

OFFICIAL MINUTES

SPECIAL BUDGET MEETING - CITY WORK PLANS
MEETING OF THE CITY COUNCIL,
SUCCESSOR AGENCY TO THE CULVER CITY
REDEVELOPMENT AGENCY BOARD,
CULVER CITY HOUSING AUTHORITY BOARD
AND CULVER CITY PARKING AUTHORITY
CULVER CITY, CALIFORNIA

March 4, 2025
4:00 p.m.

Call to Order & Roll Call

Mayor O'Brien convened the special budget meeting - City Work Plans of the City Council, Successor Agency to the Culver City Redevelopment Agency Board, Culver City Housing Authority Board and Culver City Parking Authority to order at 4:03 p.m. in the Mike Balkman Chambers at City Hall via Webex.

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

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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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Community Announcements by City Council Members/Updates from Commission, Board and/or Committees/Information Items from Staff

None.

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Joint Public Comment - Items Not on the Agenda

Jeremy Bocchino, City Clerk, read the Culver City statement on hate speech.

Mayor O'Brien invited public comment.

The following members of the public addressed the City Council:

Laurent Meler indicated being a producer of LA Fashion Week; he provided background on himself and on the event; he asked for an off-cycle sponsorship for marketing support rather than financial support; discussed Culver City Fashion Week at One Culver on March 22; and he thanked the City Council for consideration of his request.

Mayor O'Brien received clarification that the City Council had not provided consensus to put the item on an agenda and that information had been sent to the Special Events Manager, and he received unanimous consensus to agenda consideration of an off-cycle grant for Culver City Fashion Week.

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Receipt and Filing of Correspondence

MOVED BY COUNCIL MEMBER MCMORRIN, SECONDED BY COUNCIL MEMBER VERA AND UNANIMOUSLY CARRIED, THAT THE CITY COUNCIL RECEIVE AND FILE CORRESPONDENCE.

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Action Items

Item A-1

CC:HA:PA:SA - (1) Presentation and Consideration of Current and Proposed Work Plans for City Departments; and (2) Direction to the City Manager as Deemed Appropriate

Dana Anderson, Human Resources Director, introduced her management team; thanked the professional and dedicated staff; she provided an overview of priorities for the Human Resources Department Mid-Year Fiscal Year 2025-2026 Work Plan; she discussed core functions; project highlights; work plan priorities; and impacts of potential cuts.

Discussion ensued between staff and Council Members regarding vacancy rates, and length of time to fill vacancies.

Mayor O'Brien invited public comment.

No requests to speak were received.

Additional discussion ensued between staff and Council Members regarding varied vacancy rates across departments; size of the Human Resources Department; repurposed positions; personnel costs; cross training in different competencies; varied responsibilities of the department; the Employee Engagement Survey; exit interviews; employee recognition; wellness fairs; holiday events; summer socials; the voluntary benefits program; enhanced, robust benefits for employees; anonymous surveys; average length of service; eligible retirement benefits; percentage of retirement-eligible employees; succession planning; historical knowledge and retention; overall sustainability of Culver City; appreciation for the work plan status update on the REAP (Racial Equity Action Plan) and DEI (Diversity, Equity and Inclusion) work; the pace of work being done; survey response; community sessions planned; potential collaboration with community organizations or the School District; cost-sharing opportunities; partnerships; corporate sponsorships; the student work program with CCUSD; work with West Los Angeles College (WLAC) for a paid internship program; a request for supplemental funding for temporary staffing while an employee is out on maternity leave; potential requests for additional staffing; building out a calendar to incorporate training; contingency budgets; conducting an analysis of programming priorities and benefits; consideration of current

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workload; the impact of potential cuts; and appreciation for the presentation and for the efforts of staff.

Further discussion ensued between staff and Council Members regarding a request for information on the length of time from job posting to start date for employees; identification of potential issues; the upcoming vacancy presentation prior to budget adoption; departments struggling with retention; high turnover of bus operators; the challenging position; City-wide text messaging; keeping employees engaged; communication; candidate messaging; Council Member training; electronic onboarding; preparing people for their entrance into the organization; employee requests for physical fitness resources; wellness resources; facilities; employee appreciation; the great resignation; the comparative salary analysis; and the Community Conversation event.

Mayor O'Brien invited public comment.

No requests to speak were received.

Heather Baker, City Attorney, thanked City for putting their trust in her; expressed appreciation for the professional and dedicated staff; discussed core functions of the Legal Department; primary responsibility and mission of the department; and she provided an overview of priorities for the Legal Department Work Plan for Fiscal Year 2025-2026.

Discussion ensued between staff and Council Members regarding the legislative platform; City Manager purview; the need for a government affairs position; appreciation for the responsiveness of the department; Bet Tzedek; review of City Council policies on the City Council Policy Committee; the Free Speech Policy; and identification of the largest source of liabilities for Culver City.

Additional discussion ensued between staff and Council Members regarding AB1234 trainings; in-house trainings; collaboration with City departments; benefits to an in-house legal team; tracking collaborations with departments; the work plans; the constant stream day-to-day; attorneys that cross departments; understanding trends within departments; annual review of AI (Artificial Intelligence) use; concern with environmental impacts and over-reliance on AI; appreciation for accomplishments and attention to detail; priorities moving forward; items carried over from one year to the next; providing

more specifics for priorities moving forward; trends; being proactive; and appreciation for status updates on cases.

Further discussion ensued between staff and Council Members regarding benefits and drawbacks to ever-evolving AI technology; public records requests; last year's performance indicators; information on liability payouts; cost of liabilities vs. cost of delayed capital improvements; estimated percentage shift of work that was previously contracted out; various examples of items now handled in-house; and year over year comparisons.

Mayor O'Brien invited public comment.

Jeremy Bocchino, City Clerk, reported that no public comment had been received.

J.R. Wright, Chief Information Officer, introduced staff; discussed goals and core functions of the Information Technology Department; and he provided an overview of priorities for the Information Technology Department Work Plan for Fiscal Year 2025-2026.

Discussion ensued between staff and Council Members regarding appreciation for the work done on the upgrades and for being able to use Zoom to get onto City meetings; accessibility; websites available for people to understand City finances; other cities that provide the ability to suggest an ideal budget; examples of potential AI usage; examination of risk; work with Risk Management; the GovAI Coalition; discouragement of using things in the public domain; training; concerns and opportunities; location of public Wi-Fi in Culver City; potential expansion of Wi-Fi to areas of high pedestrian traffic or public areas of Culver City; desire to establish public Wi-Fi over the past 15 years; decreased demand; creating a model of the City; expediting Planning approval; platforms to expand and facilitate better communication between the City and residents; Indiegov; transparency; and mechanisms to facilitate communication.

Additional discussion ensued between staff and Council Members regarding appreciation for upgrades to Council Chambers; the evaluation to phase out less effective equipment; appreciation for the expansion of transparency with dashboards and portals; providing an open data site similar to what other cities have; additional access for CBCs (Committees, Boards, and Commissions); the decision not to expand Wi-Fi in parks; COVID as highlighting the digital divide across the county; programs

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on bridging the digital divide; the importance of having access to the internet; digital equity asset mapping; alignment with providing better transparency of information and data for the public; partnerships with other local agencies; the City of Los Angeles Digital Asset Survey; identification of communities that lack access to technological resources; asset management; digital inclusion; uplifting existing assets and strengths; collaboration with the Finance Department to provide asset information to the public; creation of a data hub; the meeting with the IBCC (Intergovernmental Broadband Coordinating Committee; collaboration with the county and the region; appreciation for the updates; technology on buses; amount of work done with each department; the full service department that works with the entire City; increased transparency and collaboration; and overall IT goals.

Further discussion ensued between staff and Council Members regarding cautious optimism; reducing mailing costs; cyberattacks; tracking; difficulty of knowing if someone has gotten in the system; offline conversations; accumulation of media; having a backup system; enhanced communication with the public; cataloguing out-facing communication; not replicating video, photography, and graphics; evaluation of data sets; data loss prevention; evaluation of audio and video recordings; cost of storing data; the tracking system on the Circulator; audio issues; room acoustics; people using poor audio at home; speaker routing; volume adjustments vs. clarity; the search engine for the City website; use of a chatbot; and a suggestion to provide Wi-Fi in the parks for SB1000 neighborhoods.

Mark Muenzer, Planning and Development Director, introduced staff and different divisions within the department; discussed goals and core functions of the Planning and Development Department; he provided an overview of priorities for the Planning and Development Department Work Plan for Fiscal Year 2025-2026; and he presented a video on the new online permit system.

Discussion ensued between staff and Council Members regarding feedback from business owners on length of time it took to get their businesses opened; permitting contractors; reduced time with the common practice of using project consultants; reasons for online permitting; monitoring the workflow; identification of issues; collaboration with the City Manager's Office and the IT (Information Technology) Department to develop reports; reduced timeframes since hiring the new Planning Director; the soft rollout of the online system; the intent to transition more

of the customer base to the online portal in 2025; bottlenecks for housing production; actions to facilitate the development of housing; by-right residential development; Specific Plan processes; the update to the Density Bonus Ordinance and Objective Design Standards; financing; the current Housing Element; SB423; ensuring that RHNA (Regional Housing Needs Assessment) numbers are met; annual progress reports; the Housing Pipeline Report; proposed vs. actual housing units; comparisons to other cities; cities subject to the Builder's Remedy; creation of standard plans for different housing types; SB9; SB1123; options for subdividing lots; buying and selling of ADUs (Accessory Dwelling Units); and appreciation for the energy being put into creating more housing in Culver City.

Additional discussion ensued between staff and Council Members regarding appreciation for the ADU Design Standards; maximizing streamlining opportunities; online permitting; support for more housing in the community; in lieu updates; sustainable landscaping; integrating a formalized place for feedback and complaints in the portal; updating the in-person suggestion box; tree placement; vegetative management plans required in high fire severity zones; online permit checks; inspections; different construction types that do not lend themselves to online inspection; digitization; time and cost savings; appreciation for reports provided to the City Council; population growth estimates; the General Plan; environmental studies and protections; projects that do not come to fruition; reliance on private developers to build housing; SB1037 providing enforcement powers to HCD (Housing and Community Development) use of ministerial approval for certain housing projects; cities subject to enforcement action; tracking ADU production and usage; permitting ADUs with multi-family buildings; zoning-related constraints; encouraging hotels and hospitality uses; incentivizing hotels; increased area for mixed use zones that allow for by-right development; extended stays; development standards; the absence of under-utilized sites; height limits; state and city density bonus; the implementation item from the Housing Element; and review of the height limit in certain portions of the City.

Further discussion ensued between staff and Council Members regarding soft story retrofit; cities that are able to meet affordable housing requirements; meeting RHNA requirements for total housing numbers; providing incentives for development along Ballona Creek to provide public right of way creekside enhancements and beautification; Prop 4; the Hayden Tract Specific Plan; fluctuation with setbacks and Floor Area Ratio

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(FAR); litigation related to the FAR; the original City Council decision to reduce the footprint of single-family homes in response to mansionization; the General Plan Update to increase the capacity for housing; and reduction of single family home areas as part of increasing housing across Culver City.

Mayor O'Brien invited public comment.

Nancy Barba was called to speak but could not be heard.

Yanni Demetri, Public Works Director, discussed different divisions within the Public Works Department; accomplishments in Fiscal Year 2024-2025; core functions; and priorities for the proposed Public Works Department Work Plan for Fiscal Year 2025-2026.

Mayor O'Brien invited public comment.

The following member of the public addressed the City Council:

Nancy Barba acknowledged work to help the community by the Public Works Department; discussed street safety; implementation of Measure HLA; committing to make streets safer; increasing safety for cyclists and pedestrians every time there is an opportunity for repaving; and she encouraged Culver City to make a commitment to implementing the Bicycle and Pedestrian Plan.

Discussion ensued between staff and Council Members regarding the commitment of Public Works to enhance everyone's safety; efforts to time enhancement projects with paving projects; pedestrian enhancement measures; sidewalk bulb outs; increased pedestrian visibility; the Bicycle and Pedestrian Action Plan; staff experience; projects that have been implemented countless times in the past; funding; efficiency; constraints that prevent traffic calming measures from being implemented; the process; requests made by the public; perception vs. reality; funding; priorities; the process for serious injuries or fatalities; design issues; the uptick in traffic violence incidents; collision data from CCPD; assessment of locations by certified Traffic Engineers working for Culver City; state and federal standards; the MUTCD (Manual on Uniform Traffic Control Devices); human factors not related to engineering; the Emergency Vehicle Preemption System; and SB1383, organics collection.

