



# CITY COUNCIL MEETING

March 1, 2022



**BRENDA OLMOS**  
Mayor



**VILMA CUELLAR  
STALLINGS**  
Vice Mayor



**ISABEL AGUAYO**  
Councilmember



**LAURIE GUILLEN**  
Councilmember



**PEGGY LEMONS**  
Councilmember

## Call to Order



# CITY COUNCIL MEETING

March 1, 2022



**BRENDA OLMOS**  
Mayor



**VILMA CUELLAR  
STALLINGS**  
Vice Mayor



**ISABEL AGUAYO**  
Councilmember



**LAURIE GUILLEN**  
Councilmember



**PEGGY LEMONS**  
Councilmember

**Pledge of Allegiance**



# CITY COUNCIL MEETING

March 1, 2022



**BRENDA OLMOS**  
Mayor



**VILMA CUELLAR  
STALLINGS**  
Vice Mayor



**ISABEL AGUAYO**  
Councilmember



**LAURIE GUILLEN**  
Councilmember



**PEGGY LEMONS**  
Councilmember

**Invocation: Pastor Laura Warth**



# CITY COUNCIL MEETING

March 1, 2022



**BRENDA OLMOS**  
Mayor



**VILMA CUELLAR  
STALLINGS**  
Vice Mayor



**ISABEL AGUAYO**  
Councilmember



**LAURIE GUILLEN**  
Councilmember



**PEGGY LEMONS**  
Councilmember

## Roll Call of Councilmembers



# CITY COUNCIL MEETING

March 1, 2022



**BRENDA OLMOS**  
Mayor



**VILMA CUELLAR  
STALLINGS**  
Vice Mayor



**ISABEL AGUAYO**  
Councilmember



**LAURIE GUILLEN**  
Councilmember



**PEGGY LEMONS**  
Councilmember

**Mayor's Award of Excellence**



# CITY COUNCIL MEETING

March 1, 2022



**BRENDA OLMOS**  
Mayor



**VILMA CUELLAR  
STALLINGS**  
Vice Mayor



**ISABEL AGUAYO**  
Councilmember



**LAURIE GUILLEN**  
Councilmember



**PEGGY LEMONS**  
Councilmember

**Developmental Disabilities Awareness Month**



# CITY COUNCIL MEETING

March 1, 2022



**BRENDA OLMOS**  
Mayor



**VILMA CUELLAR  
STALLINGS**  
Vice Mayor



**ISABEL AGUAYO**  
Councilmember



**LAURIE GUILLEN**  
Councilmember



**PEGGY LEMONS**  
Councilmember

**National Women's History Month**



# CITY COUNCIL MEETING

March 1, 2022



**BRENDA OLMOS**  
Mayor



**VILMA CUELLAR  
STALLINGS**  
Vice Mayor



**ISABEL AGUAYO**  
Councilmember



**LAURIE GUILLEN**  
Councilmember



**PEGGY LEMONS**  
Councilmember

**American Red Cross Awareness Month**



# CITY COUNCIL MEETING

March 1, 2022



**BRENDA OLMOS**  
Mayor



**VILMA CUELLAR  
STALLINGS**  
Vice Mayor



**ISABEL AGUAYO**  
Councilmember



**LAURIE GUILLEN**  
Councilmember



**PEGGY LEMONS**  
Councilmember

## City Council Public Comment Updates



# CITY COUNCIL MEETING

March 1, 2022



**BRENDA OLMOS**  
Mayor



**VILMA CUELLAR  
STALLINGS**  
Vice Mayor



**ISABEL AGUAYO**  
Councilmember



**LAURIE GUILLEN**  
Councilmember



**PEGGY LEMONS**  
Councilmember

## Public Comments



# CITY COUNCIL MEETING

March 1, 2022



**BRENDA OLMOS**  
Mayor



**VILMA CUELLAR  
STALLINGS**  
Vice Mayor



**ISABEL AGUAYO**  
Councilmember



**LAURIE GUILLEN**  
Councilmember



**PEGGY LEMONS**  
Councilmember

## Consent Calendar



# Paramount Youth Commission Presentation

ITEM NO. 10



CITY OF PARAMOUNT



# 1660 Adult Recreation Program

ITEM NO. 11



CITY OF PARAMOUNT



## Background

- The Adult Community & Recreation
- Past Efforts:
  - Excursions
  - Sports
- Participation is the key



ITEM NO.11



CITY OF PARAMOUNT

# Adult Sports

- Community Survey on Adult Sports - 2019
  - Friday Night Paramount
  - Halloween Festival
  - Email
    - 528 resident responses

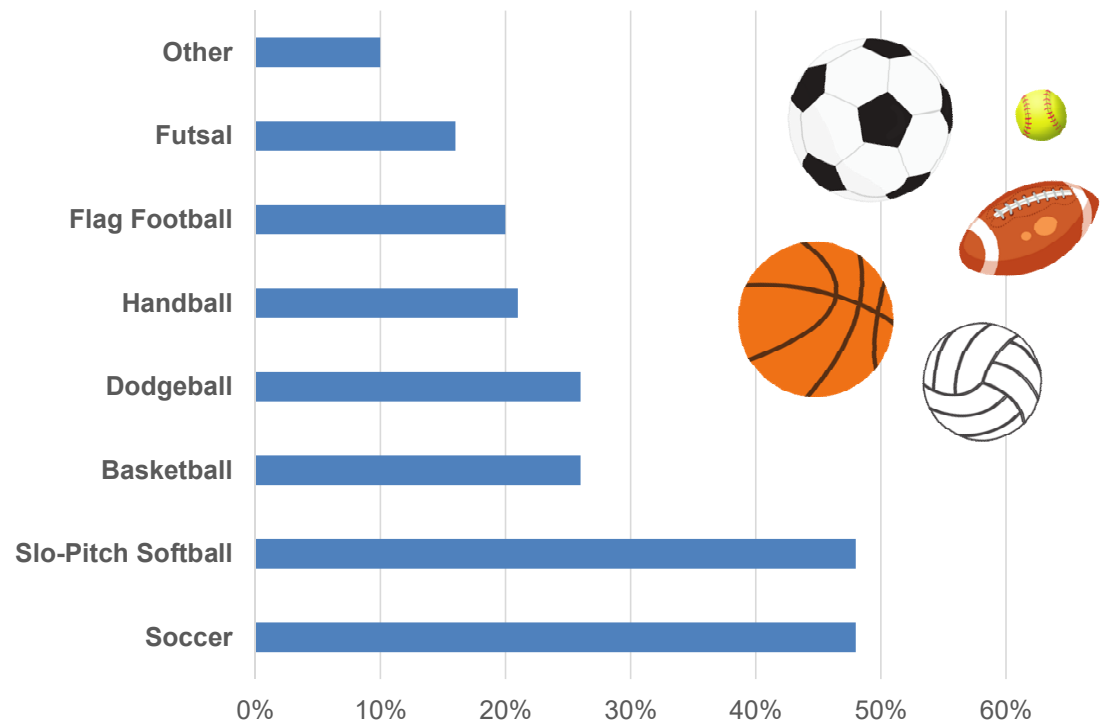


The image shows a smartphone screen displaying a survey titled "City of Paramount-Adult Sports". At the top is the Paramount logo, which includes the word "PARAMOUNT" in a stylized font and "The City" below it, with palm trees. The survey question is "1. Are you a Paramount resident?" followed by a dropdown arrow icon. Below the question are two radio button options: "Yes" and "No". At the bottom of the screen, a green bar indicates "0 of 5 answered".

ITEM NO.11

# Adult Sports

- Community Adult Sports Survey Results
- Are you interested in adult sports?
  - 56% said yes
- Top Sports
  - Soccer – 48%
  - Slo-Pitch Softball – 48%
  - Basketball – 45%



ITEM NO.11



# Adult Sports

- Survey of Local Cities
  - CPRS District 10 Cities – included LA County and Orange County cities
    - 11 cities participated
    - 3 of the 11 did not offer adult sports
  - Sports offered included:
    - Basketball
    - Softball
    - Soccer
    - Tennis
    - Volleyball
    - Baseball



# Adult Sports

- CPRS District 10 Survey
  - Organizations were asked on a scale from 1 to 5 (1-Very Poor, 2-Poor, 3-Average, 4-Well, 5-Great) how they would rate their participation in adult sports leagues; 50% of them answered “average,” and the other 50% answered “well”.

City	Offers Adult Sport Leagues	On a scale from 1 – 5, How great is the participation?
Aliso Viejo	Yes	4
Bell	No	N/A
Bell Gardens	Yes	3
Bellflower	No	N/A
Carson	Yes	3
Fountain Valley	Yes	4
Huntington Beach	Yes	4
Lakewood	Yes	3
Lynwood	Yes	4
South Gate	Yes	3
South Pasadena	No	N/A

ITEM NO. 11

# Adult Recreation



- Opportunities for our adult residents
  - Sports
  - Fitness programs
  - Cultural/Social Activities
  - Park Amenities
    - Walking paths
    - Basketball courts
    - Futsal/mini-pitch courts
    - Open field space
    - Swim lessons – YMCA
    - Open gym
      - ✓ Basketball
      - ✓ Volleyball
      - ✓ Pickleball

ITEM NO. 11

# 1660 Adult Recreation Program

- Rebranding of Adult Recreation Activities
- 1660 Adult Recreation Program
  - Sports, fitness, and recreation activities geared toward adults.
  - Marketing



ITEM NO.11

# 1660 Adult Recreation Program

- Sports
  - New:
    - Softball Over-the-Line Tournament
    - Futsal League
  - Relaunch:
    - Paramount Cup
    - Softball League
  - Existing:
    - Open Gym



ITEM NO.11

# 1660 Adult Recreation Program

- Fitness
  - New:
    - PHIT (Paramount High-Intensity Training)
    - Walking Club
    - MUSA Walk-a-Thon & Zumba-Thon
  - Existing:
    - Zumba Fitness at Spane Park
    - Self Defense Training
    - Water Aerobics
    - Swim Lesson/Lap Swim

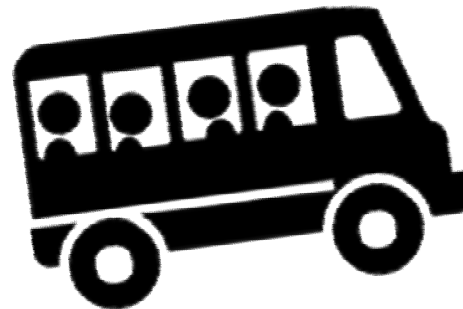


ITEM NO.11

 CITY OF PARAMOUNT

# 1660 Adult Recreation Program

- Recreation
  - New
    - Comedy at the Plaza
    - Forever Young Dance Nights (new proposal for FY 23)
    - Date Night Day Care (new proposal for FY 23)
  - Relaunch
    - Excursions



ITEM NO.11



## Recommended Action

It is recommended that the City Council approve or modify the proposed 1660 Adult Recreation Program.

### ***Mission, Vision Values***

This item aligns with Strategic Outcome No. 2: Community Health.

ITEM NO. 11



CITY OF PARAMOUNT



# 1660 Adult Recreation Program

ITEM NO. 11



CITY OF PARAMOUNT



# **RESOLUTION NO. 22:016**

## **“OUR NEIGHBORHOOD VOICES”**

### **STATE BALLOT INITIATIVE**

**ITEM NO. 12**



**CITY OF PARAMOUNT**



# Background

- » In response to SB 9 & SB 10 Housing Laws
  - » SB 9 requires cities to allow additional residential units onto parcels zoned for single-dwelling units
  - » SB 10 makes it easier for cities to zone for smaller, lower-cost housing developments of up to 10 units, without CEQA exemptions
- » Both laws ignored the voice of local communities, one size fits all approach; attacked local control
- » Neither law involved voter approval



# “Our Neighborhood Voices” Ballot Initiative



- » Proposed Ballot initiative introduced by a community coalition for 2024 State Ballot
- » Aims to amend the California Constitution regarding local zoning issues
- » Signature gathering currently on hold
- » Supported by 75 communities/agencies (according to website); hundreds of individual elected officials
- » Significant donations from individuals and organizations, including the AIDS Healthcare Foundation

ITEM NO. 12

# Key Provisions



1. Specifies that local laws related to Zoning or Land Use would prevail over conflicting State laws.

Any actions by a charter city or county related to zoning, development, or land use would be a local affair and prevail over conflicting state laws.

ITEM NO. 12

# Key Provisions

2. Identifies areas where State law could continue to prevail (NO “one-size-fits-all”).

Identifies certain areas in which courts could determine whether state laws could continue to prevail over local laws.



ITEM NO. 12

## Key Provisions

3. Limits State's discretion when appropriating State funds.

Would specify that the State could not deny funding to cities or counties that opt to enact zoning or land use laws that conflict with state law.



ITEM NO. 12

# Disclaimer

- The principles of the proposed ballot initiative align with the City's 2022 Legislative Platform adopted by the City Council.
- However, because this matter is regarding a proposed ballot initiative seeking endorsements. Has NOT been introduced to the Legislature as legislation.
- The action requested is for the City Council is to take a position on the proposed ballot initiative.

ITEM NO. 12



CITY OF PARAMOUNT

# City's Legislative Platform

- Purpose of Legislative Platform:
  - "...streamlines a process for staff to follow when the City receives a request to take a position on legislative matters... [Provides] focused advocacy strategy and serves as a reference guide for legislative positions and objectives."

ITEM NO. 12



CITY OF PARAMOUNT



## Recommendation

It is recommended that the City Council review and discuss the “Our Neighborhood Voices” ballot initiative; and, if the City Council is supportive of the ballot initiative, adopt Resolution No. 22:016 supporting the “Our Neighborhood Voices” ballot initiative and authorizing the listing of the City of Paramount as a supporter.

ITEM NO. 12



CITY OF PARAMOUNT



# RESOLUTION NO. 22:016 “OUR NEIGHBORHOOD VOICES” STATE BALLOT INITIATIVE

ITEM NO. 12



CITY OF PARAMOUNT



**RESOLUTION NO. 22:015**  
**STATE BALLOT INITIATIVE NO. 21-0042A1**  
**TO RESTRICT VOTERS' INPUT AND LOCAL TAXING AUTHORITY**

**ITEM NO. 13**



**CITY OF PARAMOUNT**

# Initiative No. 21-00042A1: Background



- » League of California Cities (Cal Cities) urging cities to OPPOSE
- » Proposed Ballot initiative introduced by a community coalition for 2022 State Ballot
- » Needs 1 million signatures by April 29, 2022
- » Supported by 35 communities/agencies and growing

ITEM NO. 13



## Initiative No. 21-00042A1: Limiting Local Taxing Authority

---

- » California Business Roundtable (CBRT) circulated the “Tax Fairness, Transparency, and Accountability Act” in 2018, but failed to qualify
- » CBRT filed Initiative No. 21-0042A1 in Jan. 2022
  - » Direct threat to local control
  - » Would eliminate the City’s local authority to recover costs through fees and charges
  - » Impacts City’s ability to pay for critical services



# Cal Cities' Key Points



## 1. Limits Local Voter Input.



The Initiative would prohibit local voters from providing direction on how local tax dollars should be spent by prohibiting local advisory measures. Invalidates court decision that allows majority of local voters to pass special taxes.



ITEM NO. 13

# Cal Cities' Key Points

## 2. Creates loopholes that benefit corporations.

The Initiative would create processes that make it much more difficult for municipalities and agencies to issue and collect fines and levies on corporations that violate laws intended to protect our environment, public health and safety, and local neighborhoods.



ITEM NO. 13

# Cal Cities' Key Points

## 3. Threatens revenues for local services.

The Initiative jeopardizes billions of dollars currently dedicated to cities for critical local services, which would initiate force cuts to essential services, such as public schools, emergency services, law enforcement, public health, and more further harming working class communities like Paramount.



ITEM NO. 13

# Cal Cities' Key Points



4. May restrict fees the City charges utility providers that use public property.

The initiative would set a new standard for how the City can assess a Franchise Fee to access public spaces, including refuse haulers, oil companies, gas and cable companies.

ITEM NO. 13

# Disclaimer

- The principles of the proposed ballot initiative align with the City's 2022 Legislative Platform adopted by the City Council.
- However, because this matter is regarding a proposed ballot initiative seeking endorsements. Has NOT been introduced to the Legislature as legislation.
- The action requested is for the City Council is to take a position on the proposed ballot initiative.

ITEM NO. 13



# City's Legislative Platform

- Purpose of Legislative Platform:  
"...streamlines a process for staff to follow when the City receives a request to take a position on legislative matters... [Provides] focused advocacy strategy and serves as a reference guide for legislative positions and objectives."

ITEM NO. 13



CITY OF PARAMOUNT



## Recommendation

It is recommended that the City Council review and discuss the State ballot Initiative No. 21-0042A1; and, if the City Council opposes the ballot initiative, read by title only and adopt Resolution No. 22:015 opposing State ballot measure Initiative No. 21-0042A1 and authorizing the listing of the City of Paramount as an opponent.

ITEM NO. 13



CITY OF PARAMOUNT



**RESOLUTION NO. 22:015**  
**STATE BALLOT INITIATIVE NO. 21-0042A1**  
**TO RESTRICT VOTERS' INPUT AND LOCAL TAXING AUTHORITY**

**ITEM NO. 13**



**CITY OF PARAMOUNT**



# Consideration of Options for City Council Reorganization under the New Election Cycle

ITEM NO. 14



CITY OF PARAMOUNT

# Background



- City's Election Cycle Changed
  - June (Non-Presidential Election Years)
  - March (Presidential Election Years)
- Results in need to modify timing of City Council reorganization
- Reorganization required at the meeting at which the election results are declared (Gov't Code Section 36801)

ITEM NO. 14



# Reorganization Options

- **Option 1 – April Reorganization**
  - Mayoral/Vice Mayoral terms which vary from 9 to 15 months
- **Option 2 – July Reorganization**
  - Mayoral/Vice Mayoral terms which vary from 9 to 15 months.
- **Option 3 – Rotating Reorganization**
  - Mayoral/Vice Mayoral terms which vary from 10 to 15 months
- **Option 4 – April & July Reorganization**
  - Mayoral/Vice Mayoral terms remain more consistent





# RECOMMENDATION

Review and discuss the reorganization options presented and select which option to proceed with.

## VISION, MISSION, VALUES, AND STRATEGIC OUTCOMES

This item aligns with Strategic Outcome No. 6: Efficient, Effective, and Fiscally Responsible

ITEM NO. 14



CITY OF PARAMOUNT



# Consideration of Options for City Council Reorganization under the New Election Cycle

ITEM NO. 14



CITY OF PARAMOUNT



**Resolution No. 22:014**  
**General Plan Amendment No. 21-2**  
**Housing Element, Environmental Justice Element, Health**  
**and Safety Element**

March 1, 2022  
City Council

**ITEM NO. 15**

 **CITY OF PARAMOUNT**

# Agenda

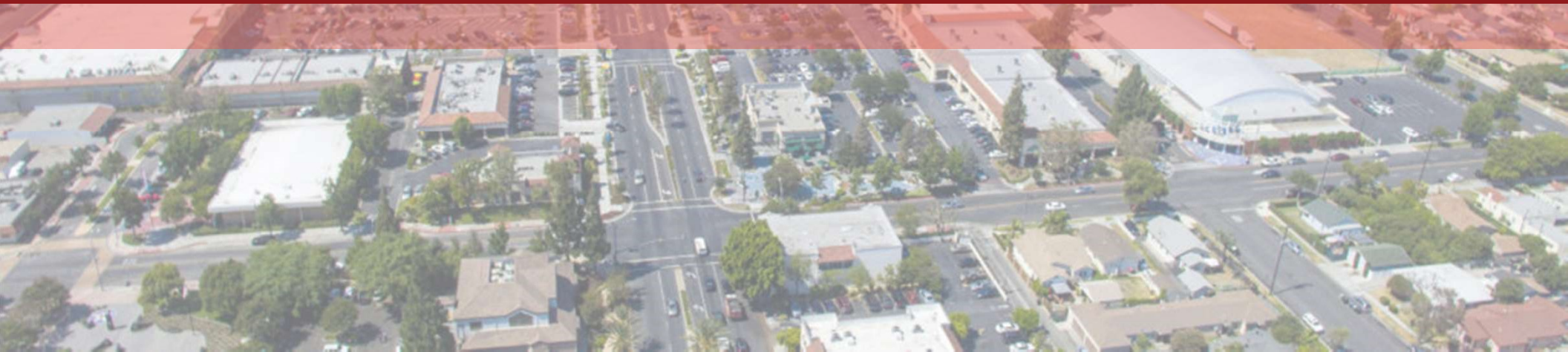
- Program Overview
- Focused General Plan Process
- Community Engagement
- Housing Element
  - Housing Programs
- Environmental Justice Element
- Health and Safety Element Update
- Staff Recommendations



Artist: Tracy Negrete

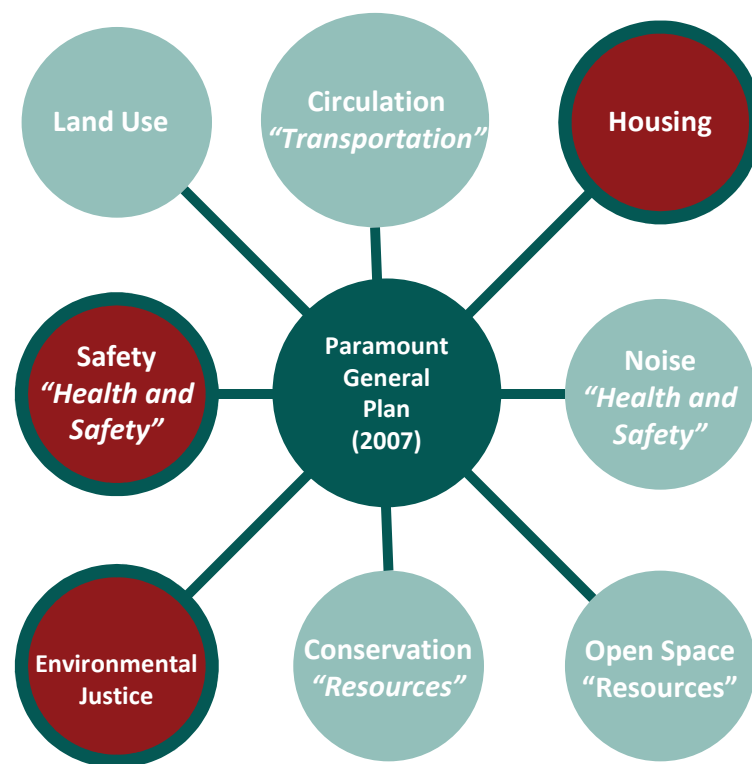


# PROGRAM OVERVIEW



# General Plan

- A vision document to guide community change
- Plans for ± 20 years
- Required for all California cities and counties
- Document consists of eight sections, or “elements,” addressing specific planning topics
- **Focused General Plan update** - Amending two elements and creating a new one: Environmental Justice



# Concurrent Updates

- **Housing Element** - every 8 years
- **Environmental Justice Element:**
  - City plan to address disproportionate share of negative environmental consequences
  - Prioritizes improvements and programs addressing community needs
- **Health and Safety Element:** Hazard planning and mitigation for seismic conditions, flooding, hazardous materials/waste, wildfire, climate adaptation

An aerial photograph of a city, likely Los Angeles, showing a mix of residential and commercial areas. A prominent red banner is overlaid across the center of the image, containing the text "COMMUNITY ENGAGEMENT" in white, bold, sans-serif capital letters. The background shows a vast urban landscape with numerous buildings, streets, and green spaces, extending towards a hazy horizon.

# COMMUNITY ENGAGEMENT

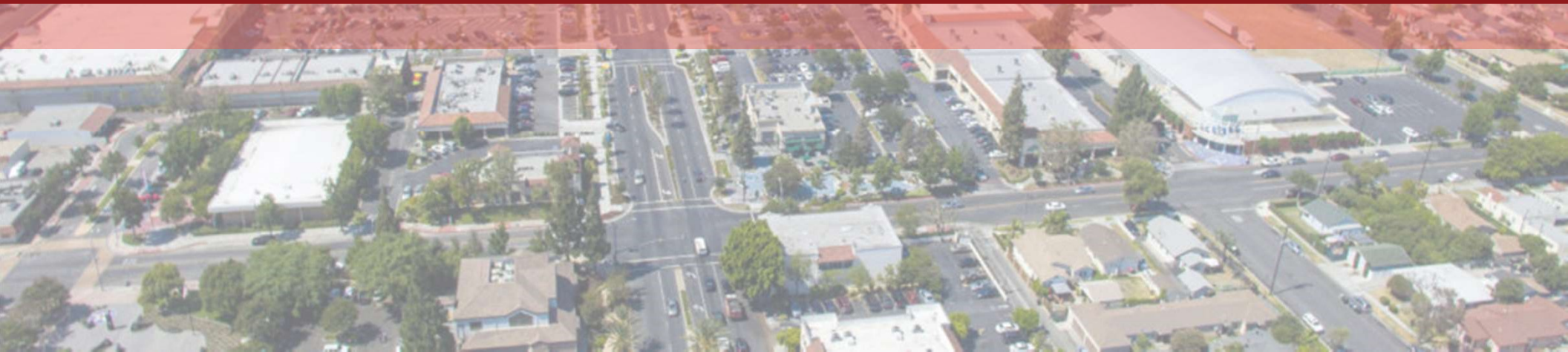
## Residents would love to see:

- Efficient supportive/transitional housing for homeless individuals; proper resources and services to ensure paths towards permanent housing
- Housing for seniors, large families, veterans, and persons with disabilities
- Enact participatory budgeting and other participatory procedures that allow community members to have a genuine influence on decisionmaking
- First-time homebuyer assistance programs
- Friendlier permitting process to allow more ADUs
- More parking accommodations
- More open spaces, street trees, community gardens, and access to LA River
- Get rid of industrial sites near homes, sites with continuous violations





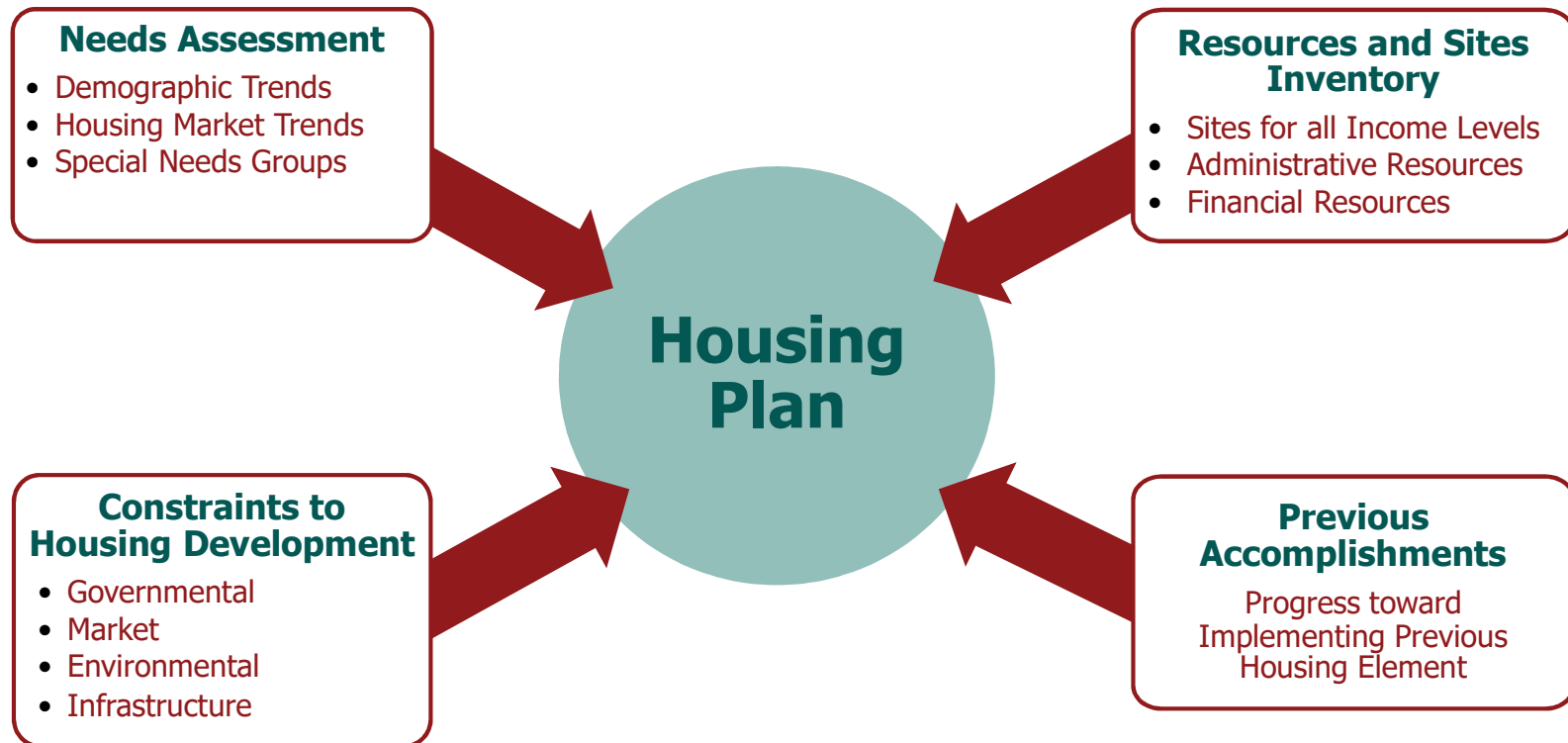
# HOUSING ELEMENT



# What is a Housing Element?

- Requires regular updates (every 8 years)
- Needs State approval from Department of Housing and Community Development (HCD) – **one of City's most important goals for 2021/2022**
- Reviews “existing conditions” and “past performance”
- Lays out existing and future housing needs for all income levels
- Addresses how the City will meet State requirements
- Sets policy and implementing programs

# Housing Element Content



# 6<sup>th</sup> Cycle RHNA

**Table H-23: Total RHNA for Paramount  
(2021 to 2029)**

Category	Final Allocation Plan
Very-low income (<50% of AMI)	92
Low income (50-80% of AMI)	43
Moderate income (80-120% of AMI)	48
Above moderate income (>120% of AMI)	181
Total RHNA	364



**Approved housing projects**



**Projects in the application pipeline**



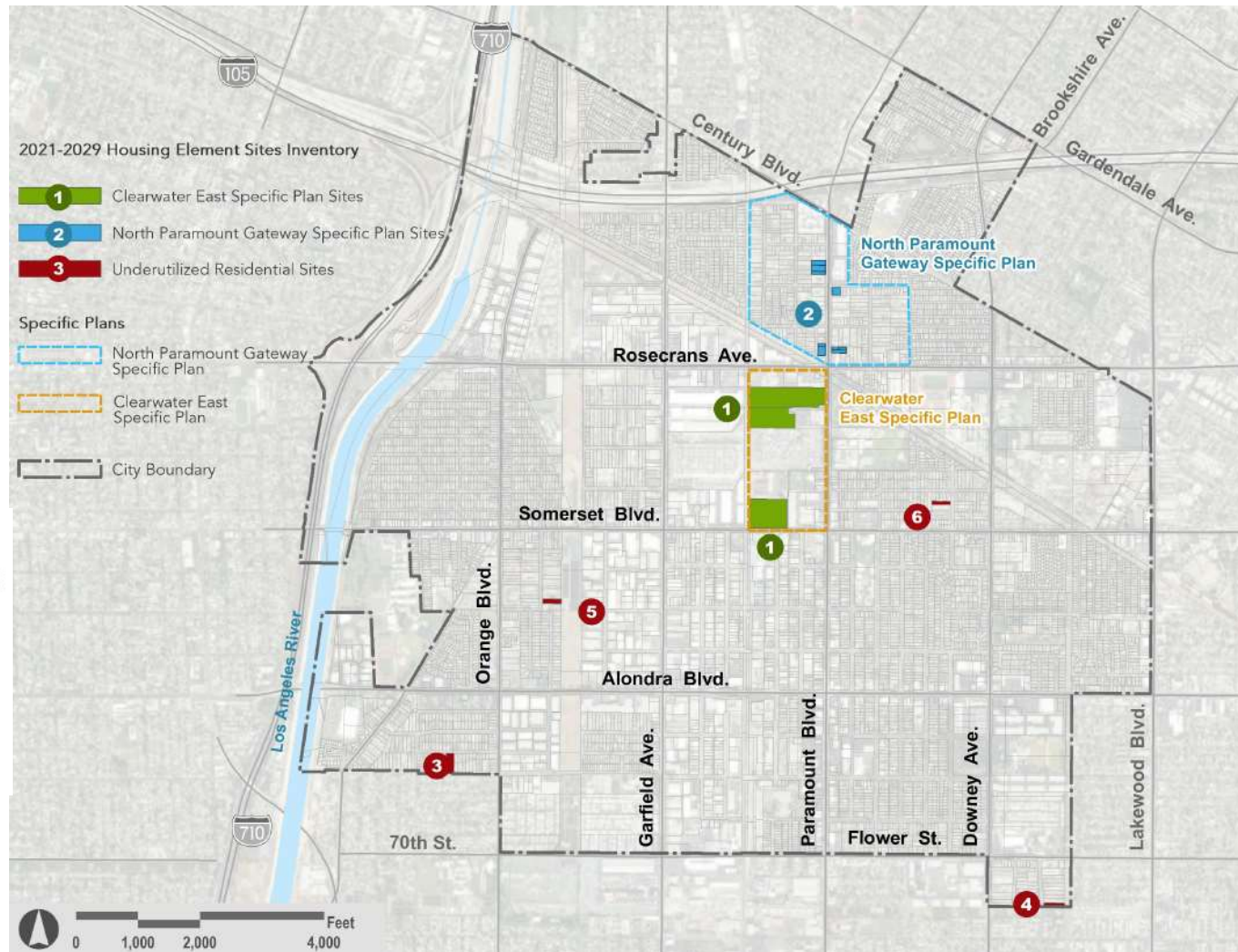
**Accessory Dwelling Units**



**Potential Sites**

**Accommodating new housing need through comprehensive land use policy and planning (zoning) - NOT CONSTRUCTION**

# Sites Inventory





# HOUSING PROGRAMS



# Key Housing Programs



- Affordable Housing Incentives
- Homebuyers Assistance Programs
- Adequate Sites and Monitoring of No Net Loss
- Specific Plan Minimum Densities
- Zoning Amendments

# Key Housing Programs



- Homeless Plan
- Residential Rehabilitation – “Home Improvement Program”
- Sites for Special needs Housing
- Update Fees and Exactions
- Accessory Dwelling Units

# Key Housing Programs



- Fair Housing Services
- Affirmatively Furthering Fair Housing
- Remove Housing Constraints

# State HCD Review



- **September 22, 2021:** Draft Housing Element sent to Housing and Community Development Department (HCD).
- **November 16, 2021:** Meeting with HCD staff to review comments.
- **February 8, 2022:** Planning Commission public hearing (Housing Element revised to address all HCD comments). Commission unanimously recommends approval.
- **March 1, 2022:** City Council adoption.
- **March 2022:** Resend to HCD for adopted Housing Element review.



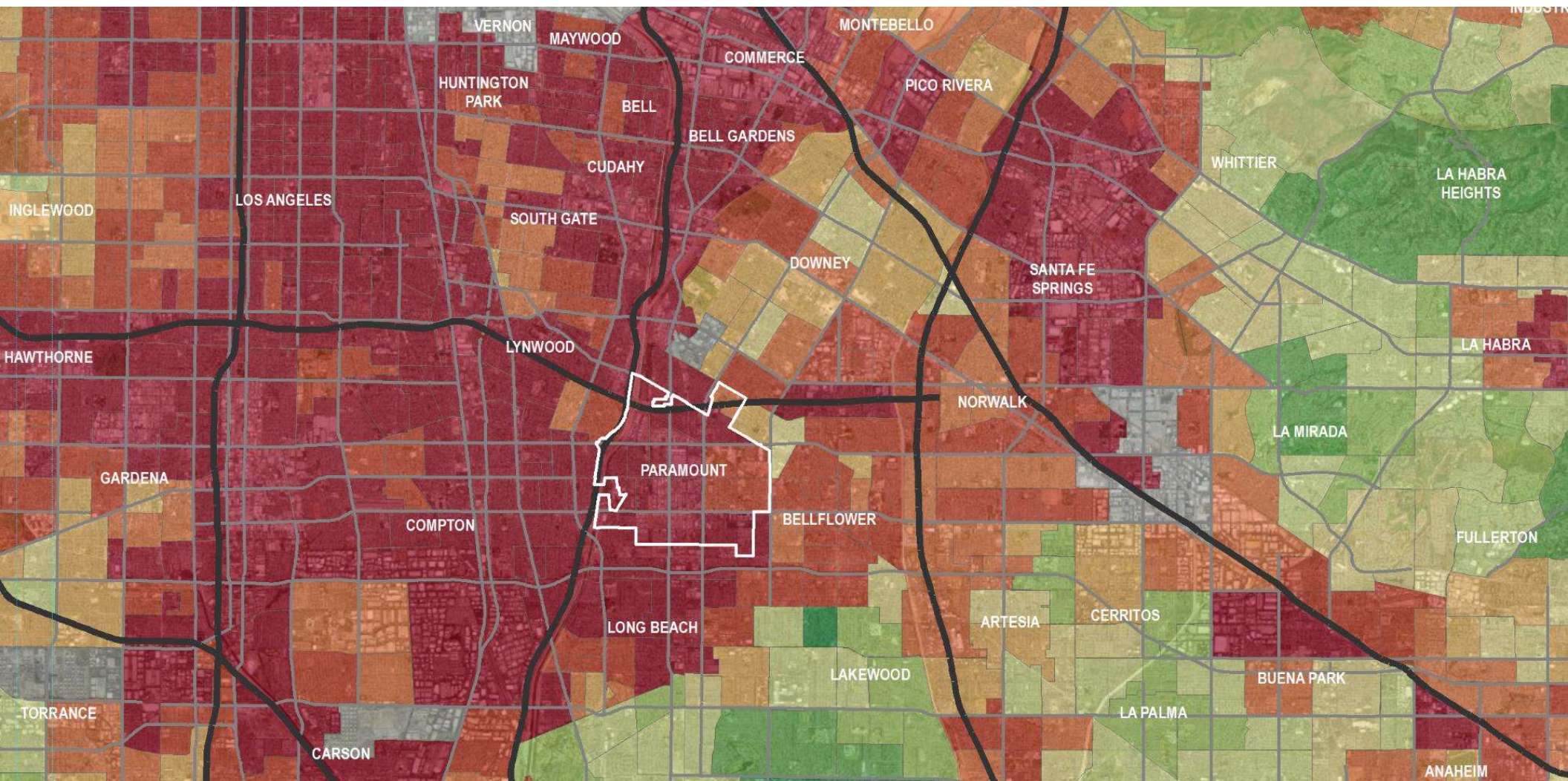
# ENVIRONMENTAL JUSTICE ELEMENT



# What is Environmental Justice?



- From California statute – *“Environmental justice” means the fair treatment of people of all races, cultures, and incomes with respect to the development, adoption, implementation, and enforcement of environmental laws, regulations, and policies.*
- Some communities bear a disproportionate burden of pollution and health risks.
- Environmental justice seeks to correct this inequality.

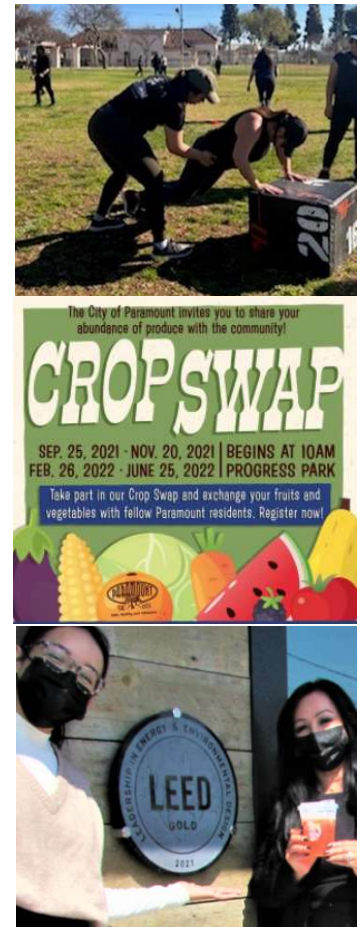


City of Paramount

March 1, 2022

# Focus Areas

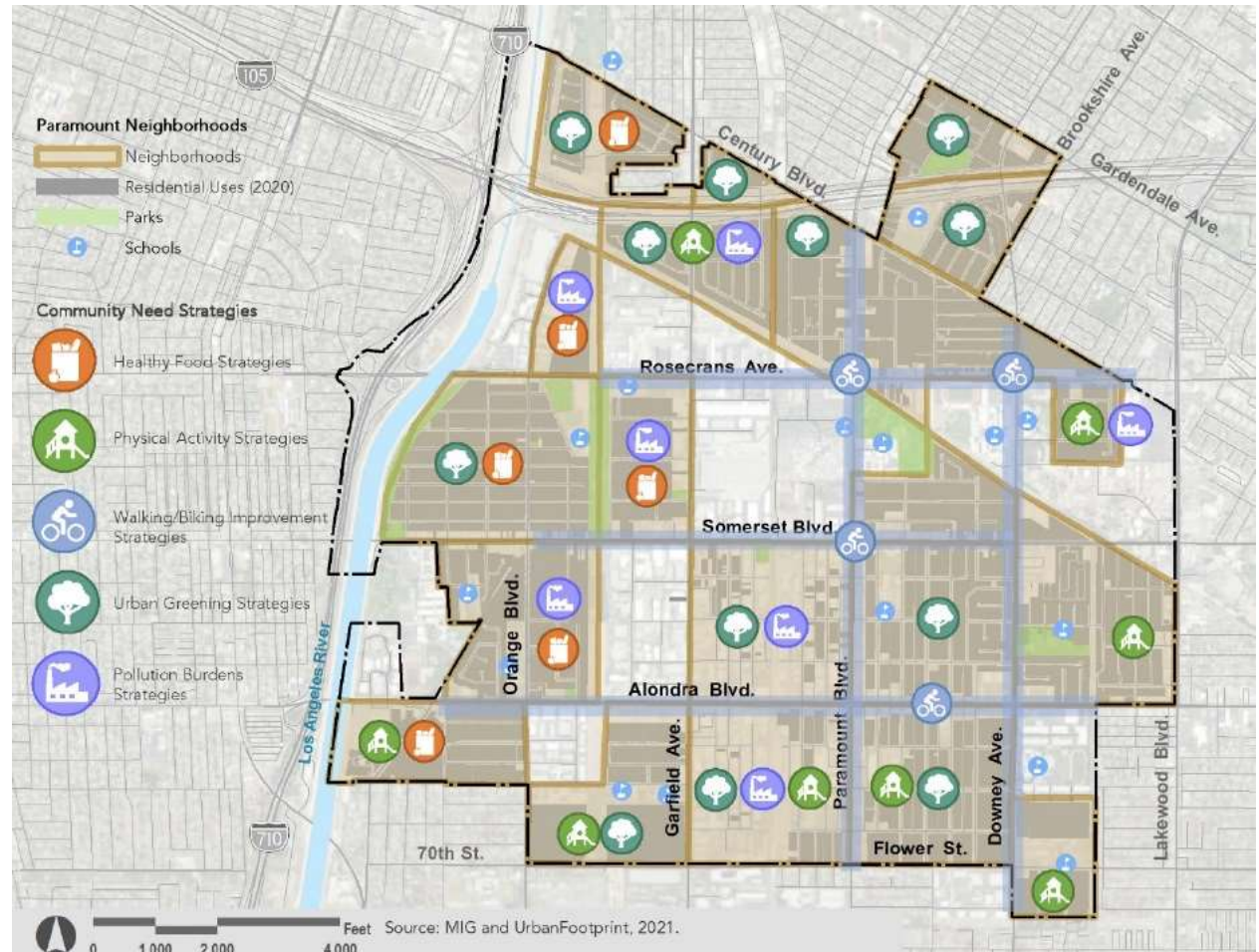
- Addressing pollution burdens
- Open space & physical activity
- Community facilities and public improvements
- Expanding access to healthy & nutritious foods
- Expanding community engagement



# Community Needs

## Policies:

- Bicycle and Pedestrian Safety
- Tree Canopy
- Urban Greening
- Gathering Spaces
- Health Services
- Equitable Services
- Increased Community Engagement



An aerial photograph of a city, likely Los Angeles, showing a vast urban landscape with numerous buildings, roads, and green spaces. A prominent red banner is overlaid across the center of the image, containing the text "HEALTH AND SAFETY ELEMENT" in white, bold, sans-serif capital letters. The banner is semi-transparent, allowing the city details to be visible through it. The text is centered horizontally and vertically within the banner.

# HEALTH AND SAFETY ELEMENT

# Climate Adaptation Programs

## Resiliency

- Climate vulnerability assessment
- Infrastructure and services evaluation
- Cooling centers and emergency shelters for at-risk populations
- Climate education
- Develop climate adaptation guidelines for development projects
- Emergency evacuation and disaster preparedness
  - *Local Hazard Mitigation Plan* (update in progress)

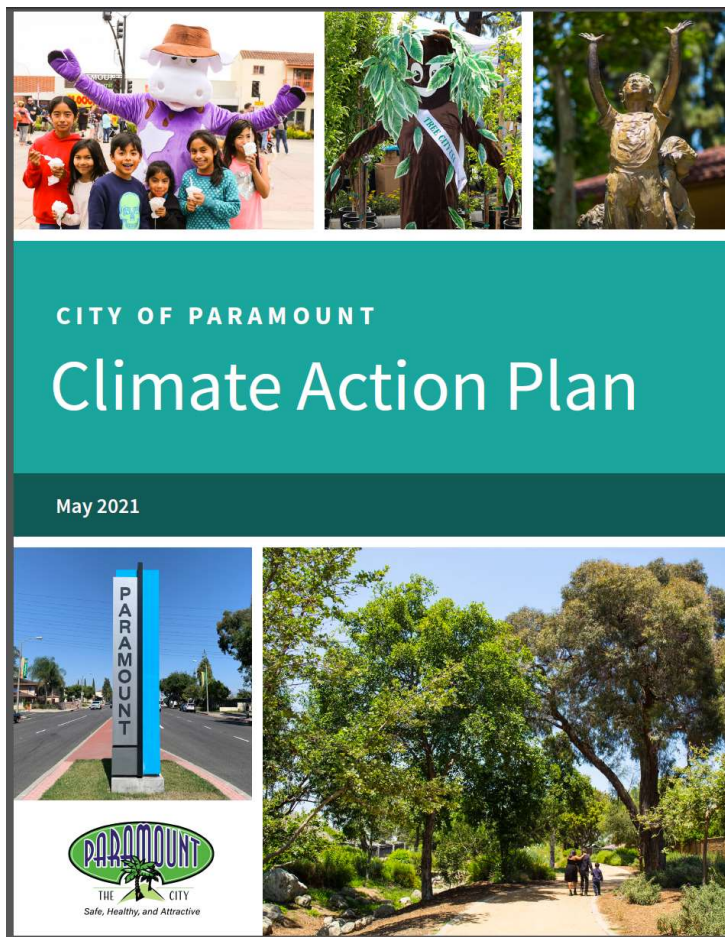
# Climate Adaptation Programs

## Green Infrastructure

- Urban greening program and reduce urban island heat effect
- Increase park access
- Sustainable food and urban farming (community gardens)

## GHG Reduction

- Recycling programs and organic waste to energy
- Building energy efficient standards and renewable energy
- Clean transportation program and transit access
- Walking and biking infrastructure



# Climate Action Plan

- **Program:** Monitor progress of implementation of the Paramount Climate Action Plan (adopted July 2021) and update the plan regularly.
- **Climate Vulnerability Assessment:** Expanded assessment.

An aerial photograph of a city landscape, showing a mix of residential and commercial areas. A prominent red banner is overlaid across the center of the image, containing the text "STAFF RECOMMENDATIONS".

# **STAFF RECOMMENDATIONS**

# Recommendation

- 1) Adopt a Negative Declaration relative to Resolution No. 22:014/General Plan Amendment No. 21-2
- 2) Read by title only and adopt Resolution No. 22:014; and authorize the City Manager and Planning Department staff to undertake minor revisions to the Housing Element as needed in order to obtain certification from the California Department of Housing and Community Development



Artist: J. Gurantz

Strategic Outcomes No. 1: Safe Community; No. 2: Community Health; No. 4: Environmental Health; and No. 5: Attractive and Well-Maintained City Infrastructure



**Resolution No. 22:014**  
**General Plan Amendment No. 21-2**  
**Housing Element, Environmental Justice Element, Health**  
**and Safety Element**

March 1, 2022  
City Council

**ITEM NO. 15**

 **CITY OF PARAMOUNT**



# Resolution No. 22:011

## Amending the City's Personnel Manual to Incorporate a Cellphone Stipend for City Use Policy and Bilingual Skill Pay Policy

ITEM NO. 16



CITY OF PARAMOUNT



# City Policy

- » City's Personnel Manual (Policy) adopted by the City Council in December 2020
- » Serves as the organization's comprehensive administrative policy
- » Established regulatory directives for City employees in compliance with federal, State, and local laws, such as Equal Employment Opportunity, Benefits and Compensation, and Ethics regulations.





# Administration of City Policy

- » Directed and administered by the City Manager (Section 2.16.030 Personnel Officer of the Paramount Municipal Code)
- » Implemented and maintained by the Human Resources Department
- » Updated periodically to ensure industry standards, best practices, and legal requirements
- » Modifications to the Policy that impact the City's Budget (i.e. compensation or benefits) must be approved by the City Council.
  - » All changes to the Policy are reviewed by the City Attorney, and Human Resources is responsible for disseminating updates to all employees.



ITEM NO. 16

# Current Cellphone Reimbursements

- » Currently there is no cellphone policy in place
- » Full-time employees may choose one of the following two options to be compensated for business-related phone calls:
  1. \$20 per month Stipend; or,
  2. \$250 towards the purchase of a personal cellphone of their choice every two years, with the City paying for the phone bill
- » Option 2 is very burdensome and creates discrepancies

ITEM NO. 16



CITY OF PARAMOUNT

# Cellphone Policy



- » Industry standard to reimburse employees who use cellphone for City business a portion of their costs
- » Creates clear lines of ownership and accountability, ensures applicable laws are being followed
- » Meets best practices under government auditing standards.
- » Establishes internal controls that protect the City

ITEM NO. 16

# Cellphone Reimbursement Eligibility

To be eligible for the Program, employees must meet one or more of the following criteria:

- ☐ Functional responsibilities of the position require cellphone communications for City-related business needs on a regular basis.
- ☐ Position responsibilities require immediate communications after regular business hours, on weekends, and on holidays.
- ☐ Position responsibilities require support for services on a 24-hour, 7-day basis including emergency responses.



ITEM NO. 16

# Recommended Cellphone Policy

- » Discontinuing City-issued cellphones
  - » Current employees with cellphones move over to stipend
  - » Was burdensome for staff to administer, and created discrepancies
- » Stipend Increase from \$20 to \$50 per month to align with industry standards
- » Assistant Directors and Directors receive an additional \$25 per month (\$75 total) for supplemental data plans or devices (i.e. personal hotspot, upgraded data plans, etc.)

ITEM NO. 16



CITY OF PARAMOUNT



## Survey of Surrounding Cities

Cities	Cellphone Program
Bellflower	None
Cerritos	\$50 Stipend only
Downey	City issued cellphone only
Hawaiian Gardens	\$60 Stipend only
La Mirada	\$40 Stipend only
Lakewood	City issued cellphone only
Norwalk	City issued cellphone only for executives
Pico Rivera	\$150 Stipend for executives / City issued only device for everyone else
Signal Hill	City issued cellphone only
South Gate	\$100 for managers, \$120 for executives

ITEM NO. 16



CITY OF PARAMOUNT

## Current Bilingual Skill Pay Program

- » Currently there is no bilingual skill pay policy in place
- » As of now, only full-time employees are eligible
- » \$15 per month
- » No standards or requirements in place

ITEM NO. 16



CITY OF PARAMOUNT

# Bilingual Skill Pay



» Paramount is a community with a significant Spanish speaking population



» Employees frequently encounter situations in the work place that require the need to communicate in Spanish.



» City is required by State law to provide bilingual information to the public when conducting certain governmental activities.

ITEM NO. 16

# Recommended Bilingual Policy



- Incorporates industry best practices and reward bilingual City employees for their ability to deliver important public service
- Monthly skill pay will increase to align more closely with the industry median and be based on a 3-tiered system
- Select part-time positions would be eligible to qualify
- Criteria based on position/classification (not individual):
  - Classification's position requirements and duties
  - Frequency of exposure for the job classification
  - Classification's expected exposure to public (public contact)

ITEM NO. 16

## Tier 1 Bilingual Pay - \$35/month

- All full-time City employees and select part-time Position Classifications are eligible to qualify for Tier I Bilingual Skill Pay.
  - » Must speak and understand a secondary language
  - » Irregular public interactions
  - » Verification from supervisor and HR
- Select PT classifications may be eligible to qualify after 6 months of employment with the City, and must maintain an average of 80 hours per month to qualify

ITEM NO. 16



CITY OF PARAMOUNT

## Tier 2 Eligibility- \$75/month

Available to select qualifying City employees based on Position Classification and job responsibilities.

- » Must speak and understand a secondary language
- » Regular public interactions
- » Verification from supervisor and HR

ITEM NO. 16



CITY OF PARAMOUNT

## Tier 3 Eligibility - \$150/month

Tier III Bilingual Skill Pay will only be available for a designated number of employees in each department based on advanced proficiency and job responsibilities.

- » Proficient in reading, writing, and speaking a secondary language
- » Classification requires frequent and significant public interactions
- » Will be required to respond to verbal and written translation duties from other departments
- » Must pass proficiency exam administered by the Human Resources Department

ITEM NO. 16



CITY OF PARAMOUNT



## Survey of Surrounding Cities

Cities	Monthly Skill Pay
Bell	\$175.00
Bellflower	1 to 5% of base salary
Cerritos	None
Downey	\$140.00
Lakewood	\$50.00
Norwalk	\$50.00
Pico Rivera	\$50.00 speak \$100.00 speak, read, and write
Santa Fe Springs	\$100 speak/understand \$250 to speak, read, and write

ITEM NO. 16



CITY OF PARAMOUNT

## Next Steps



- » Budget for both recommended policies were approved by the City Council on February 15, 2022



- » If approved, City Manager (Personnel Officer) will direct staff to finalize Policy language to be incorporated into the City Personnel Manual



- » Both of the proposed policies were shared with the City's only labor union, Teamsters Local 911, on February 4, 2022 as part of the meet and confer process. No feedback was received.

ITEM NO. 16

# Recommendation

It is recommended that the City Council read by title only and adopt Resolution No. 22:011 amending the City's Personnel Manual to incorporate a Cellphone Stipend for City Use Policy and Bilingual Skill Pay Policy.

ITEM NO. 16



CITY OF PARAMOUNT



# Resolution No. 22:011

## Amending the City's Personnel Manual to Incorporate a Cellphone Stipend for City Use Policy and Bilingual Skill Pay Policy

ITEM NO. 16



CITY OF PARAMOUNT



# Resolution No. 22:017 - Approving the Application for Land and Water Conservation Fund Dills Park Renovation Project

ITEM NO. 17



CITY OF PARAMOUNT



# Award of Contract to Vidiflo for Audio-Visual System Renovation at the Clearwater Auditorium and the City Hall Downstairs Conference Room

ITEM NO. 18



CITY OF PARAMOUNT



# CITY COUNCIL MEETING

March 1, 2022



**BRENDA OLMOS**  
Mayor



**VILMA CUELLAR  
STALLINGS**  
Vice Mayor



**ISABEL AGUAYO**  
Councilmember



**LAURIE GUILLEN**  
Councilmember



**PEGGY LEMONS**  
Councilmember

## Environmental Sustainability



# CITY COUNCIL MEETING

March 1, 2022



**BRENDA OLMOS**  
Mayor



**VILMA CUELLAR  
STALLINGS**  
Vice Mayor



**ISABEL AGUAYO**  
Councilmember



**LAURIE GUILLEN**  
Councilmember



**PEGGY LEMONS**  
Councilmember

## Comments/Committee Reports



# CITY COUNCIL MEETING

March 1, 2022



**BRENDA OLMOS**  
Mayor



**VILMA CUELLAR  
STALLINGS**  
Vice Mayor



**ISABEL AGUAYO**  
Councilmember



**LAURIE GUILLEN**  
Councilmember



**PEGGY LEMONS**  
Councilmember

**Successor Agency for the Paramount Redevelopment Agency**