

THESE MINUTES ARE NOT OFFICIAL
UNTIL APPROVED BY THE CITY COUNCIL,
CULVER CITY HOUSING AUTHORITY BOARD,
CULVER CITY PARKING AUTHORITY BOARD,
REDEVELOPMENT FINANCING AUTHORITY BOARD,
AND SUCCESSOR AGENCY TO THE CULVER CITY
REDEVELOPMENT AGENCY BOARD

REGULAR MEETING OF THE
CITY COUNCIL, CULVER CITY
HOUSING AUTHORITY BOARD,
CULVER CITY PARKING AUTHORITY BOARD,
REDEVELOPMENT FINANCING AUTHORITY BOARD,
AND SUCCESSOR AGENCY TO THE CULVER CITY
REDEVELOPMENT AGENCY BOARD
CULVER CITY, CALIFORNIA

December 8, 2025
7:00 p.m.

Call to Order & Roll Call

Mayor O'Brien called the regular meeting of the City Council, Culver City Housing Authority Board, Culver City Parking Authority Board, Redevelopment Financing Authority Board, and Successor Agency to the Culver City Redevelopment Agency Board to order at 6:36 p.m. in the Mike Balkman Chambers at City Hall.

Present: Dan O'Brien, Mayor
Freddy Puza, Vice Mayor
Bubba Fish, Council Member
Yasmine-Imani McMorris, Council Member
Albert Vera, Council Member

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Closed Session

Mayor O'Brien invited public comment.

Jeremy Bochino, City Clerk, indicated that no public comment had been received for Closed Session Items.

MOVED BY VICE MAYOR PUZA, SECONDED BY COUNCIL MEMBER FISH AND UNANIMOUSLY CARRIED, THAT THE CITY COUNCIL, CULVER CITY HOUSING AUTHORITY BOARD, CULVER CITY PARKING AUTHORITY BOARD, REDEVELOPMENT FINANCING AUTHORITY BOARD, AND SUCCESSOR AGENCY TO THE CULVER CITY REDEVELOPMENT AGENCY BOARD ADJOURN TO CLOSED SESSION.

At 6:37 p.m. the City Council, Culver City Housing Authority Board, Culver City Parking Authority Board, Redevelopment Financing Authority Board, and Successor Agency to the Culver City Redevelopment Agency Board adjourned to Closed Session to consider the following Closed Session Item:

CS-1 CC - Conference with Legal Counsel - Anticipated Litigation
Re: Initiation of Litigation (1 Item)
Pursuant to Government Code Section 54956.9(d)(4)

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Regular Session

Mayor O'Brien convened the regular meeting of the City Council, Successor Agency to the Culver City Redevelopment Agency Board, Redevelopment Financing Authority Board, Culver City Parking Authority Board, and Culver City Housing Authority Board at 7:07 p.m. with five Council Members present.

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Pledge of Allegiance

Mayor O'Brien led the Pledge of Allegiance.

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Land Acknowledgement

Mayor O'Brien read the Land Acknowledgement.

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Report on Action Taken in Closed Session

Mayor O'Brien indicated nothing to report out of Closed Session.

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Community Announcements by Members/Information Items from Staff/Updates from Commissions, Boards, and/or Committees

Jeremy Bocchino, City Clerk, indicated that no reports had been received from Commissions, Boards or Committees (CBCs).

Council Member Fish thanked the Downtown Business Association (DBA) volunteers for the Holiday Tree Lighting/Sledtacular; he wished everyone Merry Christmas and Happy Hannukah; noted that Culver City Chabad was having their annual Menorah Lighting at the Culver Steps on December 14; and he announced that he was co-hosting a Hannukah Celebration on December 18 at Industry Café and Jazz.

Mayor O'Brien discussed the Holiday Tree Lighting and he expressed appreciation to volunteers and the DBA.

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Joint Public Comment - Items NOT on the Agenda

Mayor O'Brien invited public comment.

Jeremy Bocchino, City Clerk, read the statement regarding hate speech.

The following members of the public addressed the City Council:

Philip Lelyveld yielded his time.

Monica Richardson indicated speaking on behalf of the young girls and women at The Plunge; discussed men coming into the shower naked; equal protection under the law; and she asked that women be respected.

Denise Brady indicated being a regular swimmer at The Plunge who was present in the showers when a man joined them, fully naked; discussed reports of the person coming to the pool three days in a row, pretending to swim, and then taking a shower; concern with children experiencing that; the family changing room that is not big enough; and she asked what the solution would be.

Jeremy Bocchino, City Clerk, indicated that additional seating was available in a separate room where the meeting could be viewed live.

Gabe Hulbert was called to speak but was not present in person or online.

Rebecca Rona Tuttle indicated being a member of the Equity and Human Relations Advisory Committee (EHRAC) speaking on her own behalf; expressed gratitude to Mayor O'Brien for his years of service; noted his recommendation that the EHRAC create a community conversation about the contentious proposed resolution for a ceasefire between Israel and Gaza; and she expressed eagerness to see Vice Mayor Puza and Council Member Fish in their new positions.

Bryan Sanders, Elenda Residents for Peaceful Streets, discussed the historic Elenda neighborhood; concern with a plan by Culver City to remove the heritage canopy trees to make room for a bike lane; number of daily bike riders according to SCAG (Southern California Association of Governments) data; concern with falsified data; changes in terminology; and permit students in the Culver City Unified School District (CCUSD) that increase traffic.

Marci Baun indicated being a Parks, Recreation and Community Services (PRCS) Commissioner speaking on behalf of herself; thanked Dan O'Brien for his service to Culver City; discussed the Tri-School Traffic Study; the quiet neighborhood other than at student drop off and pick up times; and cars circling the neighborhood.

Jeremy Bocchino, City Clerk, noted that the new timer was visible on the screen so that people could monitor their speaking time.

Melissa Sanders indicated that Mayor O'Brien would be missed; expressed concern with people trying to rig the system and driving around at all hours while the cameras were up; spending money on the study while the City and CCUSD are in a fiscal crisis; traffic issues created by permit students; and she noted that the clock was not visible.

T'Ana Allen, Deputy City Clerk, indicated that staff would address visibility of the timer.

Patrick Godinez indicated being a member of the Advisory Committee on Housing and Homelessness (ACOH); discussed financial duress due to declining enrollment in CCUSD; housing costs that make it too expensive for families to move into Culver City; he proposed an additional sales tax measure to

relieve CCUSD finances and grow the Affordable Housing Trust Fund with a focus on families; discussed scarce financial assistance from county, state and federal bodies; essential workers who have to live outside of Culver City; emergencies; and he expressed support for providing housing opportunities that could bring students to CCUSD.

Andrew Weissman thanked the retiring City Manager; discussed previous City Manager turnover; and he expressed appreciation for the leadership of John Nachbar over many years through many difficult times.

Richard Burns, Western States Regional Council of Carpenters, indicated being present to pay respects to a City Council that is setting the bar; he thanked the Mayor; and he was looking forward to seeing what Vice Mayor Puza would do.

Indy Rishi Singh played the music of his ancestors; indicated that he used to live in Culver City; spoke on behalf of the California Donut Economic Coalition; discussed the economic snapshot they created; invited cities and counties to create their own donuts for their own communities; noted the importance of acknowledging that everyone is in a disaster; and he discussed bringing people together to be resilient and have hope in the face of difficult times.

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Receipt of Correspondence

MOVED BY COUNCIL MEMBER MCMORRIN, SECONDED BY VICE MAYOR PUZA AND UNANIMOUSLY CARRIED, THAT THE CITY COUNCIL RECEIVE AND FILE CORRESPONDENCE RECEIVED.

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Order of the Agenda

No changes were made.

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Consent Calendar

Mayor O'Brien invited public comment.

Jeremy Bocchino, City Clerk, reported no requests to speak and

indicated that staff would provide a correction to Item C-3.

Item C-1

CC:HA:SA - Approval of Cash Disbursements for November 1, 2025 to November 28, 2025

THAT THE CITY COUNCIL, HOUSING AUTHORITY BOARD, AND SUCCESSOR AGENCY TO THE REDEVELOPMENT AGENCY BOARD: APPROVE CASH DISBURSEMENTS FOR NOVEMBER 1, 2025 TO NOVEMBER 28, 2025.

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Item C-2

CC:HA:SA:PA - Approval of Minutes of the Regular City Council Meeting Held on November 10, 2025, as well as the Special City Council Meetings Held on October 30 and 31, 2025, and December 1, 2025

THAT THE CITY COUNCIL, HOUSING AUTHORITY BOARD, PARKING AUTHORITY BOARD, AND SUCCESSOR AGENCY TO THE REDEVELOPMENT AGENCY BOARD: APPROVE MINUTES OF THE REGULAR CITY COUNCIL MEETING HELD ON NOVEMBER 10, 2025, AS WELL AS THE SPECIAL CITY COUNCIL MEETINGS HELD ON OCTOBER 30 AND 31, 2025, AND DECEMBER 1, 2025.

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Item C-3

CC - (1) Approval to Reclassify the Position of Non-Benefitted Non-Exempt Pool Manager to a New Position of Regular Part-Time Pool Manager with Benefits; (2) Adoption of a Resolution Approving the Salary Schedule for Regular Part-Time Pool Manager Effective Retroactive to November 3, 2025; (3) Adoption of a Resolution Approving the Salary Schedule for City Attorney and City Manager Effective Retroactive to December 1, 2025; and (4) Adoption of a Resolution Approving the Salary Schedule for Non-Benefitted Employees (NBNE) in Accordance with the State of California Minimum Wage Increase Effective December 29, 2025

Dana Anderson, Human Resources Director, indicated that corrections and required changes with respect to the salary resolution would be read into the record.

Stephanie Condran, Human Resources Analyst, provided an update

for the formal record noting that the Fleet and Facilities Manager, Deputy Human Resources Director and Deputy Fire Chief classifications had all been inadvertently omitted from all three salary schedules that were attached to the agenda packet and had been corrected and reattached to each resolution; the classification of Ambulance Operator was misspelled and had been corrected; she stated that the announcement was the formal record that the updates had been made; and she provided a summary of the material of record.

THAT THE CITY COUNCIL:

1. APPROVE THE RECLASSIFICATION OF THE POSITION OF NON-EXEMPT POOL MANAGER TO A NEW POSITION OF REGULAR PART-TIME POOL MANAGER WITH BENEFITS; AND,
2. ADOPT A RESOLUTION APPROVING THE CULVER CITY EMPLOYEES SALARY SCHEDULE FOR REGULAR PART-TIME POOL MANAGER EFFECTIVE RETROACTIVE TO NOVEMBER 3, 2025; AND,
3. ADOPT A RESOLUTION APPROVING THE EXECUTIVE MANAGEMENT SALARY SCHEDULE FOR CITY ATTORNEY IN ACCORDANCE WITH THE CITY ATTORNEY EXECUTIVE EMPLOYMENT AGREEMENT AND CITY MANAGER EFFECTIVE RETROACTIVE TO DECEMBER 1, 2025; AND,
4. ADOPT A RESOLUTION APPROVING THE SALARY SCHEDULE FOR NON-BENEFITED EMPLOYEES (NBNE) IN ACCORDANCE WITH THE STATE OF CALIFORNIA MINIMUM WAGE INCREASE EFFECTIVE DECEMBER 29, 2025.

MOVED BY COUNCIL MEMBER VERA, SECONDED BY COUNCIL MEMBER MCMORRIN AND UNANIMOUSLY CARRIED, THAT THE CITY COUNCIL APPROVE ITEMS C-1 THROUGH C-3.

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Action Items

Item A-1

(1) Appointment of Odis Jones as City Manager; and (2) Approval of an Executive Employment Agreement Confirming Such Appointment

Dana Anderson, Human Resources Director, provided a summary of the material of record.

Mayor O'Brien noted the rigorous interview process with lots of questions and answers, and he invited public comment.

The following members of the public addressed the City Council:

Michael Koppy with one minute ceded by Noriko Wada, welcomed the new City Manager; discussed the centrist and liberal democrats on the City Council; ad hoc subcommittee recommendations on community engagement; comments he previously provided; noted that while Mr. Jones was a unanimous choice to hire, the previous City Manager was not; he hoped that the City Council had made a good decision; asserted that the Planning Department hated community engagement requirements; discussed poor notification in the past; the Planning Director; he reminded Mr. Jones that he worked for the City Council, not City staff; and he expressed support for single stair reform.

Wayne Sietle was called to speak but was not present in person or online.

Rebecca Rona Tuttle expressed appreciation to the former City Manager for his leadership and congratulated him on his retirement, and she welcomed the new City Manager.

Melissa Sanders expressed best wishes to John Nachbar in his retirement; discussed concern about the choice for the new City Manager; the vetting process; and she hoped that the new City Manager would be able to make the dais work properly and put Culver City first.

Dr. Kelly Kent provided background on herself; welcomed the new City Manager; and she expressed appreciation to John Nachbar for his service and for the stability he provided.

Council Member Fish expressed appreciation to those who spoke; acknowledged those present to celebrate an ending and a beginning; discussed gratitude from the community; John Nachbar's leadership, teamwork, service, and devotion to Culver City; respect and admiration for the former City Manager from staff, Council Members, and the community; the evolution of Culver City; accomplishments; appreciation that John Nachbar was leaving Culver City stronger than when he found it; cultivation of staff; moments of friction; ambitions that collide with real world constraints; the complex job; confidence in the choice of the new City Manager to lead Culver City forward; challenges ahead; and he was excited to see what they could accomplish together.

Council Member McMorris echoed previous comments; thanked John Nachbar for his leadership and wished him a happy retirement; and she welcomed the new City Manager

Council Member Vera thanked Council Member Fish for his comments about the City Manager; expressed appreciation to John Nachbar for his years of service and thanked his family for their support; discussed innovative solutions to navigate challenging times; acknowledged his support of City staff; and he was looking forward to working with the new City Manager.

Vice Mayor Puza indicated that he would save his comments.

Mayor O'Brien indicated having the opportunity to share his thoughts on the City Manager at previous events; discussed John Nachbar's wealth of knowledge and calm demeanor; leadership during challenging times; appreciation for advice, wisdom, and friendship shared; acknowledged support given to staff to allow them to grow; he thanked John Nachbar for his work noting that the Nachbars would be staying in Culver City; and he welcomed Odis Jones to Culver City.

MOVED BY MAYOR O'BRIEN, SECONDED BY COUNCIL MEMBER FISH AND UNANIMOUSLY CARRIED, THAT THE CITY COUNCIL:

1. APPOINT ODIS JONES AS THE CITY MANAGER; AND,
2. APPROVE THE EXECUTIVE EMPLOYMENT AGREEMENT CONFIRMING SUCH APPOINTMENT EFFECTIVE DECEMBER 15, 2025; AND,
3. AUTHORIZE THE CITY ATTORNEY TO FINALIZE THE AGREEMENT; AND,
4. AUTHORIZE THE MAYOR TO EXECUTE THE AGREEMENT ON BEHALF OF THE CITY.

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Item A-2

CC:FA:HA:PA:SA - ACTION ITEM: (1) Election of Mayor and Vice Mayor for a 12-Month Term; and (2) Confirmation by the Boards of the Financing Authority/Housing Authority/Parking Authority/Successor Agency to the Culver City Redevelopment Agency that the Mayor and Vice Mayor of the City Shall Serve as Chair and Vice Chair of these Bodies, Respectively, for a 12-Month Term

MOVED BY MAYOR O'BRIEN, SECONDED BY COUNCIL MEMBER VERA AND

UNANIMOUSLY CARRIED, THAT THE CITY COUNCIL, FINANCING AUTHORITY BOARD, HOUSING AUTHORITY BOARD, PARKING AUTHORITY BOARD, AND SUCCESSOR AGENCY BOARD: ELECT FREDDY PUZA AS MAYOR OF CULVER CITY.

Council Member O'Brien indicated living in Culver City for 25 years; discussed the honor of serving as Mayor; the challenging job; responsibility of serving as Mayor vs. as serving as a Council Member; representing Culver City with honor and humility; decisions the City Council all agreed upon vs. those they did not; he expressed appreciation to his wife for her support during his year as Mayor; and he congratulated Freddy Puza on his new position and wished him well.

Jeremy Bocchino, City Clerk, discussed next steps.

Mayor Puza nominated Council Member Fish to serve as Vice Mayor.

MOVED BY COUNCIL MEMBER MCMORRIN, SECONDED BY COUNCIL MEMBER O'BRIEN AND UNANIMOUSLY CARRIED, THAT THE CITY COUNCIL, FINANCING AUTHORITY BOARD, HOUSING AUTHORITY BOARD, PARKING AUTHORITY BOARD, AND SUCCESSOR AGENCY BOARD: ELECT BUBBA FISH AS VICE MAYOR OF CULVER CITY.

MOVED BY COUNCIL MEMBER MCMORRIN, SECONDED BY COUNCIL MEMBER O'BRIEN AND UNANIMOUSLY CARRIED, THAT THE CITY COUNCIL, FINANCING AUTHORITY BOARD, HOUSING AUTHORITY BOARD, PARKING AUTHORITY BOARD, AND SUCCESSOR AGENCY BOARD: ADOPT RESPECTIVE MOTIONS CONFIRMING THAT THE MAYOR AND VICE MAYOR SHALL SERVE AS CHAIR AND VICE CHAIR OF THESE BODIES, RESPECTIVELY, EACH FOR A 12-MONTH TERM.

The Mayor and Vice Mayor received their pins and their photographs were taken.

Mayor Puza invited public comment.

The following members of the public addressed the City Council:

Jeffrey Prang, Los Angeles County Property Tax Assessor, congratulated the former Mayor, the new Mayor, and the new City Manager, and brought them all proclamations from the county.

Carlos Penilla, Senior Field Representative for Senator Lola-Smallwood Cuevas, presented five recognitions to all five Council Members.

Triston Ezidore, Culver City School Board President, expressed appreciation for the leadership of outgoing Mayor Dan O'Brien and excitement for the leadership of incoming Mayor Puza, and he presented Certificates of Appreciation for their support of CCUSD.

Stephanie Loreda, Culver City School Board Vice President, expressed best wishes to the new Mayor and the former Mayor expressing confidence that Mayor Puza would meet the historical moment.

Andrew Lachman, Culver City School Board Member, expressed appreciation to former City Manager Nachbar, former Mayor O'Brien and the City Council for their partnership with CCUSD and the Finance Advisory Committee.

Chelsea Lee Byers, West Hollywood Council Member, congratulated the new City Manager and the new Mayor; discussed representation on a national scale with the first LGBTQ+ Mayor in Culver City; thanked the former Mayor for his leadership and time invested; and presented certificates.

Danny Hang, West Hollywood Council Member, thanked Mayor O'Brien for his service; congratulated the new City Manager, Vice Mayor Fish, and Mayor Puza; discussed regional partnerships; and union support.

John M. Erickson, West Hollywood Council Member, congratulated the former Mayor and new Mayor; he acknowledged the work required to serve as Mayor; stated that Culver City exemplified the new vision of leadership; discussed community coming together; representing the best of everyone; serving with leadership and integrity; and he asked everyone to leave trans people alone.

Jeremy Bocchino, City Clerk, distributed certificates for the outgoing and incoming Mayors from the City of Santa Monica and displayed a resolution from Isaac Bryan to Freddy Puza.

Megan Oddsen-Goodwin congratulated former Mayor O'Brien and Mayor Puza; thanked former City Manager John Nachbar for his leadership; and welcomed the new City Manager.

Ray Long, Culver City Federation of Teachers, thanked former Mayor O'Brien for his support; congratulated Mayor Puza; discussed City Council support for the schools; the Joint Use Agreement between Culver City and CCUSD; and he thanked the

former City Manager and welcomed the new one.

Indy Rishi Singh felt that Culver City was lucky to have Mayor Puza; commented on the amount of walking Mayor Puza does; discussed civic leadership; making Culver City a beacon; stories the community can tell; and he indicated that he was available to support Culver City.

Ryan Hanley congratulated Mayor Puza noting that he was the first openly LGBTQ+ Mayor of Culver City; discussed the importance of recognizing and celebrating such a moment; negative impacts due to recent politics; concern that the current climate is not safe for an openly LGBTQ+ person; the importance of representation; and he expressed pride in Culver City for electing Mayor Puza.

Dr. Kelly Kent thanked former Mayor O'Brien for his service; congratulated Mayor Puza; expressed pride and gratitude; discussed previous accomplishments and more ahead; and she indicated that she and others were there to support Mayor Puza through everything.

Council Member Vera thanked the former Mayor for his leadership and service, and his wife for her support; discussed the Olympics; eagerness to work with the new Mayor; he thanked the Vice Mayor for his leadership; and expressed appreciation to the former City Manager.

Council Member O'Brien echoed comments made by Council Member Vera; felt that Mayor Puza would do a great job; and he was sure that Vice Mayor Fish would represent Culver City well.

Council Member McMorris thanked the former Mayor for his leadership; noted the truly historic night and was proud of Mayor Puza and Vice Mayor Fish; acknowledged the significance of what is happening in the community with the backdrop of what is happening in the world; and she indicated that she was there to support at any time.

Vice Mayor Fish praised former Mayor O'Brien for his leadership and dedication to Culver City; discussed his many accomplishments and his acknowledgement of challenges; congratulated Mayor Puza noting the importance of his representation and thoughtful decision making; discussed helping shape Culver City by bringing people together; appreciation for fellow Council Members; inspiring others to step into leadership roles; and he thanked his husband and in-

laws for being at the meeting.

Mayor Puza expressed appreciation to everyone for being present at the meeting; thanked his family, his chosen family, and his allies; discussed his gratitude to former Mayor O'Brien for his service; continued partnership with Olympics planning; congratulated Vice Mayor Fish; discussed building a Culver City where everyone can participate; the civic assembly process; he thanked the outgoing City Manager for his leadership; welcomed the new City Manager; discussed serving as the first openly LGBTQ Mayor; he thanked former Council Members; noted that diversity was not a slogan, it was a strength; discussed equitable leadership that looks like the people it serves; foundational work by Council Member McMorris; his commitment to establishing a Committee on Women and Girls; providing resources, influence and support to lead; the history of Culver City as a Sundown Town; responsibility for building the future; decisions made this year that will echo for years; people who live in Culver City now and will be living in Culver City in the future; uncertainty and dread of what is happening at the federal level; efforts of city government to protect people; he asserted that they would not stand by while civil liberties were dismantled; discussed Sanctuary City status; ensuring that federal uncertainty does not become local insecurity; the focus on affordability and sustainability; the need for a stable funding mechanism for an Affordable Housing Trust Fund; the Climate Action Plan; continued work on the transportation network; pursuit of project labor agreements with the union; fiscal responsibility; ensuring Culver City has a budget that reflects priorities; the structural deficit; plans for a financial summit for the community and a strategic planning retreat for the City Council; building the profile of Culver City; ensuring Culver City is a destination; commitment to moving forward with the tourism website and branding project; success measured by permanence and belonging; City employees; the need for feedback from residents; he acknowledged his dogs at home; and invited everyone to celebrate at Meet in Paris.

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Public Comment - Items Not on the Agenda (Continued)

None.

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Items from Council Members (Continued)

None.

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Council Member Requests to Agendize Future Items

None.

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Adjournment

There being no further business, at 9:00 p.m., the City Council, Culver City Housing Authority Board, Culver City Parking Authority Board, Redevelopment Financing Authority Board, and Successor Agency to the Culver City Redevelopment Agency Board adjourned to a regular meeting to be held on January 12, 2026.

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Jeremy Bocchino
CITY CLERK of Culver City, California
EX-OFFICIO CLERK of the City Council and SECRETARY of the
Successor Agency to the Culver City Redevelopment Agency
Board, Redevelopment Financing Authority Board,
Culver City Parking Authority Board, and
Culver City Housing Authority Board
Culver City, California

FREDDY PUZA
MAYOR of Culver City, California and CHAIR of the Successor
Agency to the Culver City Redevelopment Agency Board,
Redevelopment Financing Authority Board, Culver City Housing
Authority Board, and Culver City Parking Authority Board

Date: _____