



REGULAR MEETING OF THE MILPITAS CITY COUNCIL

MINUTES

TUESDAY, FEBRUARY 18, 2025

The City Council of the City of Milpitas convened in a Regular Meeting on February 18, 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 7:00 PM. Roll Call was taken by City Clerk Guzzetta.

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

ABSENT: None.

PLEDGE OF ALLEGIANCE

Councilmember Lam led the pledge of allegiance.

INVOCATION

Mayor Montano provided the invocation.

PRESENTATIONS

Mayor Montano, joined by the City Council, presented a proclamation in recognition of Rare Disease Day.

PUBLIC FORUM

There were no public speakers.

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

Vice Mayor Barbadillo read the City Council Code of Conduct.

APPROVAL OF AGENDA

After discussion, motion: to approve the agenda.

Motion/Second: Councilmember Lien / Councilmember Chua

Motion carried by the following:

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

NOES: None

CONSENT CALENDAR

Councilmember Lam asked to pull Items C5 and C6.

After discussion, motion: to pull Items C5 and C6 and approve the Consent Calendar.

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

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

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

2. **Approve City Council City Council Meeting Minutes of February 4, 2025 (Staff Contact: Suzanne Guzzetta, City Clerk, 408-586-3001)**

Approved City Council Meeting minutes of February 4, 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. **Receive and Review the List of Agenda Items Requested by City Councilmembers (Staff Contact: Suzanne Guzzetta, City Clerk, 408-586-3001)**

Received the list of items that have been requested by City Councilmembers and received consensus in previous meetings to date.

5. **FY 2024-25 2nd Quarter Financial Status Report for the Quarter Ended December 31, 2024 (Staff Contact: Luz Cofresi-Howe, Finance Director, 408-586-3111)**

Item pulled from Consent Calendar.

6. **Review Fiscal Year 2024-25 Mid-Year Report, Adopt a Resolution Approving FY2024-25 Mid-year Budget Amendments, and Adopt a Resolution Amending Resolution No. 1626, the Classification Plan to Approve and Adopt the Pay Schedule titled "New Job Classifications/Salary Table" (Staff Contact: Luz Cofresi-Howe, Finance Director, 408-586-3111)**

Item pulled from Consent Calendar.

7. **Adopt a Resolution Relating to the Milpitas Tow Service Agreement (Staff Contact: Jared Hernandez, Chief of Police, 408-586-2402)**

Adopted **Resolution No. 9387** relating to the Milpitas Tow Service Agreement to repeal and replace Resolution No. 7747.

8. **Accept the FY 2025 Citizens' Option for Public Safety (COPS) Grant, Accept the Additional FY 2024 COPS Grant to be Spent in Alignment with the City Council Approved FY 2024 Spending Plan, and Approve the Appropriation of Funds to the Police Department's FY 2024-25 Operating Budget for Front-Line Law Enforcement Services (Staff Contact: Jared Hernandez, Chief of**

Police, 408-586-2406)

(1) Accepted the FY 2025 Citizens' Option for Public Safety (COPS) Grant in the amount of \$126,280.00, (2) Accepted the additional FY 2024 COPS Grant in the amount of \$119,318 to be spent in alignment with the City Council approved FY 2024 spending plan; and (3) Approved the appropriation of funds in the total amount of \$245,598 to the Police Department's FY 2024-25 operating budget for front-line law enforcement services.

- 9. Approve and Authorize the City Manager to Execute a Stormwater Management Facilities Operation and Maintenance Agreement between the City of Milpitas and Milpitas Pacific Associates, L.P., for the Affordable Housing Project at 308 Sango Court (Staff Contact: Christian Di Renzo, Public Works Director, 408-586-2602; and Michael Silveira, City Engineer, 408-586-3303)**

Approved and authorized the City Manager to execute a Stormwater Management Facilities Operation and Maintenance Agreement between the City of Milpitas and Milpitas Pacific Associates, L.P., for the Affordable Housing Project at 308 Sango Court.

- 10. 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 by a four-fifths vote that the condition continues to constitute an emergency.

- 11. Consider a Fee Waiver Request from the Christian Worship Center Bay Area (Staff Contact: Renee Lorentzen, Recreation and Community Services Director, 408-586-3409)**

Approved a fee waiver of \$1,500 for the Christian Worship Center Bay Area's Annual Easter Egg Hunt at Starlite Park on April 19, 2025.

PUBLIC HEARINGS

- 12. Recruiting, Hiring, and Vacancy Update for July 1 – December 31, 2024 (Staff Contact: Kelli Parmley, Human Resources Director, 408-586-3086)**

City Manager Thomas introduced the item. Human Resources Director Parmley presented the report.

Councilmember Lien asked about the 11 vacant positions out of the 43 total vacancies that were being held strategically. Human Resources Director Parmley explained that about seven of those were in Public Works, where the department director was carefully assessing staffing needs.

Councilmember Lam raised concerns about the city's four-and-a-half-day workweek and how it affected public service. Human Resources Director Parmley clarified that employees were still working full-time, with some remote work on Fridays. City Manager Thomas added that starting March 1, City Hall would be fully open on Fridays to better serve the public.

Mayor Montano inquired about the status of part-time employees. The mayor also questioned whether part-time employees were given preference in full-time hiring. Human Resources Director Parmley explained that government hiring regulations do not allow automatic preference, though part-time employees are encouraged to apply. The mayor also raised concerns about hiring transparency, stating that some applicants had reported not receiving responses after applying. Human Resources Director Parmley reassured the council that the HR team was improving communication plans to ensure all applicants received timely updates.

Councilmember Chua asked if there was a policy on the number of days a week city employees can work remotely. City Manager Thomas provided clarification on the city's approach to telework and offered to look into developing a policy. Human Resources Director Parmley added the importance of telework in recruitment.

Councilmember Lam asked if the city had a structured approach to prepare for retirements. Human Resources Director Parmley acknowledged that while there is no formal succession policy, discussions were underway among department heads. She cited the Police Department as a strong example of succession planning, with Chief of Police already tracking upcoming retirements and planning accordingly.

Vice Mayor Barbadillo suggested the development of a policy to standardize remote work and succession planning. Human Resources Director Parmley agreed and noted that HR was engaging with department directors to develop a citywide leadership training and professional development program.

Councilmember Lam asked about the average retirement age and whether vacancies were being proactively filled. Human Resources Director Parmley noted that retirement timelines vary and that the city is working on improving succession planning while ensuring equity in internal promotions.

The presentation concluded with Human Resources Director Parmley emphasizing that sustaining a single-digit vacancy rate is a joint effort between HR and department heads. She also stressed the importance of engaging and retaining employees to ensure the long-term success of the city's workforce.

Mayor Montano opened the public hearing.

There were the following public speakers:

1. Voltaire Montemayor

Mayor Montano closed the public hearing.

ITEMS PULLED FROM CONSENT CALENDAR

5. FY 2024-25 2nd Quarter Financial Status Report for the Quarter Ended December 31, 2024 (Staff Contact: Luz Cofresí-Howe, Finance Director, 408-586-3111)

Councilmember Lam asked to defer the item so that a presentation to Council could be included.

There were the following public speakers:

1. Voltaire Montemayor

After discussion, motion: to defer the item to a future agenda.

Motion/Second: Councilmember Lam / Councilmember Chua

Motion carried by the following:

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

NOES: None

6. **Review Fiscal Year 2024-25 Mid-Year Report, Adopt a Resolution Approving FY2024-25 Mid-year Budget Amendments, and Adopt a Resolution Amending Resolution No. 1626, the Classification Plan to Approve and Adopt the Pay Schedule titled “New Job Classifications/Salary Table” (Staff Contact: Luz Cofresí-Howe, Finance Director, 408-586-3111)**

Councilmember Lam asked to defer the item.

There were no public speakers.

After discussion, motion: to defer the item to a future agenda.

Motion/Second: Councilmember Lam / Councilmember Chua

Motion carried by the following:

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

NOES: None

ANNOUNCEMENTS AND FUTURE AGENDA ITEMS

Councilmember Chua asked for the City Attorney to look into a policy to require a Super Majority vote by Council for any deductions to budget reserves. There was consensus in support of the request.

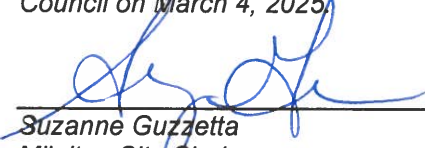
Vice Mayor Barbadillo asked to bring back a discussion regarding fentanyl-related issues. There was a consensus to add this item to the prioritization list.

Mayor Montano asked for feasibility study regarding a Police satellite office. There was a consensus to add this item to the prioritization list.

ADJOURNMENT

Mayor Montano adjourned the meeting at 8:36 PM.

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



Suzanne Guzzetta
Milpitas City Clerk