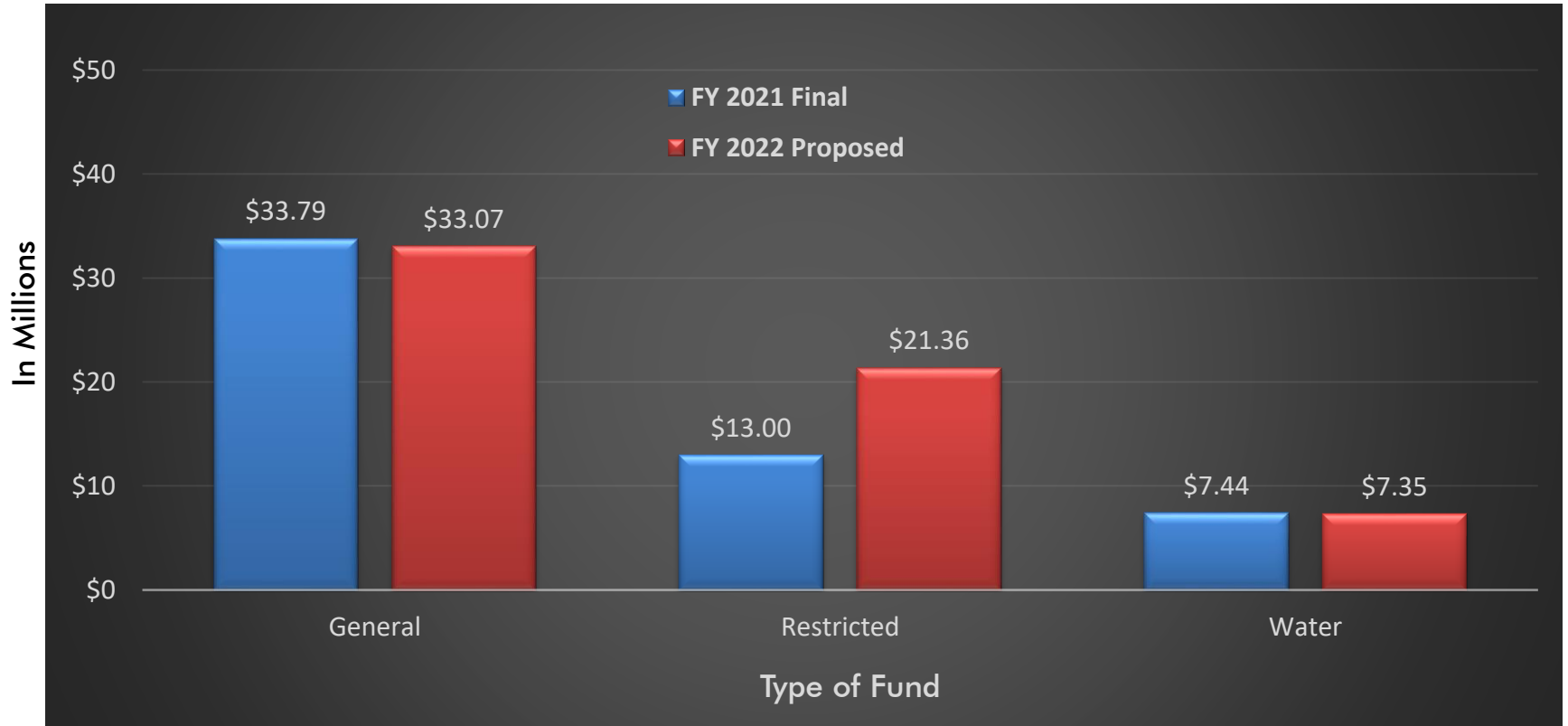


ITEM NO. 20



CITY OF PARAMOUNT

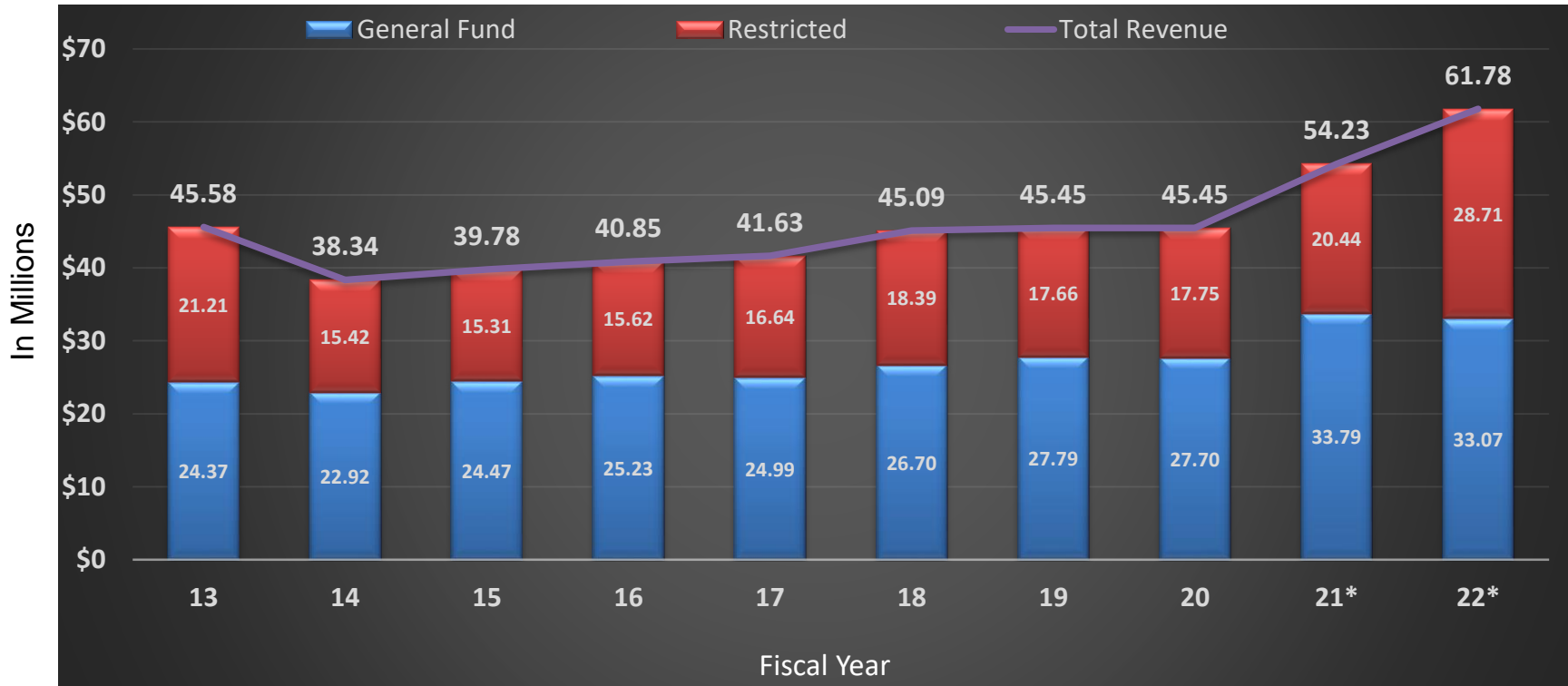
# FY 2021 & FY 2022 Revenue Projection



ITEM NO. 20



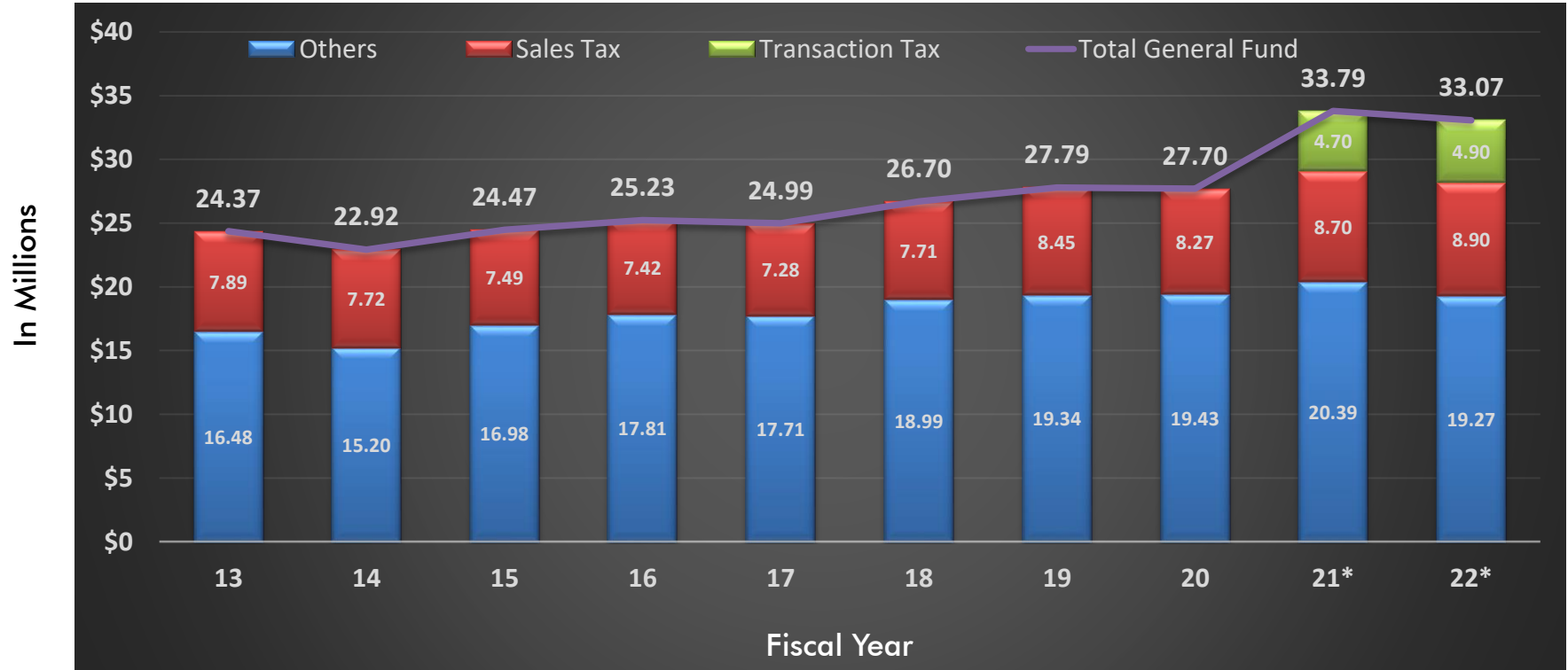
# History of City Revenues



\*FY 2021 & FY 2022 are estimates

ITEM NO. 20

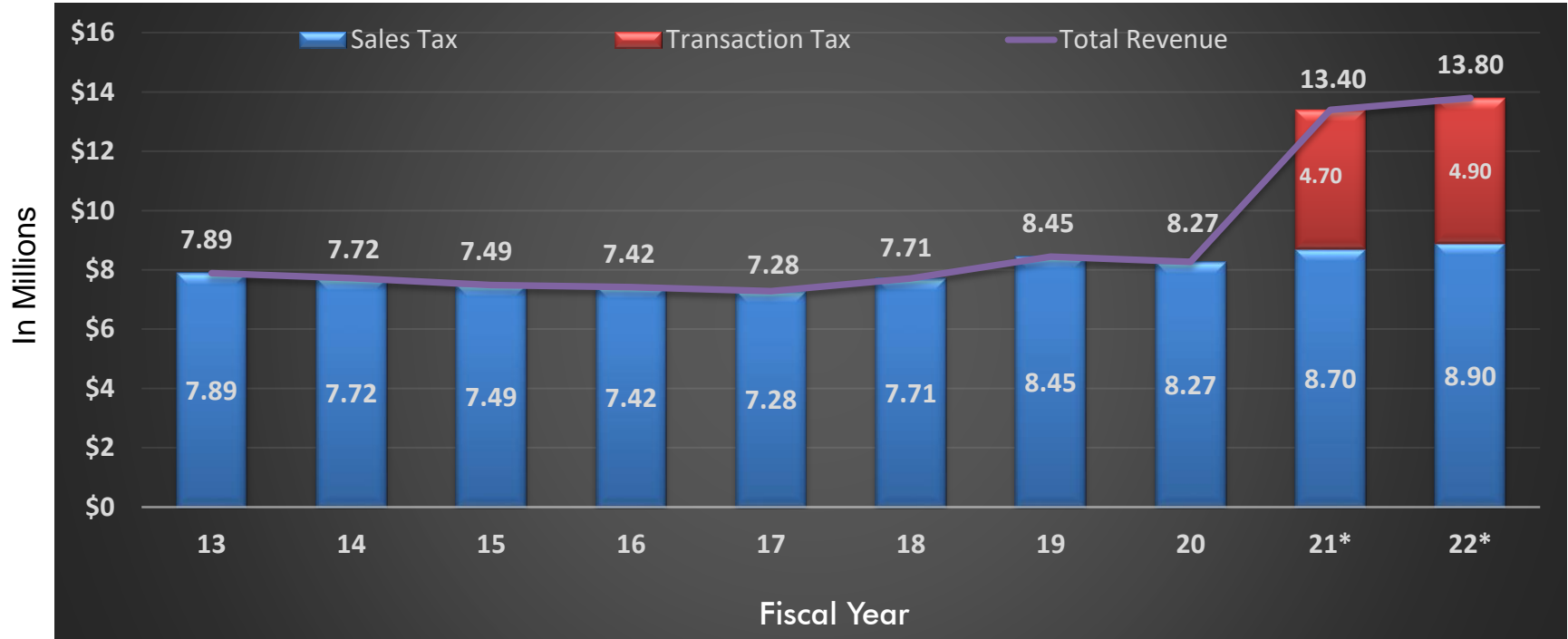
# History of General Fund Revenues



\*FY 2021 & FY 2022 are estimates

ITEM NO. 20

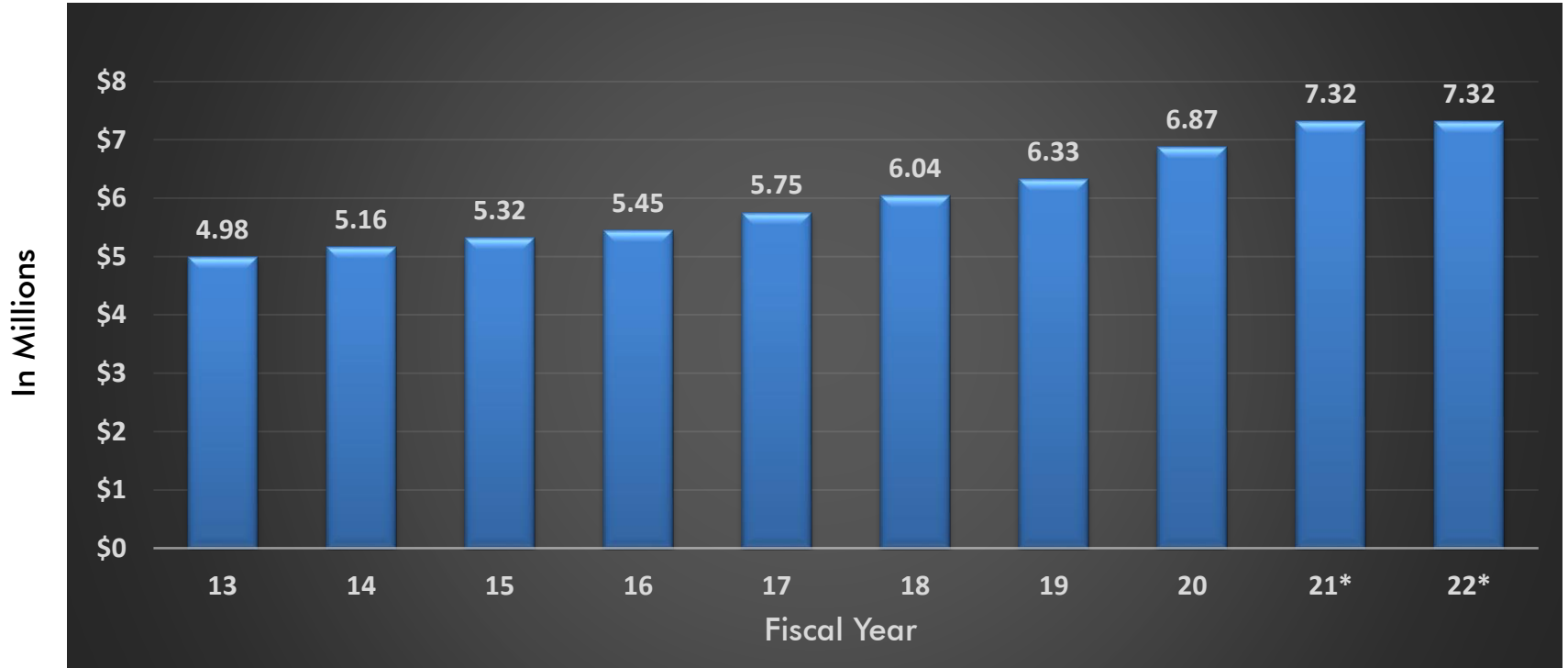
# History of Sales Tax Revenues



\*FY 2021 & FY 2022 are estimates

ITEM NO. 20

# Motor Vehicle License Fee Revenue History

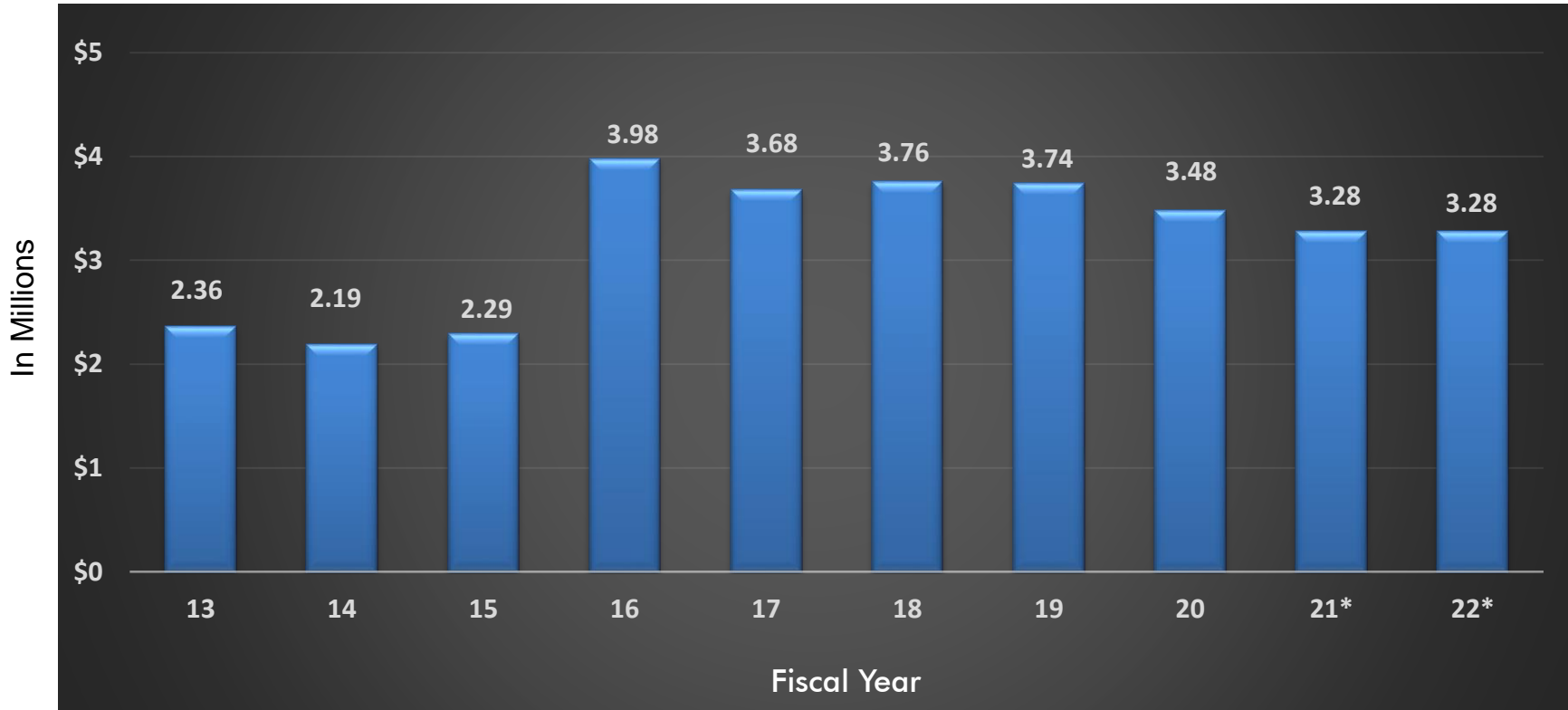


\*FY 2021 & FY 2022 are estimates

ITEM NO. 20



# History of Utility Users Tax



\*FY 2021 & FY 2022 are estimates

ITEM NO. 20



# Utility Users Tax (Measure P) & New Transaction Tax (Measure Y)

- A significant source of revenues
- Continues to fund and maintain essential services

ITEM NO. 20

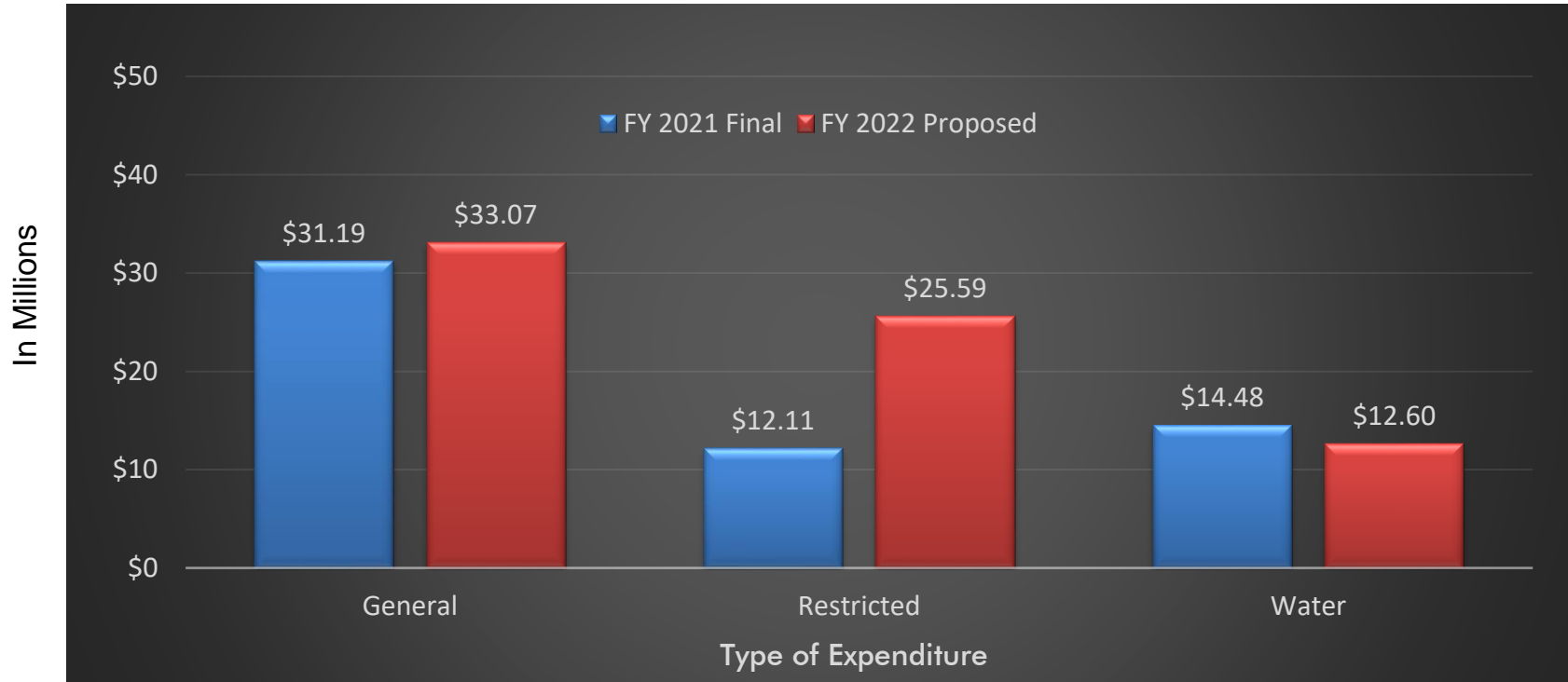


# EXPENDITURES



ITEM NO. 20

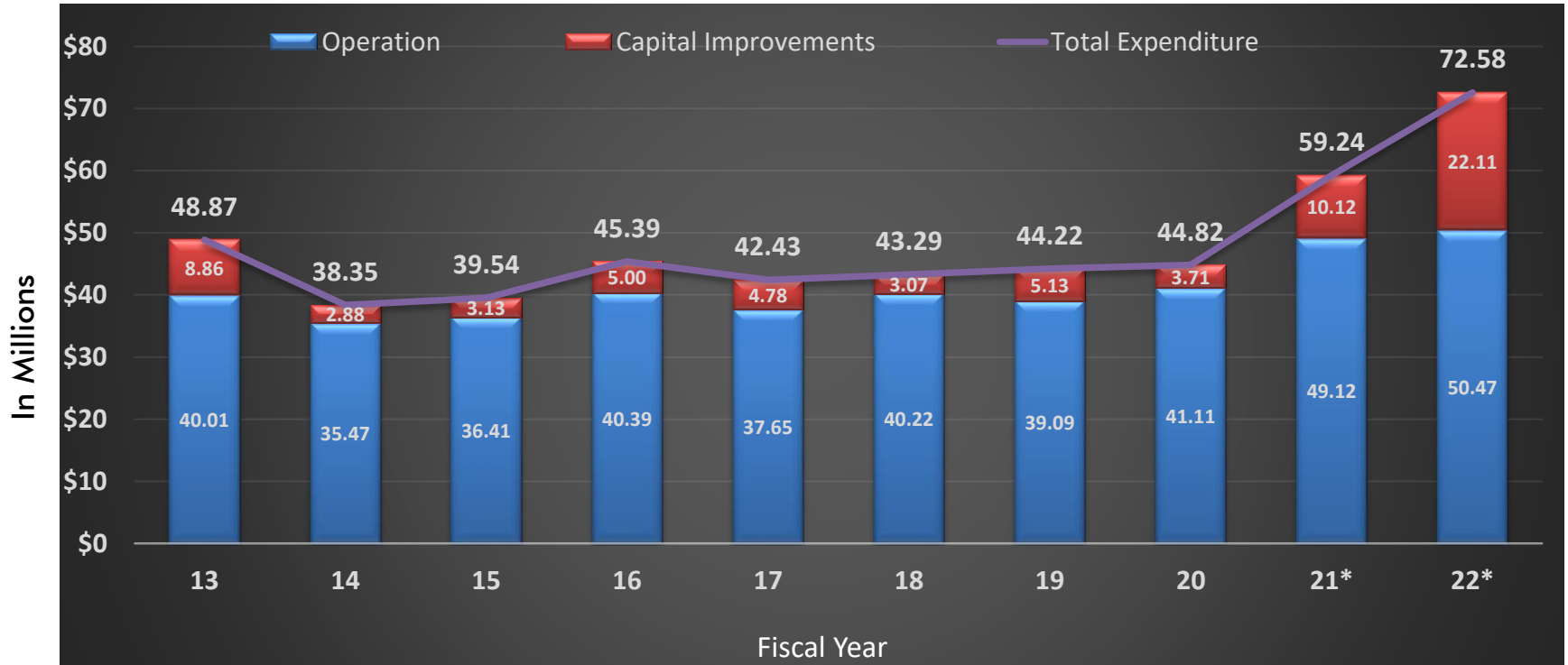
# FY 2021 & FY 2022 Expenditure



\*Does not include depreciation and loan principal payments

ITEM NO. 20

# History of City Expenditure



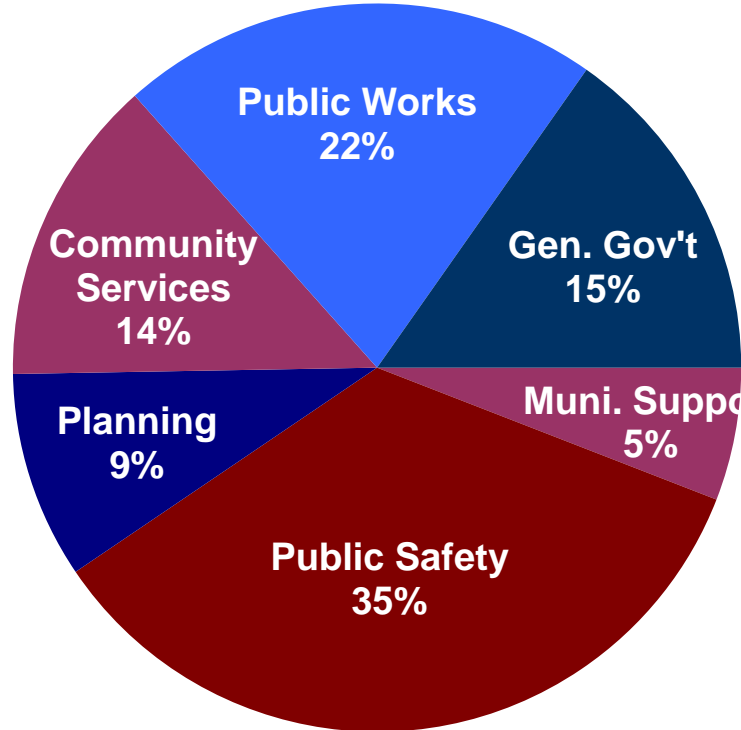
\*FY 2021 & FY 2022 are estimates

ITEM NO. 20



# FY 2022 Operating Expenditures\*

**\$39,324,000**



\*Excludes Water

ITEM NO. 20

# Community Promotion



- Total budget \$445,100 (\$9,050 increase)
- Funding for community groups based on matrix
- Existing programs and special events
- Recognition Programs
  - Youth Sports Hall of Fame
  - Education
  - Active Military
- New events
  - Back to School, Coffee with the Mayor & Explore Paramount

ITEM NO. 20

# Human Resources



- All positions (FT and PT)
  - 3% COLA (2% EPMC reduction for "Classic")
  - FY 2020/2021 CPI 0.97%
  - No other benefit change
- Compensation Study – adjusting 4 positions whose compensation is considered the most severely under market

ITEM NO. 20

# Public Safety

- Total budget \$13.75 million (\$620,050 increase)
- Over 1.45 to 1.72% increase in the Sheriff's contract
- 11% contribution to the LTF (no increase)
- Contract rate increase (e.g. crossing guard, animal control)
- Neighborhood Watch and Neighborhood Preservation efforts

# Community Services

- Total budget \$5.44 million (\$226,700 increase)
- COVID-19 mitigation efforts
- STAR after school program
- Continued support of PEP
- Senior programming
- Partnership with YMCA and LB Transit
- Park maintenance & improvements
- Facilities
- Special events
- Adaptive recreation programs



ITEM NO. 20



# Planning



- Total budget \$3.65 million (\$267,800 decrease)
- Maintaining the current level of services
- Residential/Commercial Rehabilitation programs
- Development of two specific plan documents
- \$100,000 air monitoring services

ITEM NO. 20

# Public Works

- Total budget \$19.02 million (\$436,150 increase)
- Maintaining the current level of services
- Annual sidewalk repairs
- Environmental compliance e.g. stormwater and solid waste
- Currently in negotiation with Enterprise for leased vehicle program

# Water Utility



- Total budget \$11.04 million (\$110,300 increase)
- New water well continuing construction
- PFAS treatment
- New debt service related to the water well construction
- Installation of Services and Hydrants
- Annual Valve Replacement Program



ITEM NO. 20

# Water Utility



Revenues	\$	9,519,000*
Expenditures		<u>(12,604,150)**</u>
Deficit	\$	(3,085,150)
Beginning Reserve		<u>2,078,228</u>
Ending Reserve	\$	(1,006,922)

\* Includes IBank loan proceeds of \$2,170,000

\*\*Excludes depreciation & loan principal payments

ITEM NO. 20



# CAPITAL IMPROVEMENT PROJECTS (CIP)



ITEM NO. 20



CITY OF PARAMOUNT

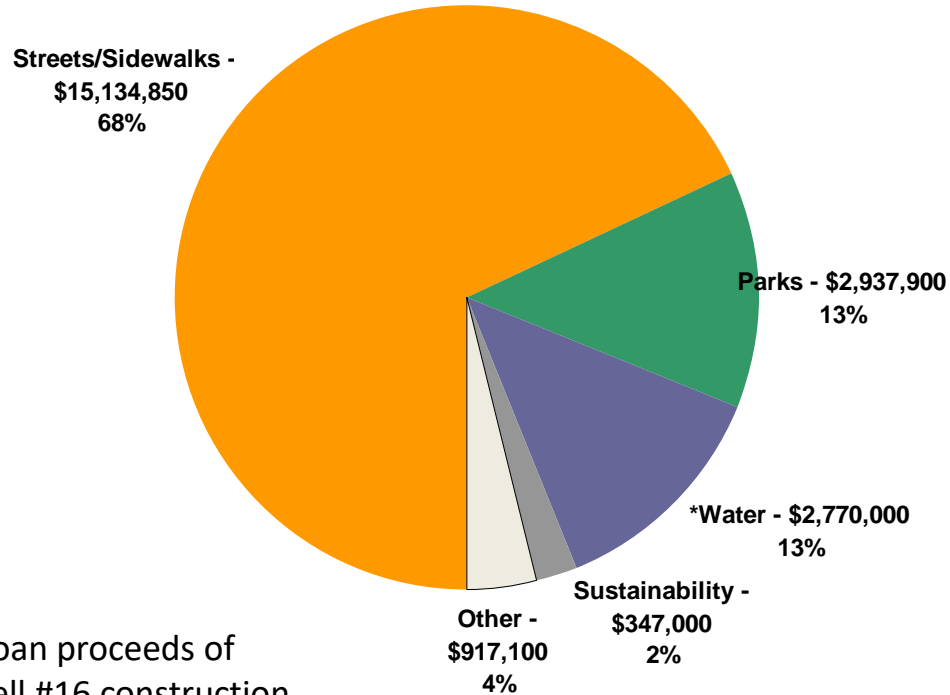


# FY 2021 & FY 2022 CIPs



ITEM NO. 20

# Capital Improvements: \$22,106,850



\* Includes IBank loan proceeds of  
\$2,170,000 for Well #16 construction

ITEM NO. 20

# Capital Improvement Projects

- Arterial street resurfacing
- Neighborhood street improvements
- Traffic Signal – Alondra/Passage
- City entry monument signs
- Traffic Safety Improvements
- Bus stop shelters
- Drought tolerant median conversion



ITEM NO. 20

# Capital Improvement Projects

- New Water Well #16 continuing construction
- Paramount Park playground
- Paramount Park picnic shelter renovation
- Paramount Park ballfield lighting
- Dills Park community orchard
- Dills Park restrooms
- Progress Park exterior art installation & lighting upgrades
- Salud Park walking track replacement
- Gym improvements



ITEM NO. 20

# Capital Improvement Projects

- Yard roof replacement
- Emergency operations equipment
- Civic Center fountain upgrade
- Neighborhood enhancement



ITEM NO. 20



# Capital Improvement Projects

## Sustainability Projects

- EV charging stations
- Solar power storage at City Yard
- Paramount Park interior/exterior LED lighting
- City Hall LED retrofit lighting
- HVAC Upgrades – Paramount Gym



ITEM NO. 20



CITY OF PARAMOUNT

# General Fund

## FY 2021

Revenues	\$	33,793,250
Expenditures		31,089,800
Transfers*		<u>1,953,000</u>
Surplus	\$	650,450

*\*ERF \$500K, PERS \$500K, CIP Reserve \$500K & CIP Reserve to fund carryover projects \$453K*

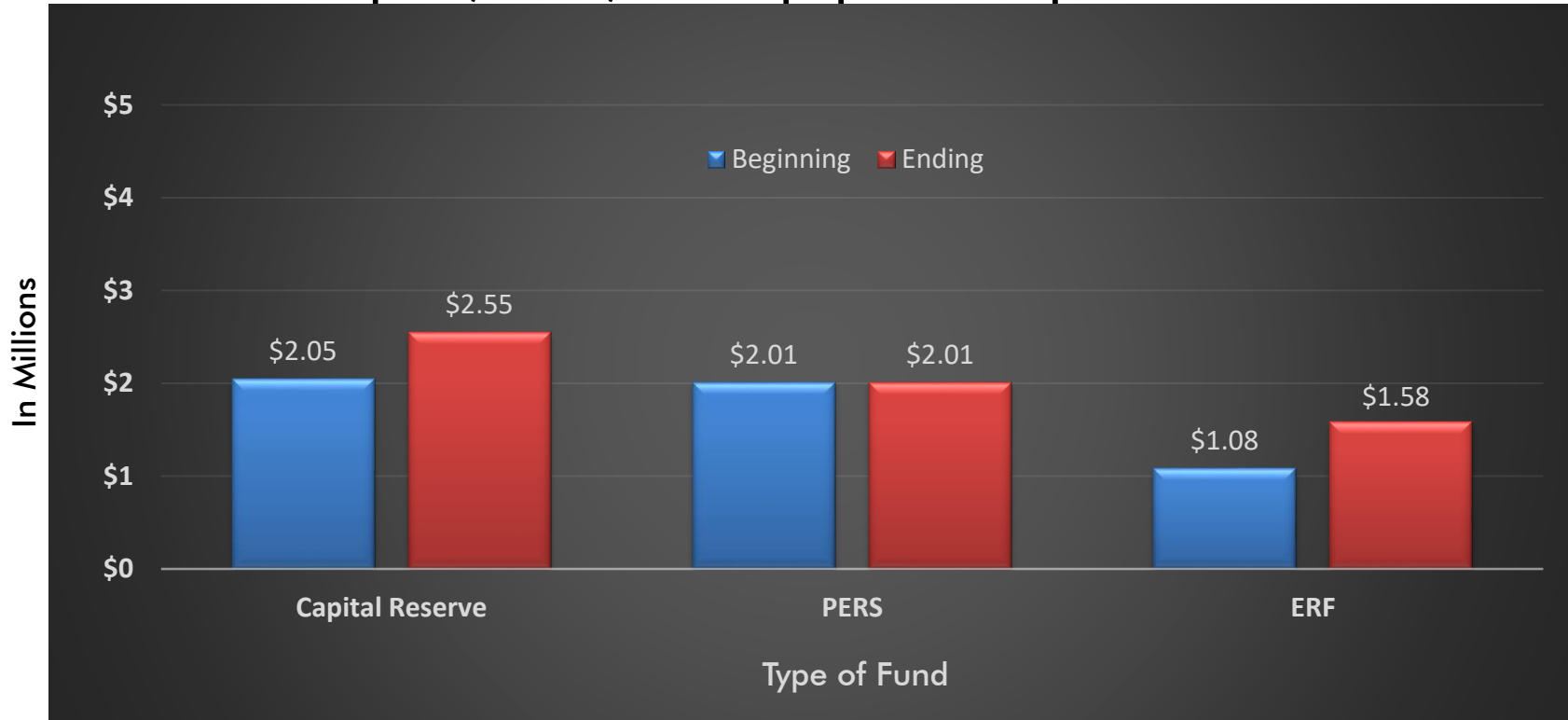
## FY 2022

Revenues	\$	33,072,750
Expenditures		<u>33,070,500</u>
Surplus	\$	2,250

ITEM NO. 20

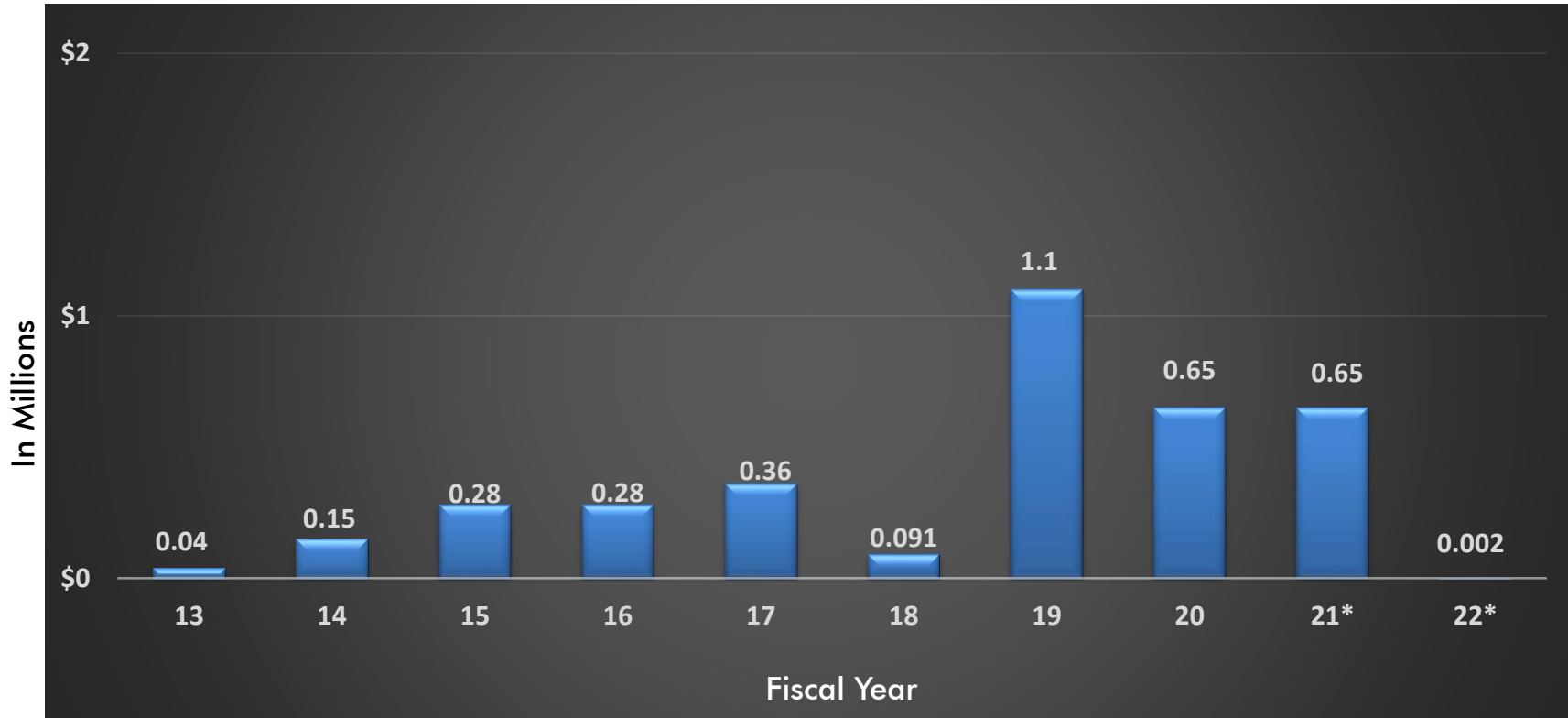
# FY 2021 Ending Balances

## Capital, PERS, and Equipment Replacement



ITEM NO. 20

# History of General Fund Surpluses/(Deficits)



\*FY 2021 & FY 2022 are estimates

ITEM NO. 20

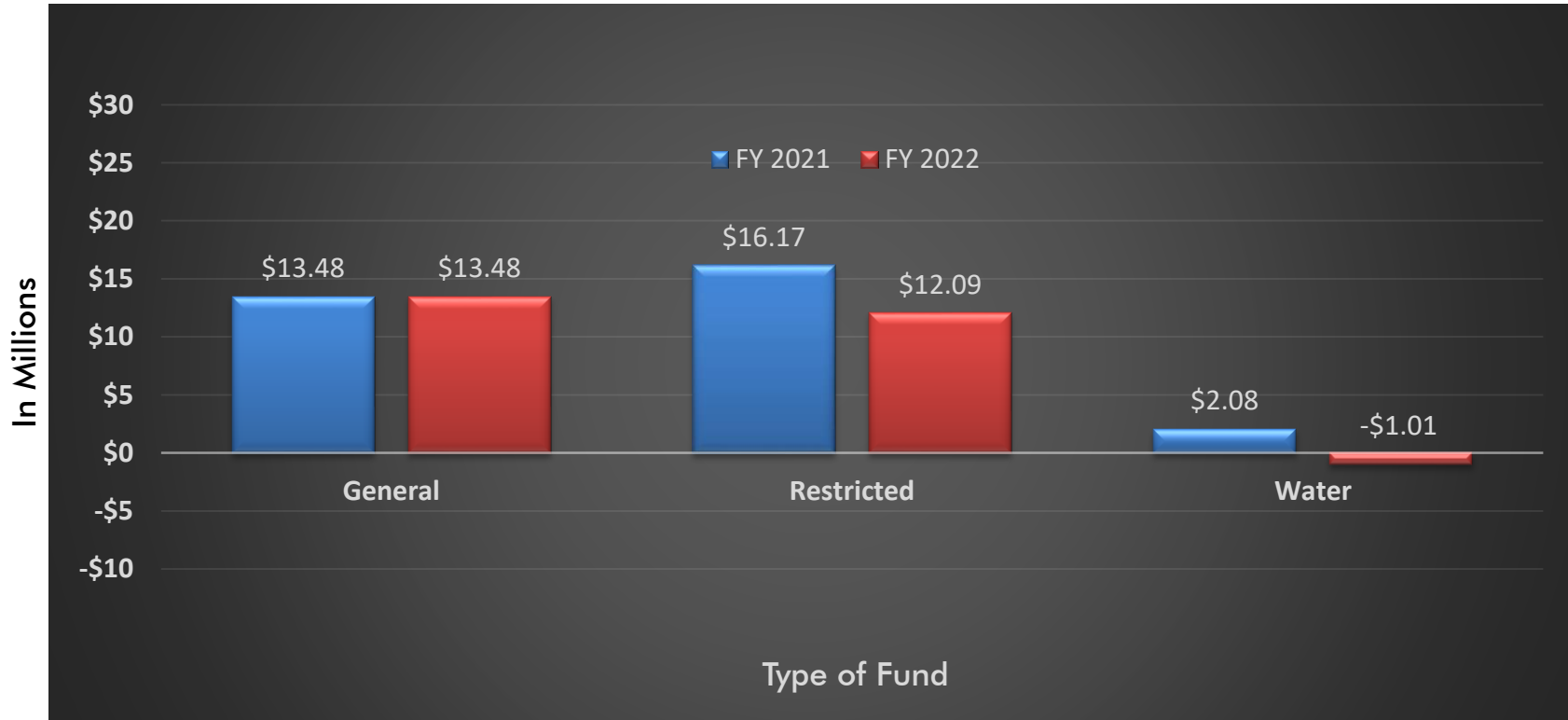
# ENDING BALANCES



ITEM NO. 20



# Ending Fund Balance



ITEM NO. 20

# SUCCESSOR AGENCY



# Successor Agency

- SA to wind down the affairs of the former RDA including preparing annual Recognized Obligation Payment Schedule (ROPS), making bond payments and carrying out various agreements
- Budget reflects enforceable obligations on ROPS and RPTTF revenues we expect to receive



ITEM NO. 20

# Housing Authority



ITEM NO. 20

# Housing Authority

- The Housing Authority received a limited amount of low-mod housing funds



ITEM NO. 20



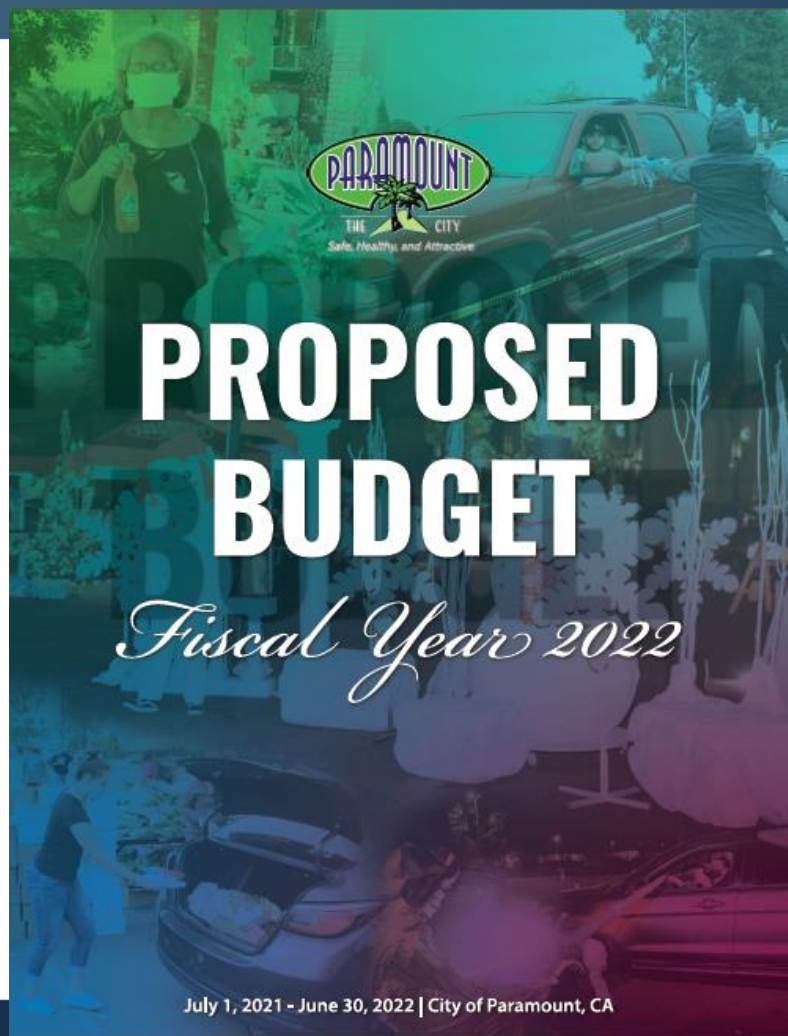
# Recommendation

- It is recommended that the City Council establish June 22nd for further review of Fiscal Year 2022 Proposed Budget.

ITEM NO. 20



CITY OF PARAMOUNT



ITEM NO. 20



CITY OF PARAMOUNT



# Fiscal Year 2022 Proposed Budget

ITEM NO. 20



CITY OF PARAMOUNT





# Comments/Committee Reports

ITEM NO.



CITY OF PARAMOUNT





# Successor Agency to the Paramount Redevelopment Agency

ITEM NO.



CITY OF PARAMOUNT





# Paramount Housing Authority

ITEM NO.



CITY OF PARAMOUNT





# Public Financing Authority

ITEM NO.



CITY OF PARAMOUNT





# Closed Session

ITEM NO.



CITY OF PARAMOUNT