

# Check-ins

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Thursday, August 13, 2015 10:21 AM

OE3

Crime sub committee mtg Aug 26

# Q&A

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Thursday, August 13, 2015 10:31 AM

# 2014 Priorities

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Monday, February 17, 2014 8:43 PM

- Appoint city manager
- Appoint PIO
- Office budget
- Field reps
- 

Badge invoice from vendor  
Security detail  
PIO  
State of City  
'precinct lists'  
Council meeting room

Bicycle officers on Wilson Way  
Mayor's weekly address  
Mayor's midnight basketball  
Animal Shelter workshop  
Clogged drain dispatch  
number?  
Garbage dumping  
Midnight basketball  
Victory pool ok for kids club  
Souza pool kids club  
Pio  
Budget  
Youth advisory council -

# historical

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Thursday, August 13, 2015 10:23 AM

\$40k request

Separation from operations

Crime scene enter

Demolition interview

Pulling staff to mtgs

Babysitting kids

Crime scene enter

Babysitting kids

Pulling staff to meetings

Calling Janice on day off

Email to MUD PMIII

- Committee assignments
- Simas salary step
- Neighborhood Blitz team
- Complaint of slow information to council (same time as media gets it)
- Code enforcement
- July fireworks show \$21k
- Business list
- Reimbursement \$600 denial
- Central Valley Business Journal Ad
- Historic Society book
- How to access youth funds
- Nice touch honoring Shirley and taking consent before comments
- Areas to improve - removal threat; good fire marshall solution
- Laurie - fireworks meeting
  
- Access youth funding
- Anthony budget letter to council
- March cc mtg building permit fees

Meet with colleagues about fireworks et al

No ultimatums at council meeting

No state of city

Front desk ASD

# Mayor's advisory committee

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Thursday, March 13, 2014 9:07 AM

- Volunteer direct instead of through non profit (APL) [offsite]
- Medication door installation at their cost to permit greater access
- Visiting room for meeting animal
- Fostering program
- 'Camelian system' to post records
- Keep animals out of shelter
  - Public education program (spay/neuter & microchips)
- "we're paying 2 people to run the shelter"
- (group seeking to intervene in operational issues/policies and procedures)
- Return to owner - book
- Payment plan for release of animals
- Large breed dogs not available for adoption

# Q&A

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Thursday, August 13, 2015 10:30 AM

# 2015

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Monday, June 9, 2014 10:39 AM

Fire 90 day study for allocation of resources  
Economic Development tool kit

# advance copies of speech and video for media

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Saturday, May 17, 2014 9:59 PM



## Brainstorm

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Friday, February 21, 2014 11:09 PM

Size - same as Pittsburgh, bigger than Cincinnati. top 0.33% by size in nation  
top 2.697% in state

From restructuring to restoring: the comeback begins  
Youth advisory council-community partnership for families  
PERS

Employee recognition: Silva off duty, MUD off duty

Video cc record

Mayor ED project

TV show ch 97  
'Focus on future'  
'Rebuild and rebound'

Kmiller program recdation

Youth advisory  
Google

Downtown Cort project

Foreclosure rate

PACE

SCIP

We're writing the first chapter of our success story-have to have an obstacle to overcome. Can't have a comeback without a downturn

Code enforcement receiver

Ec dev employer announcement

1560 avg daily room occupancy

Beach volleyball

Advantage stockton

# End of year 16 note

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Wednesday, December 21, 2016 5:31 AM

IMAGE-don't be humble

FED

Highest levels of fed Govt all three branches

Trump administration and transition

Lobbyist fed and state

STATE

Gov brown final push (4th term)

CalPERS

Tunnels

LOCAL

Measure M

Revenue sources -business, mj

PD- national initiative, etc

Education incentive

Educational partnering - universities

Attachments: accomplishments, education incentive

Accomplishments list

# Highlights

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Friday, May 2, 2014 8:20 PM

Aggressive and Optimistic history looking to meet immediate needs of stakeholders  
 Gambled in effort to give people what they wanted  
 Great Recession - no buffer and oncoming flow of increasing debt obligations  
 90 mil cuts; 25 30 43  
 Left 26 mil hole - after exhausting options  
 Ch 9  
 What did we owe?  
 What was at risk?  
 Lessons learned - LrFP, more conservative estimates, fiscal constraint  
 Refused to agree to anything we couldn't afford which made progress harder  
 Negotiated deals with all but 1 which saved more than a billion  
 Good news-Now we know how to live within our means and have the political will to do it  
 Bad news - except measure A, no short-term relief; traded for long-term stability  
 That means I proposed a budget that does have unallocated funds. Tempting to use it to immediately restore services. I can't support that because I'm more concerned with tomorrow rather than today.  
 End of day all this means that we'll have to stay focused and disciplined but as a result we can ensure the long term health of stockton. We're never going back to where we came from. We're going to be OK.

## MAYOR INTRO

[insert homeless and ICSC comments and more accomplishments]

The value of any organization lies not in where it's been, but in where it's going. For cities that means there's future value in making tough decisions. That means living within our means is a good thing. And it means that having a plan for a brighter future should be rewarded. All that means our future value will be high.

Our current value is based on our recent past. And let's be honest, it hasn't been good. So, even though our future value will be high, today's value isn't.

Every scenario creates an opportunity for someone. We just have to figure out who. So who benefits from a low present value that is on pace to have a high future value? Investors. Investors want to get in before the price gets too high so they can ride that wave of success. Before long our stock will rise and it will bring with it all the good and bad that comes with success. Don't get caught looking. Don't regret missing your opportunity. Make your investment now. Invest in Stockton because our stock is rising.

There's no mistaking that this last year will go down in the record books for many reasons. Whether you count in terms of days of headlines, the City has been busy. When your one of the largest Cities in the country (top 0.33%) and you're coming off of high crime and bankruptcy you attract a lot of attention. But beyond the political distractions the City has been hard at work. As you'll hear in a few minutes we've made major progress in both finance and crime and, with the efforts of local businesses, citizens, and employees, we've righted the ship and set a course for greener pastures.

Our stock is rising. The council members and I have established a new set of strategic priorities so the City Manager and his staff have clear direction and we can continue to do the work of the people even when it seems we've been overtaken by distractions.

Our stock is rising. In the coming weeks we will adopt a budget, end the bankruptcy trial, take the next steps toward implementing the Marshall Plan on Crime, and make public announcements about economic development deals currently in the works.

Our stock is rising. People are beginning to take notice and we're making national headlines for things other than crime and bankruptcy. From the McDonald's pilot program to the Google Barge, Stockton's value is becoming less of a secret.

Even though we're close to moving past it, the bankruptcy still dominates much of our resources so it's important to talk about. But rather than just hearing from me, [intro Kurt]

The next issue that has dominated our attention is public safety. As you know we've made lots of progress but we have more work to do. To talk more about that [intro Chief]

Those were important issues but it doesn't capture the essence of what Stockton is all about. I've asked my colleagues to help me take a broader look at Stockton. [intro video]

As you've heard there are exciting things happening in Stockton. With the past behind us and a bright future within our reach, there is no better time to invest in Stockton because our stock is rising.

[advance copies of speech and video for media](#)

Strategic priorities

Big 3

Measure A

same as Pittsburgh, bigger than Cincinnati. top 0.33% by size in nation

top 2.697% in state

iHub

1-2 punch of permit center and ED

Upcoming announcements to jobs and rev

Energy ordinance success

BEDI

Tortilla chip maker

Mcdonalds test market 1 of 4

Google barge

OLD #1 LIST

From Fragility to insolvency

Recession

Loss of RDA

Loss of EZ

Largest bk

Highest crime

Impair wall street

Something for everyone - if you are looking for failure you can find something to bolster your prediction but if you're looking for success the data is clear]

NOW

We're writing the 1st chapter of our comeback - every great story requires overcoming obstacles

ACCOMPLISHMENTS

From Solvency to Prosperity

FINANCIAL

New policies and procedures to safeguard against relapse

Unprecedented tools to forecast future revenues and expenditures

Major reductions to CalPERS obligation (through negotiation rather than court order)

Took gory but necessary steps to reign in current and future labor costs

Exit bk - stand up to sustainability tests

MUD refi

BUSINESS CLIMATE

Permit Center

PACE X 2

ULI/Downtown

Local preference (local hire)

Upcoming announcements - downtown, business retention/attraction

ED strategic Plan

Advantage Stockton

1560 average daily room capacity???

SCIP

Safety  
Marshall Plan  
Measure A  
OVP  
Ceasefire  
Call ins  
Drop in crime  
Blitz teams - aggressive code enforcement  
Animal Shelter

MAYOR CLOSING  
Communication - new focus to share our story

# Speech

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Saturday, April 26, 2014 10:04 PM

Living for resume or eulogy?  
We're nbr 1 - largest, foreclosure  
, ch 9

Now Credit increase. Exit bk. Independent actuary. Lrfm.

Facilities at stake

Chart of who have what  
Tot

## Archived updates

Sunday, January 4, 2015 7:58 PM

Library polling

SB 5 Galgiani vote

\$23 million of \$35 million approved in DOF loans

Jan 14 open windows

300 people at Merlo gym event

January chloramination in North part of city (no more free chlorine) pet shops/dialysis disinfection byproducts. Worldwide. 30 years in California. Rash complaints before even started

1 violation water and 1 wastewater

OE3 water shoes contract

21 vs 19 vehicle homicides

Chloramine

Dwsp intake pump

Buyer backing out of mud stores sale

\$30m one time and \$150m over 10 years avoiding UV

Sewer pump station catastrophic failure Swenson. Metal

Water hog list dec 12

Applied aerospace technology retention visit. Launch. Expansion. Space launch

Long range property management plan - end of year timeline. Bob hope. Children's museum

3 alarm fire. Saved bldg next door. 4 inch clearance. Roof and upper floor collapse

Backfill from other depts

Fair Oaks repair work underway

Chief Plant Operator Dec 1

Levee break regulatory relief done

Wastewater bidder challenge

Bond refi x 4

Carmax

Local banking

2 mil HSIP 5 of 6 road diet hunter between miner and Harding, airport and Sonora

Hawk (overhead per crossing displays)

Measure a rfp was premature

Staff announcements x 4

10 academy grad plus 6 more today 391

Homeless encampment cleanup

Clergy blitz mtg (Airport and 8th)

Measure a audit rfp

El Niño nearly 2.5 level (strongest in 2 decades). Snowpack improving Kirkwood 56"

Thu 4pm branding research

Sidewalk and tree issue

Thomas Pace. Deputy director community development

Acela goes live on Monday

Karen's dad

Civil service commission rule change revisited

Pixie woods usage increase

Recruitment notification to commission (scea and O&M opposed) commission agreed (vigil supported)-commission only meets monthly

More in the works

MUD termination prevailed in Superior Court (MUD) after failing at arbitration

Animal shelter connectivity lost. Mice eating cables

Visit Stockton branding (Nov 19 roll out)

Completed plant prep for wet weather season

MUD staff low of 108 out of 217. Now at 200

Company 2 lead

As I mentioned in the meeting this morning, the City was recognized by the Record's

2015 Best of San Joaquin County in several categories:

### Children's Birthday Party Location

First: Children's Museum

Second: Pixie Woods

Third

: Gym Stars Gymnastics

CA Assn of Sanitary Agencies - award for safety progr

Open windows

Extra high visibility enforcement - fb postings

Police foundation report and press release

Alcohol ordinance late in year

Fire academy starts Monday" 16 weeks

JPA first mtg this week

MUD water debt coverage ratio

BEDI

County HOME audit

Lot O Welfare lot 1 hour free

Australia

Visit Stockton - Northstar - branding

Next week General Plan mtg at planning commission

Public works is first gov agency in sj county to receive

8.4.15

Atlas properties effective tree removal

Aug 29 trainee test pd - Caesar Chavez hs

Homeless posting this weekend (Mormon slough)

Parking enforcement to EDD as of Monday

June water conservation 41%

Motorcycle awareness/enforcement fed grant-Rob - appropriateness of enforcement as component of gra Colbert property

Shotspotter sacramento

Delta tunnels opposition

Omaha Nebraska billing - under review, will likely cha

James Rivera and James (Smith) public comments abc

Temporary free parking for bill pay

Silver Lake lease renewal

Audit of Measure A

Temporary chief plant operator

West Nile virus MUD

7.20.15

New Andres 16th from E

Berberian pulled permits

Carmax got will serve letter

Community center open house Saturday

Community survey process underway

Stribley library on track

Family Resource and Referral Center 211 system

Cal Water 44k new customers

Closing year/prepping CAFR

Clerk-net file training Fri

Thorton Rd design team kickoff

El Nino-drill/218

Body camera x 150+ so far/press release

Active violence this weekend 21 v 24

Tentative agreements with all but O&M and water su

Closed session

Strategic planning session

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Lt. letter to editor

Teresa

Jeff/biddle

Clegg title

labor

6.22.15

New email address

Police foundation report

Deadline to reject contacts under bankruptcy

Charleston SC

DSA stopping funding for bike officers

Naming rights

SO4 sulfur gas corrosion and smell (caustic soda NaOH layer off pipe) 1 month into pilot project

**Children's Recreation**

First: Pixie Woods  
 Second: Eagal Lakes Resort  
 Third: Micke Grove Park

**Community Center**

First: Hutchins Street Square, Lodi  
 Second: McKinley Community Center tied for second with Kennedy Community Center (County)  
 Third: San Joaquin Pride Center

34 vs 45  
 Hazmat technician training started today - 4 week training (hosting others)  
 Carmax  
 Caltrans hit fiber optic line - affected MUD/PD (911 etc.)  
 Helpdesk hard drive died over the weekend

Big Valley Ford agenda item pulled  
 Spooktacular 2500 people (a record)  
 One book, one san joaquin 100 people (filled theater)  
 ATP \$500k sidewalk road planning; 2nd round at COG=\$2.9 mil consider in October;  
 COG staff recommends all for Miner Ave 2 block construction (Center to Hunter) to tie in with Affordable housing project to be submitted for next 2 blocks  
 Sacramento crime stats surpassed us

COPS filming  
 Nov 5 youth in government day  
 Hackathon - Friday (Water)  
 Sabercats  
 Shellie Gibson (dispatcher)  
 OE3 and factfinding for last group  
 Factfinding \$10k x 2; split with OE3  
 Fish and Wildlife letter  
 Contracting costs are rising  
 Montecruzuma Sanchez allegation that pd released body cam video is false

Fueling issue at corp yard  
 CRAC Block 3 can't make deadline  
 Theater conversion to fancy  
 Bedi  
 Walmart  
 Worknet - very strong  
 Annual community rating system recertification (10% flood insurance discount for residents)  
 Fixed ASD pipe  
 Acela in next 6 weeks  
 Career fairs  
 Artisan tours  
 Online library registration  
 Merlo gym doing well (table foundation)  
 Sac has passed our homicide numbers  
 Law enforcement ambushes  
 Chili cook off at black family day  
 Committees directing staff  
 Website redesign  
 Rev willie Douglas  
 Bike safety  
 Butte fire - Mcoulumne and calaveras - water quality challenges; fire deployed;displace  
 Pedestrian abandonment  
 Weekly updates in writing

September 5  
 Body Cams

Credit downgrade  
 8.17.1  
 Stribley 15 bilingual story time participants  
 Pd military surplus suspension lifted  
 IT award - second in 6 months  
 BDCP (half size environmental still 20k pages) didn't address our comments  
 Diesel oil spill in Delta near pump (Tinsley island gas attendant filled sewage tank instead of fuel)

3 teams pd/fire task force - fireworks  
 30 fireworks booths  
 Calwater conversion-added volume  
 Permit fees  
 SCEA  
 Fire  
 VB  
 Medical marijuana  
 League of cities-hotel  
 4th of July

Billboards  
 Summer youth jobs 69?  
 Wire theft traffic light acacia/center  
 Testing backup generator at SEB  
 House of origin bill deadline passed week or two ago  
 Call in  
 HR diversity video in movie theaters  
 Revisit Library item  
 Fee schedule August 18th  
 evil twins x 4 small claims court  
 fireworks  
 Anchor Village got cap and trade money-construction  
 Groupwise down fri night overnight  
 Groupwise is getting off groupwise (Microfocus acqui  
 Field watering-signage (non potable); soccer field still  
 Goal is 28%; last month 41%  
 SCEA tentative  
 Fire status  
 Misty Holt Singh

6.8.15  
 1609 Wilson Way  
 Grand View Village - rejected for Cap and Trade funds  
 Vernell Hill got tax credits  
 Summer reading in full swing - added Weston Ranch  
 Stockton Beautiful landscape at Chavez  
 Lost 2 MUD electricians (68 years combined experien  
 Military surplus vehicles. Fitzgerald

5.26.15  
 Pools (Holiday Park motor oil; Kids club insurance bro  
 DOF bond proceed approval

5.18.15  
 Pd recruiting billboards  
 Able HS recruiting from IT  
 Texas banditos and cosacs - not here  
 Asian gangs

5.11.15  
 Flamingo Club agenda request  
 CDD director  
 POA MOU  
 How important is funding for CDBG shortfalls?  
 Niagra meet and greet  
 Reentry facility  
 SFR 71 up to 86 and now master plans  
 Parking meters  
 Urban conservation =2% of use statewide

Pd recruiting billboards  
 F  
 5.4.15  
 Able HS recruiting from IT  
 Mas'ood Cajee  
 Grand Jury report  
 State water board emergency regs this week tue/wec  
 on 2013 usage; we're already doing pretty good; May  
 next 2 weeks; revised curtailment notices  
 Fire engine accident  
 Salary setting commission May 19  
 PGE tree removal 575 trees near transmission lines (1  
 cash;  
 Union Gospel mission basement because we tagged it  
 Long meeting 5.19  
 Budget next week - time to review

4.27  
 Taxi cabs  
 Fire



Summer jobs  
 Police foundation report x 1 month  
 Misty holt singh bench - volunteer from Oddessy?  
 ?Stribley library reopening; story times, etc.--  
 CS summer camps (full and half day)- possibly separat  
 Network vulnerability  
 ERP/Microsoft RFP

## 4.20

Settled animal lawsuit except for Eileen  
 Susd public safety academy  
 Parking Mobile app for payment (within next 2 week  
 Asparagus festival more than 100k people  
 Power outage was planned but PGE forgot to tell us  
 Fri night building fire - reignited 6 hours later  
 Stribley  
 Non propfit board - talk to John  
 Madison Market - blight (DA)  
 Asparagus festival - interfere (excluding search/dema  
 Office

ACA penalty a: didn't offer full time (30) employee ac  
 (\$2.5m) penalty  
 B: too costly is \$250 per month penalty but only for sj  
 Annuitant offer but mandatory decline for PERS

Franklin appeal timeline  
 HOME funds Carol DOF  
 CDBG one year action plan

## 4.6

Police communications  
 Merlo gym  
 Settlement 290 \$7,500  
 Drought-25% conservation; 50mil sq ft lawn removal;  
 rate structure; no watering of medians but bushes an  
 watering 2 days per week; no water features except v  
 strips

School push back to Fall for youth in govt day  
 County branch add 5 hours per week library  
 Special events stakeholder meeting and future code c  
 Saturday Maya Angelou stamp unveiling  
 Cal Water utility billing conversion - FAQ website is liv  
 Legislative session busy  
 Groupwise files to G drive  
 Parking transition - all attendants who applied (excep  
 supervising parking enforcement; 1 code enforcemen  
 April 14 protest  
 Asparagus April 17-19 Fairgrounds  
 Emergency sewer repair on Miracle Mile  
 Prevailing wage for low dollar contracts

## 3.23

Parking authority swap next week Offered 9, expectin  
 have applied)  
 400 E. Main planning (cc car pool)  
 Soccer complex - best its ever looked  
 Agenda item - 2 parking/city title change - around the  
 April 28 youth in govt day  
 April 14th protest  
 DOJ grant - no money for us  
 Drought - state water board restrictions; 2-day wateri  
 Automated meter reading \$17m  
 Holiday egg hunt - large turnout  
 Spring break

## 3.16

Special events process committee  
 Guatemala trip postponed - Visas  
 Egg hunt -- 17k web hits (strategic priority)  
 April 28 youth in govt day  
 If one then all  
 Budget priorities  
 Parking half hour increments  
 Taxicabs

Mayor letterhead  
 Retiree check duplicates  
 Guatemala  
     Taxicab forum  
 March 20 email will be down 8 hours  
 Salary setting commission - that's the cap  
 Private letter ruling - IRS EPMC pretax  
 CMMS Phase II 4-6 months  
 21st century + Ferguson reports  
 April 14 protest  
 January water reduction 25% (usually 13+%)  
     Ba back at work  
 12.6 10-year warranty down to 2 year  
     23 firefighter apps (22 white male; 1 asian)

3.2  
 Red flex 2.27 end date  
 Parking layoff notices  
 S&P MUD remarketing upgrade from A- to A; subordi  
 A- to A  
 Poet laureate nominations going out this week-arts c  
 Kentfield community services event March 14th-train  
 event  
 County pocket fire fatality sfr elderly  
 Fire ride along DUI  
 Guatemala 14  
 Civil Service - only 2 interviews (Not state employee S

2.23  
 Jan crime stats  
 MUD Chief Plant Operator (EBMUD)  
 Hearing impaired services  
 Richard Leutral (Sonoma County) fire comm interim n  
 Valentine's Day domestic violence  
 Sideshow - 600+ vehicles  
 9 golf carts stolen/retrieved  
 Utility billing kickoff  
 Firefighter ride along  
 Taxicab ordinance  
 Worker's Comp indictment of city employee (has now

2.9.15  
 Red flex  
 Public art  
 CalPERS ruling  
 Title 5 changes  
 Giants trophy Thursday  
 Elena/legal  
 10 of 16 million acre feet water storage -- new hogan,  
 Mormon slough  
 Franklin 18% recovery +/- .5 %  
 Reentry facility

Fair Oaks-hold sale  
 Holt sing bench  
 Salary setting commission march-april

2.27.15  
 Special events stakeholder mtg  
 Opengov

1.26.15  
 Bookmobile hours  
 Flamingo Club  
 No camera policy weigh in  
 Council update information (Silva)  
 Code enforcement 'infringing on people's right/fairly/  
 areas'  
 Development fees  
 Wants to know more about verbal judo pd training  
 Economic Development Strategic Plan'

--CDBG funding allocations not being equitable - same

Weston Ranch - wants to give them a police officer sc  
--Charter 409  
Gift limits  
Red flex  
FOG  
Lueterman  
--Feb 4 new bookmobile hours start  
--Feb 12 VIP 4-5 giants trophy  
--MS OS10 - 900 XP machines to convert  
--RTD vs Rail funding dispute  
--Dispensary  
--Phone bombing  
--Bk implementation plan  
--Metal theft MUD  
--April 24? Employee recognition  
--Ramping up for summer  
--24 CDBG applicants  
--Public transition of parking

1.12.15  
Berberian motors  
Top 10 most violent  
BEDI  
JPA fire claim check  
Body found in dumpster  
Downtown development activity  
Ammonia discharge levels (cold weather)  
Denitrification goes to nitrate - regional board now w  
Gov. Budget

Binders  
6th process  
NYPD funeral  
Dr. Wayne  
Committee assignments  
460 forms  
700 forms  
Diane leave of absence  
Boards and commission training  
Library strategic plan implementation  
Parking implementation April 1

400+ employer (Nature's Best) Fresh and Easy buildin  
Turkin foods from Lathrop 100+ employees

Seating chart  
Blitz starts this week - inspections this week  
Congressional Government accountability office repor  
377 officers  
Animal Services manager - phillip zimmerman?  
Missing person case Hammer Ln  
Dispatch JPA ongoing

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Thursday, August 13, 2015 10:21 AM

Accessing pd for DA issues

Parking - validation for existing businesses  
Calling up Peter Lemos for comments from dais  
PLA

Vision for crafting process to address (not solve) second/third tier issues  
(library/trees)  
Community benefit agreement

# Q&A

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Thursday, August 13, 2015 10:31 AM

## 2015 Year end accomplishments

Friday, November 6, 2015 1:53 PM

The start of a new year brings new opportunities and a chance to reflect on the past. Professionally, 2014 was filled with challenges for all of us. Personally, many members of the City team endured tragedies at home in addition to the hardships on the job. Despite the myriad of obstacles and losses, the City of Stockton is in a better place to start 2015 than it was in 2014. That is because, even in the darkest times, employees like you never stopped providing services to the people who count on you. While our critics pretended that nothing positive was happening in Stockton, you remained focused, showed up to work every day, and gave it all to serve our citizens. That's never going to be the headline because those on the outside lack the view point to truly appreciate not only what you do every day, but the circumstances under which you do it. You represent the very best of public service and those of us with the perspective to appreciate it are proud of what you accomplished last year.

Your hard work has paid off and the City is now one of the most stable in California. That doesn't mean we are flush with money or that we will immediately restore service levels but it does mean that we can limit the anxiety of wondering whether or not Stockton will survive. We will continue to struggle in some areas for the foreseeable future but, because we are now stable, the question is no longer whether or not we will continue to slide backwards but rather how fast we will move forward.

The City made extensive progress in each of the major areas identified by the City Council and especially in the priority areas of public safety, finance, and economic development. Approval of the bankruptcy exit plan (Plan of Adjustment) was a major milestone in the City's history but there were countless other achievements worthy of celebration. Just a few of those in no particular order are:

- Reductions in overall crime - we have a long way to go but have made measurable progress in most areas
- Neighborhood Blitz Team - adding new tools to help clean up Stockton
- Office of Violence Prevention - to make long-term improvements by interrupting the generational cycles affecting opportunities and crime
- Passage of Measure C - Charter amendments
- Hiring of Measure A police officers - a 3-year process that will continue
- Bond refundings that will save more than \$13 million for our customers - unprecedented to do this and get credit ratings while in active bankruptcy
- Improved the customer experience for those paying bills (Q-flow, mobile payment app)
- Revolutionized the customer experience at the Permit Center
- Movies at the Point Series at Weber Point - entertained almost 10,000 people over 5 dates with costs offset by \$15,000 funds raised by staff
- Major financial reports (CAFR) delivered timely and accurate for first time in several years
- Planning for major capital improvements to the wastewater treatment plant (CIEMP)
- Opened new Library Branches in Mountain House and Lathrop
- Approved loans for two downtown housing projects - 140 new housing units to breathe new life into downtown
- Revenue Sharing agreements to retain or attract business - the first two will bring \$250,000 in new revenue and create 75 new jobs
- Worked with State to resolve old Redevelopment Agency Issue - eliminated a \$2.4 million debt separate from bankruptcy
- Fire Squads - alternate service delivery method for some calls
- Began General Plan amendment process
- Approved Climate Action Plan - related to litigation from several years ago
- Implemented Phase I of Computerized Maintenance Management System
- LED conversions of approximately 3,000 streetlights - benefits include purchase rebates, reduction in ongoing electric bill, and environmental benefits
- Completion of French Camp / I-5 Interchange - last piece of the puzzle to complete the Arch/Airport/Sperry Connection from I5 to 99

With the bankruptcy winding down we can accomplish even more in 2015. I'm hoping to see first-hand some of the goals you reach and challenges you face during my field tours to each department in 2015.

Thanks again for all that you do.

Best wishes,

City is a separate profession. Non-city legal and financial experts have demonstrated remarkable lack of understanding of what you actually do or the distinct rules that apply to you (Chapter 9 and GASB)

Caliber of job applicants seeking to work along side you has increased and we're pulling from reputable organizations like Sac, Vegas, E, LA

Sport fishermen settlement  
Headworks bid award

Failure is an event. Not a city

### NEXT STEPS

Fix medical  
Fix compensation  
Fix payroll system

The end of another year brings another opportunity for reflection. From my vantage point this has been a year full of challenges and triumphs and I'm proud of the way our team has dealt with them. You continue to provide the highest levels of public service, even in the face of adversity, to a group of citizens with extraordinary needs. Your work has long been appreciated by those close enough to realize how they benefit from your efforts. Outsiders who view Stockton based on headlines, on the other hand, have continually held negative views of us. I've noticed a change in that outsider perspective this year. As an example, we now attract job candidates from reputable organizations who now want to work side by side with you but were reluctant to join our team in the past. This is a direct result of the work you do and the fact that other people are beginning to take notice. They are starting to realize how much potential Stockton has and how resilient this community can be.

A few of those accomplishments are listed below.

In the ten months since we formally exited bankruptcy we have continued fulfilling our promises to the judge and have steadily strengthened our financial foundation. Even though our current level of service and compensation remains below our optimal levels, we are closing the gap and are on a path to reach the appropriate levels over time. In the coming year we'll work toward ways to expedite that progress without compromising our new, and much needed, financial security. We have strict limitations on future ongoing spending obligations but we have several areas where we can still make rapid progress. One example of a forthcoming improvement is in the area of medical insurance.

I've heard concerns from many employees about our medical insurance plan options. As I understand it, the City's self funded plan was the only option for nearly all employees before the fiscal crisis. With the City paying the full premium there was no need for another option. When the City realized it was unable to afford to offer a plan with no employee premiums there was a concern for the financial hardship this rapid change could create for employees. In response to that the City began offering a Kaiser alternative which included low premiums in response to that concern. Unfortunately, that Kaiser plan also included very low benefits which is why many employees currently pay exorbitant out-of-pocket fees. All of these changes occurred simultaneously with the Affordable Care Act (often called Obamacare) which initiated a significant overhaul of our national healthcare system. Most Americans are paying 130% more for healthcare today than they were 10 years ago. That is a result of the system adapting to the new norms and that increase doesn't include the additional changes that happened for Stockton employees during the same time period.

We recognize the benefits of having low premiums but also acknowledge the challenges of low benefit levels that cause employees to hesitate when they need to use their own insurance for fear of cost. We have already begun working with insurance companies in search of alternatives that offer significantly higher benefits without drastically increasing monthly premiums. We hope to finish that process in time to provide you with additional options this Spring when open enrollment begins. In the case of Kaiser, the team has already worked out a potential solution for a second Kaiser option. Compared to today's premium and benefit level the new plan appears to meet our goals and provide an affordable option that provides meaningful benefits more comparable to other public agencies. The rates for all plans are subject to change annually so I haven't yet seen the rates that would apply at the time of open enrollment. As we get closer to Spring, we will share all of the options and costs with you. I think it will be good news for those of you who have expressed concerns about medical insurance.

## 2018-9 CM Dept year-end letter

Friday, January 4, 2019 1:35 PM

I'd like to wish and your loved ones a prosperous 2019. Together, we're well positioned to take on whatever challenges lie ahead for 2019 and to reap the benefits that were sewn in 2018. Last year proved to be a notable year for the organizations we serve, the profession we love, and the colleagues with whom we work. For many of our peers it was a year of election-related drama. For others, last year was punctuated by the highs of achieving the important milestones earned by your staff in your local communities and hard-fought legislative victories by our League staff. It will also be remembered for the lows of loss, tragedy, and disaster – including the devastating fires that burned at both ends of our state.

Those low points often represent our worst work-related fears because they're so grueling and advanced preparation is difficult. After all, we can't predict their timing or impact and we can't even pinpoint who will be at risk. Even worse, while everyone else is focused on the issue of the day, we're tasked with the efficient management of our organizations before, during, and after those events. It's easy to see how the big events test the mettle of our peers and our organizations, but it's actually the small issues that sneak up on us, causing damage to managers and organizations. The nature of our role is to be in the trenches, not only when the answers are clear and help is plentiful, but when doing the right thing is unpopular and the important thing isn't newsworthy.

Although we can't predict the timing or magnitude of the challenges we'll face in the upcoming year, we can be confident that some among us will experience the joys and challenges of public service in the upcoming year. As Sacramento swears in a new Governor and many new legislators, we'll all need to pay close attention as we advocate for the best interests of our communities. As new mayor's and council members are seated, potentially disrupting the ecosystems of some communities, the rest of us should stand ready to provide support to our colleagues who are on the hot seat.

Our profession and our communities have weathered many storms and we always come out on top. Next year will be no different and we'll end the year in a better place than we started. After witnessing the spontaneous outpouring of support during the fires, I am confident that ours is a group that will collectively answer any call for service.

It's my honor to serve you and the League as the current department president. I wish you, and your communities, a safe and prosperous new year. Thanks for all that you do and don't hesitate to reach out if there's anything you need.

Thanks,  
Kurt



## 2018-9 staff letter

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Friday, January 4, 2019 1:36 PM

A message to all City of Stockton Employees:

Happy New Year!

Thank you to those of you who continued providing service over the holiday. For those who weren't working, I hope you and your loved ones had a safe and happy holiday season. With the holidays behind us, it's a good time to plan for the upcoming year and reflect on the previous one.

From an early preview of the accomplishments list that we'll share soon, it's clear that you and your colleagues made 2018 an incredibly successful year. There were a number of setbacks and personal tragedies suffered by team members and their families, but there were also a number of triumphs. The same way we witnessed people fight through adversity last year to make the best of difficult situations is the same way the Stockton employees have continued to support each other and fight through challenges to provide the best possible service to the citizens we serve.

Currently, our service level remains lower than we wish we could provide to our citizens but is within the level we can afford. Quickly raising that service level right now would make many people happy today, but those same people would be harmed when the bill came due because being overextended comes at a price. After seeing so many people hurt several years ago, we made a commitment not to repeat that old way of doing business. This puts us in a place where we will continue spending the next year looking for better, and more affordable, ways to raise the level of service we provide to our citizen customers but requires us to continue living within our means. Fortunately, and unlike many other California cities, it also puts us in a place of stability which serves our employees and citizens well. Not just financial stability, but organizational stability.

Coming from a stable place allows us to focus on the bigger picture and longer term of not only the organization, but you – the people who make it work. Aside from working hard every day to achieve the big picture goals set forth by the mayor and council, I'd like to encourage everyone to consider your personal long-term best interest as well. For some, it means a renewed focus on work-life balance or learning a new skill. For others, it may be developing a more efficient way to perform job functions or seeking new challenges. Stability is a luxury we didn't have years ago when some of you endured the most difficult work-related challenges of your career. Now that we have it, I'm hopeful we can all take full advantage of it to reflect on what matters most and do what's in the best interest of citizens and your loved ones. I'm also committed to keeping that stability. For that reason, we'll continue to stay the course of progress while being ever mindful of the long-term impacts of every decision we make. As the new city council is seated and sets their priorities, we'll make adjustments to our work plan, but we'll continue the long-term focus and fiscal discipline that has positioned us in a way that fulfills our ethical obligations to safeguard public funds and the public trust. With your help, we're on pace for another outstanding year. I'm looking forward to the progress we'll make together, and I wish you and your loved ones a healthy and happy 2019.

Kurt

# Narrative

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Thursday, April 13, 2017 8:47 AM

Aggressive projects

General Plan

ERP

Radios

CIEMP

Strong Communities

Web redesign

Marshall Plan

Doc management

Time tracking

Gasboy-fuel management

Inmate workers

Scarcity

Never again - don't build up what we can't afford

No immediate fiscal threat

Proper planning mitigates longer-term concerns

Requires priority of existing staff to ensure we don't do future layoffs

Trade off is that we can't afford much

There will be critics who say the spending limits are too severe but they are not the ones who would be held accountable in the future if layoffs need to be made