



JOINT MEETING OF THE MILPITAS CITY COUNCIL, HOUSING AUTHORITY, AND MUNICIPAL FINANCING AUTHORITY

MINUTES

TUESDAY, JANUARY 21, 2025

The City Council of the City of Milpitas convened on the regular City Council meeting day in a Joint Meeting of the Milpitas City Council, Housing Authority, and Municipal Financing Authority on January 21, 2025, in the City Council Chamber, 455 E. Calaveras Blvd, Milpitas, CA, and via teleconference/Zoom webinar.

CALL MEETING TO ORDER by Mayor and ROLL CALL by City Clerk

Mayor Montano called the Regular City Council meeting to order at 5:31 PM and announcing that Vice Mayor Barbadillo was participating remotely from the Kameha Grand Zurich Business Center in Zurich, Switzerland pursuant to California Government Code Section 54953. Roll Call was taken by City Clerk Guzzetta.

PRESENT: Mayor Montano, Vice Mayor Barbadillo (5:42 PM), Councilmember Chua, Councilmember Lam, Councilmember Lien

ABSENT: None

Acting City Attorney Creech briefed the City Council on the closed session items.

The City Council adjourned to Closed Session at 5:34 PM.

ADJOURN TO CLOSED SESSION

(a) CONFERENCE WITH REAL ESTATE PROPERTY NEGOTIATOR

Pursuant to Government Code Section 54956.8

Property: 174-176 Main Street

Agency Negotiator: Economic Development and Strategic Initiatives Director Alex Andrade

Negotiating Parties: 286 Lynn Avenue, LLC

Under Negotiation: Price and Terms of Payment

(b) CONFERENCE WITH LEGAL COUNSEL

Existing Litigation Pursuant to Government Code § 54956.9(d)(1) and (2):

Chad Pancoe Gurney v. City of Milpitas, WCAB case number(s) ADJ18987292.

(c) CONFERENCE WITH LEGAL COUNSEL

Existing Litigation Pursuant to Government Code § 54956.9(d)(2):

Eric Emmanuele v. City of Milpitas, WCAB case numbers ADJ14723641 and ADJ14722396.

CLOSED SESSION ANNOUNCEMENT:

The City Council reconvened at 7:17 PM. Acting City Attorney Creech had no Closed Session report.

PLEDGE OF ALLEGIANCE

Mayor Montano led the pledge of allegiance.

The City Council recessed at 7:21 PM and reconvened at 7:29 PM.

INVOCATION

Councilmember Chua provided the invocation.

PRESENTATIONS

Mayor Montano, joined by the City Council presented proclamations in recognition of Martin Luther King, Jr. Day and Lunar New Year. Milpitas Unified School District Board President Chris Norwood and Chief Business Officer Dorothy Reconose accepted the proclamation for Martin Luther King, Jr. Day. Jane Chen from the Mandarin Language and Cultural Center accepted the proclamation for Lunar New Year.

PUBLIC FORUM

There were the following public speakers.

1. Voltaire Montemayor

ANNOUNCEMENT OF CONFLICT OF INTEREST AND CAMPAIGN CONTRIBUTIONS

Acting City Attorney Creech asked the Mayor and City Councilmembers if they had any personal conflicts of interest. By roll call, there were no conflicts of interest. Acting City Attorney Creech asked the Mayor and City Councilmembers if they had any reportable campaign contributions. By roll call, there were no reportable campaign contributions.

READING OF THE CITY COUNCIL CODE OF CONDUCT

Mayor Montano read the City Council Code of Conduct.

APPROVAL OF AGENDA

After discussion, motion: to approve the agenda.

Motion/Second: Mayor Montano / Councilmember Lien

Motion carried by the following:

AYES: Mayor Montano, Vice Mayor Barbadillo, Councilmember Chua, Councilmember Lam,
Councilmember Lien

NOES: None

CONSENT CALENDAR

After discussion, motion: approve the Consent Calendar.

Motion/Second: Councilmember Chua / Councilmember Lien

Motion carried by the following:

AYES: Mayor Montano, Vice Mayor Barbadillo, Councilmember Chua, Councilmember Lam,
Councilmember Lien

NOES: None

1. **Receive City Council Calendar of Meetings for January and February 2025 (Staff Contact: Suzanne Guzzetta, City Clerk, 408-586-3001)**

Received City Council Calendar of Meetings for January and February 2025.

2. **Approve City Council City Council Meeting Minutes of January 7, 2025 (Staff Contact: Suzanne Guzzetta, City Clerk, 408-586-3001)**

Approved City Council Meeting minutes of January 7, 2025.

3. **Receive the Preview List of Anticipated Items for the Next Regular City Council Meeting (Staff Contact: Suzanne Guzzetta, City Clerk, 408-586-3001)**

Received the list of anticipated agenda items for the next regular City Council meeting.

4. **Adopt Resolutions of the Milpitas City Council and Milpitas Municipal Financing Authority to Approve the Continued Investment of Monies in the Local Agency Investment Fund and Designation of Officers Authorized to Sign on the Account (Staff Contact: Luz Cofresí-Howe, Finance Director, 408-586-3111)**

(1) Adopted **Resolution No. 9382** of the Milpitas City Council to authorize the continued investment of monies in the Local Agency Investment Fund and designation of officers authorized to sign on the respective accounts; and (2) Adopted **Resolution No. MFA 5** of the Board of Directors of the Milpitas Municipal Financing Authority to approve continued investment of monies in the Local Agency Investment Fund and designation of officers authorized to sign on the respective accounts.

5. **Approve an Agreement with SHI International Corp. for Office 365 Cloud Services (Staff Contact: Daniel Nam, Information Technology Director, 408-586-2712)**

Approved and authorized the City Manager to execute a new 3-year agreement with SHI International Corp. for Office 365 cloud services in the amount of \$181,715.05 annually for base services, totaling to \$545,145.15; and authorize 10% contingency in the amount of \$54,514.52 over the total contract term with not-to-exceed total contract amount of \$599,659.67.

6. **Receive an Update on the Security Improvements at the McCarthy Ranch Sewer Lift Station (Main Lift) and Determine that the Condition Continues to Constitute an Emergency (Staff Contact: Christian Di Renzo, Public Works Director, 408-586-2602)**

(1) Received an update on the security improvements at the McCarthy Ranch Sewer Lift Station; and
(2) Determined that the condition continues to constitute an emergency.

7. **Adopt a Resolution to Update City Event Celebration Flags and/or other Commemorative Flags at Cesar Chavez Plaza (Staff Contact: Renee Lorentzen, Director of Recreation and Community Services Director, 408-586-3409)**

Adopted **Resolution No. 9383** to supersede Resolution No. 9309 updating City Event Celebration Flags and/or other Commemorative Flags at Cesar Chavez Plaza.

LEADERSHIP AND SUPPORT SERVICES

8. **Receive a Report on the 2025 Citywide Community Engagement Survey (Staff Contact: Matt Cano, Assistant City Manager, 408-890-8065; and Charmaine Angelo, Public Information Officer, 408-586-3055)**

Received a report on results of the 2025 Citywide Community Engagement Survey.

City Manager Thomas introduced the item. FM3 Consultant Kurt Below presented the report, and joined by Assistant City Manager Can, City Manager Thomas, and Finance Director Cofresí-Howe responded to questions from City Council.

Vice Mayor Barbadillo questioned the purpose of the survey. City Manager Thomas noted that the survey is used in the budgeting process and as a reference for year-round policy discussion. The Vice Mayor cited the increase in resident engagement coinciding with a slight decline in overall satisfaction

ratings, as a more informed public tends to scrutinize government actions more closely and pointed out that resident feedback on community and cultural programs suggested a need for expanded initiatives. Vice Mayor Barbadillo stressed that clear outliers, such as dissatisfaction with road conditions and affordable housing policies, warranted greater attention.

Councilmember Chua raised the issue of housing communication, emphasizing the importance of informing residents about ongoing efforts such as Accessory Dwelling Units (ADUs) incorporated into new developments.

Councilmembers Lam and Lien questioned the sample size of the survey. Councilmember Lien expressed concerns about its accuracy. FM3 Consultant Below responded to these concerns by explaining the statistical methodology, noting that survey research often uses similar sample sizes for statewide surveys, and that the margin of error remains consistent regardless of total population size.

Councilmember Lien also raised concerns about the usage of Milpitas SMART transit and questioned whether the program should be reevaluated. City Manager Thomas noted that SMART ridership has significantly increased and reported that the service is heavily utilized by seniors and students.

Councilmember Lam, acknowledging the diverse makeup of the City, asked after the languages included in the survey and the distribution of responses in various languages.

Mayor Montano concluded the discussion by summarizing the key takeaways from the survey. She voiced support for efforts to improve public awareness of city programs and ensure that survey results guide future policy decisions.

There were the following public speakers:

1. Voltaire Montemayor

9. Provide Feedback Regarding City of Milpitas Mayor and City Councilmember Salaries (Staff Contact: Matt Cano, Assistant City Manager, 408-586-3012)

City Manager Thomas introduced the item. Mayor Montano cited additional areas still requiring additional research and asked the Council if they wished to defer or continue the discussion. After brief deliberation, Councilmembers Lam, Lien, and Chua supported continuing the discussion that evening.

Assistant City Manager Cano presented the report.

Councilmember Chua asked what steps were required to implement salary adjustments. Assistant City Manager Cano explained that the City Council would need to adopt an ordinance to update the Municipal Code.

Vice Mayor Barbadillo questioned the timing for an increase to go into effect. Acting City Attorney Creech confirmed that the requirement for council salary adjustments to take effect post-election is set in the government code.

Councilmember Chua observed that if the Council had taken action prior to the November 2024 election, an increase could have gone into effect sooner, but would now apply only after the 2026 election. She expressed concerns that an immediate increase could be made to the mayor's salary, questioning the fairness of that structure.

Mayor Montano concurred that any adjustment should be uniform for all Councilmembers including the mayor. She suggested setting the maximum \$1,900 per month salary for all Councilmembers, with no immediate increase for the mayor beyond that amount. Vice Mayor Barbadillo and Councilmember Chua supported this approach.

City Manager Thomas noted that staff would return with a draft ordinance for further discussion and approval.

There were the following public speakers:

1. Voltaire Montemayor

The Council concluded the discussion, directing staff to draft an ordinance reflecting their feedback and bring it back for future consideration.

10. Review the List of Agenda Item Requests From Individual Councilmembers and Provide Direction to Staff Through the Council-Approved Prioritization Process (Staff Contact: Matt Cano, Assistant City Manager, 408-586-3012)

Assistant City Manager Cano presented the report, explaining that this review allows the Council to assess work items proposed over the past few months and determine which should move forward. He provided an overview of tracked work items, including those completed, ongoing, or requiring prioritization. The Council reviewed six new items, provided feedback, and voted to determine which projects staff should pursue.

CC01 - Analysis of the City's Permit Process

Councilmember Chua emphasized the need for ongoing evaluation to ensure the permitting process remains efficient and aligns with business and resident expectations. Vice Mayor Barbadillo supported the proposal but requested clear benchmarks to measure improvements. Councilmember Lien sought clarification on whether the 2019 study recommendations had been fully implemented. City Manager Thomas recommended an in-house survey and training improvements instead of hiring a consultant due to the recent 2019 permit study.

CC02 - Job Fair for City Careers

Councilmember Chua stressed the need to educate residents about the hiring process, particularly to dispel the misconception that city jobs are only filled internally. Vice Mayor Barbadillo asked for current job vacancy numbers and if a job fair would improve hiring. Human Resources Director Parmley report at any given time there are approximately 30 full-time vacancies, mostly in Public Works. She noted a job fair could help, but impact would be uncertain. Mayor Montano suggested partnering with nonprofits or local businesses to speed up implementation.

CC03 - Impact Fee for Car Transports

Mayor Montano withdrew the request.

CC04 - Explore Modernizing Business License Tax

Councilmember Chua emphasized the importance of updating business tax models, city nearby localities. Mayor Montano voiced concerns about discouraging business growth. Vice Mayor Barbadillo asked if small businesses with fewer than five employees would be impacted. Finance Director Cofresí-Howe confirmed the tax structure could be a tiered system. City staff confirmed a tax change would require voter approval and suggested targeting the November 2026 ballot.

CC05 - Review of Traffic Conditions at Edsel and Roswell

Mayor Montano raised concerns about increased traffic and safety risks at this intersection. Vice Mayor Barbadillo and Councilmember Chua agreed that a formal traffic study should be conducted before implementing changes.

CC06 - Pickleball Feasibility Study at Dixon Landing Park

Councilmember Chua questioned why a citywide pickleball strategy wasn't being considered instead of focusing on one park. Recreation and Community Services Director Lorentzen noted that the Parks

Master Plan includes pickleball, and a broader citywide study may be more cost-effective. The City Council agreed that while pickleball is growing in popularity, a larger strategic approach should be considered before spending \$50,000 on a single-location study.

Assistant City Manager Cano detailed the process for prioritizing selections by vote.

The Council voted to prioritize three work items for staff action:

CC01 - Analysis of the City's Permit Process

The Council agreed on prioritizing internal improvements over commissioning a new study. Staff was directed to enhance training for permit staff, gather stakeholder feedback, and explore customer service improvements to ensure a more efficient permit process.

CC02 - Job Fair for City Careers

The Council suggested moving forward with planning a government-focused job fair, ensuring it includes multiple agencies and provides application guidance. Staff was directed to develop a plan and return with recommendations on logistics and outreach strategies.

CC04 - Explore Modernizing Business License Tax

The City Council provided direction to explore updating the business license tax while ensuring small businesses are minimally impacted. Staff was directed to conduct further research and return with recommendations on a tiered tax structure that balances increased revenue generation with economic competitiveness.

After discussion, motion: to approve the list as prioritized..

Motion/Second: Councilmember Chua / Vice Mayor Barbadillo

Motion carried by the following:

AYES: Mayor Montano, Vice Mayor Barbadillo, Councilmember Chua, Councilmember Lam, Councilmember Lien

NOES: None

ANNOUNCEMENTS AND FUTURE AGENDA ITEMS

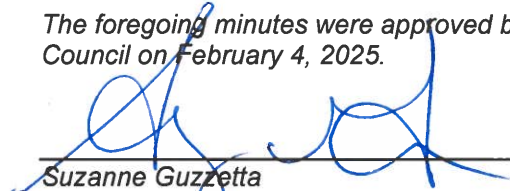
There were the following announcements:

- City Manager Thomas announced the Annual Lunar New Year celebration on Saturday.
- Mayor Montano thanked Milpitas firefighters assisting with fires in Los Angeles, expressed sympathy for Los Angeles County, and wished everyone a Happy Lunar New Year.
- Councilmember Chua expressed gratitude to Police Chief Hernandez and his team for their dedication in handling recent challenges.
- Mayor Montano thanked Vice Mayor Barbadillo for attending the meeting remotely while on vacation.

ADJOURNMENT

Mayor Montano adjourned the meeting at 10:19 PM.

The foregoing minutes were approved by the Milpitas City Council on February 4, 2025.


Suzanne Guzzetta
Milpitas City Clerk