PUBLIC ADVISORY:
THE CITY COUNCIL CHAMBER WILL NOT BE OPEN TO THE PUBLIC

Pursuant to Section 3 of Executive Order N-29-20, issued by Governor Newsom on March 17, 2020, the regular meeting of the City Council for April 13, 2020 will be conducted telephonically through Zoom and broadcast live through Granicus on the City's website. Please be advised that pursuant to the Executive Order, and to ensure the health and safety of the public by limiting human contact that could spread the COVID-19 virus, the Council Chamber will not be open for the meeting. Council Members will be participating telephonically and will not be physically present in the Council Chamber.

Comments can be submitted via email to meetingcomments@ci.pittsburg.ca.us. If you wish to have your comments read to the Council Members during the appropriate Public Comment period, please indicate in the Subject Line "FOR PUBLIC COMMENT" and list the item number you wish to comment on. If your comment is for a non-agenda item, indicate “FOR PUBLIC COMMENT – NON AGENDA.” Comments that you want read to the Council will be subject to the three minute time limitation (approximately 350 words). Written comments that are only to be provided to Council and not read at the meeting will be distributed to the Council prior to the meeting if received by 5:00 p.m. the date of the meeting. Comments via text and social media (Facebook, Twitter, etc.) will not be accepted.

The City of Pittsburg thanks you in advance for taking all precautions to prevent spreading the COVID 19 virus.

CITY OF PITTSBURG
AGENDA

APRIL 13, 2020

CITY HALL COUNCIL CHAMBER
65 CIVIC AVENUE, PITTSBURG, CA

SPECIAL MEETING
GOALS WORKSHOP
5:00 P.M.

CITY COUNCIL

<u>PRESIDING</u>

Jelani Killings, Mayor/Chair
Marilyn "Merl" Craft, Vice-Mayor/Chair
Holland Barrett White, Council Member/Board Member
Shanelle Scales-Preston, Council Member/Board Member
Juan Antonio Banales, Council Member/Board Member

FOR HOUSING AUTHORITY:
S.L. Floyd, Housing Authority Member
Annie Hill Herring, Housing Authority Member

Pittsburg City Council meetings are held the first and third Mondays of each month at 7:00 p.m. The Housing Authority meets in conjunction with the City Council on the third Monday of each month. The Pittsburg City Council meets regularly in the Council Chamber at 65 Civic Avenue, unless otherwise noted above. The City Council also sits as the Board of Directors of several other City agencies. The stipends for all agency members conform to state statutes governing compensation amounts. All other Agencies meet on an as needed basis and will be listed above if applicable. Copies of the open session agenda packets, which are distributed to the City Council, are on file in the office of the City Clerk, 65 Civic Avenue, Pittsburg, California, and are available for public inspection, beginning 72 hours in advance, during normal business hours (8:00 a.m. – 5:00 p.m., Monday through Friday, except from noon to 1:00 p.m. and City holidays). The agenda and reports are also located on the City's website at www.ci.pittsburg.ca.us. Additionally, if any reports or documents, which are public records, are distributed to the City Council less than 72 hours before the meeting, those reports and documents will also be available for public inspection in the City Clerk's Office and on the day of the meeting in the Council Chamber at the public counter area below the dais.

5:00 P.M. - CONVENE IN OPEN SESSION SPECIAL MEETING - GOALS WORKSHOP

CALL TO ORDER

ROLL CALL

PLEDGE OF ALLEGIANCE

PUBLIC COMMENTS

Please see Public Advisory above.

PRESENTATIONS

1. Goals Workshop: Presentation of Fiscal Year 2019-2020 Department Highlights and Proposed Fiscal Year 2020-2021 Department Goals

   During the Goals Workshop, staff will provide a summary of each City department's progress, activities, and highlights from the 2019-2020 fiscal year (FY), present proposed goals for the upcoming FY 2020-2021, and receive comments and questions from the City Council.

2. Order of Presentation:
   1. Opening by the City Manager
   2. City Attorney
      a. 2019-20 Highlights
      b. 2020-21 Goals
   3. City Clerk/Records and Council Services
      a. 2019-20 Highlights
      b. 2020-21 Goals
   4. Community Development
      a. 2019-20 Highlights
      b. 2020-21 Goals
   5. Community Services
      a. 2019-20 Highlights
      b. 2020-21 Goals
   6. Economic Development
      a. 2019-20 Highlights
      b. 2020-21 Goals
   7. Environmental Services
      a. 2019-20 Highlights
      b. 2020-21 Goals
   8. Finance
      a. 2019-20 Highlights
      b. 2020-21 Goals
   9. Human Resources
      a. 2019-20 Highlights
      b. 2020-21 Goals
   10. Police Department

    a. 2019-20 Highlights
    b. 2020-21 Goals
11. Public Works
    a. 2019-20 Highlights
    b. 2020-21 Goals
12. Recreation
    a. 2019-20 Highlights
    b. 2020-21 Goals
13. Conclusion

<u>ADJOURNMENT to April 20, 2020</u>

NOTICE TO PUBLIC

GENERAL INFORMATION

Copies of the open session agenda packets, which are distributed to the City Council, are on file in the office of the City Clerk, 65 Civic Avenue, Pittsburg, California, and are available for public inspection, beginning 72 hours in advance, during normal business hours (8:00 a.m. – 5:00 p.m., Monday through Friday, except City holidays). The full packets are also located on the City's website at www.ci.pittsburg.ca.us. If any reports or documents, which are public records, are distributed to the City Council less than 72 hours before the meeting, those reports or documents will be available for public inspection in the City Clerk's Office and on the day of the meeting in the Council Chamber at the public counter area below the dais.

SPEAKER'S CARD

Members of the audience who wish to address the City Council on issues that are not scheduled for the agenda and on any items listed as part of the agenda should complete a Speaker's Card available at the dais. Please read the card carefully in order to fill out the card properly. Submit the completed card to the City Clerk before the item is called, preferably before the meeting begins. Individuals will be given three minutes to address the Council unless additional time is allowed as provided for spokespersons. Speakers are not permitted to yield their time to another speaker. Prior to speaking, each member of the public shall state their name and business and City of residence in a clear and audible tone of voice. Pursuant to the Brown Act, no action may be taken by the City Council on items not already scheduled on the agenda; however, the City Council may refer your comments/concerns to staff or request that the item be placed on a future agenda.

PUBLIC HEARINGS

Persons who wish to speak on Public Hearings listed on the agenda will be heard when the Public Hearing is opened, except on Public Hearing items previously heard and closed to public comment. After the public has commented, the item is closed to public comment and brought to the Council/Agency level for discussion and action. Further comment from the audience will not be received unless requested by the Council/Agency.

There is a 90-day limit for the filing of a challenge in the Superior Court to certain City administrative decisions and orders which require a hearing by law, the receipt of evidence, and the exercise of discretion. The 90-day limit begins on the date the decision is final (Code of Civil Procedure Section 1094.6). Further, if you challenge an action take by the City Council in court, you may be limited, by California law, including but not limited to Government Code Section 65009, to raising only those issues you or someone else raised in the public hearing, or in written correspondence delivered to the City Council prior to or at the public hearing. The City Council may be requested to reconsider a decision if the request is made prior to the next City Council meeting, regardless of whether it is a regular or special meeting.

NOTICE TO THE DISABLED AND VISUALLY OR HEARING IMPAIRED

In compliance with the Americans with Disabilities Act, the City of Pittsburg will provide special assistance for disabled citizens. Upon request, an agenda for any meeting shall be made available in appropriate alternative formats. The Council Chamber is equipped with sound amplifier units for use by the hearing impaired. The units operate in conjunction with the Chamber's sound system. You may request the sound amplifier from the City Clerk for personal use during Council meetings. If you need special assistance to participate in this meeting, or are requesting a specially formatted agenda, please contact the City Clerk at 925-252-4850. Notification 48 hours prior to the meeting will enable the City to make reasonable arrangements to ensure accessibility to this meeting or provide the requested agenda format. (28 CFR 35.102-35.104 ADA Title II)

DISRUPTIVE CONDUCT

The Council requests that you observe the order and decorum of our Council Chamber by turning off or setting to vibrate all cellular telephones, and that you refrain from making personal, impertinent, or slanderous remarks. Boisterous and disruptive behavior while the Council is in session, and the display of signs in a manner which violates the rights of others or prevents others from watching or fully participating in the Council meeting, is a violation of our Municipal Code and any person who engages in such conduct can be ordered to leave the Council Chamber by the Mayor.

LIVE MEDIA BROADCASTING ADVISEMENT

City Council meetings are webcast live on the City's website at www.ci.pittsburg.ca.us on the Streaming Media page. Past meetings are also archived on that webpage. City Council meetings are also broadcast live on CCTV, Channel 24 also re-run at a later date. For more information, please contact the City Clerk's office at 252-4850.

City Council Outside Agency / Liaison / Sub-Committees Assignments - 2020

Updated February 3, 2020

OUTSIDE AGENCY BOARDS	COUNCIL MEMBER(S)	TYPE	MEETS	STAFF
ABAG	Jelani Killings / Merl Craft Alternate	Standing	Annual	G. Evans
Delta Diablo**	Juan Banales / Shanelle Scales-Preston Alt.	Standing	2nd Wednesday	F. McKinley
East Co. Co. County Habitat Conservancy	Juan Banales / Holland White Alternate	Standing	Monthly	K. Pollot
East County Water Management	Merl Craft / Holland White Alternate	Standing	Annual	F. McKinley
MCE Clean Energy Board	Shanelle Scales-Preston / Juan Banales Alt.	Standing	4 Per Year	D. Buchanan
TRANSPLAN / ECCRFFA	Juan Banales / Holland White Alternate	Standing	2nd Thursday	J. Hecht
Tri-Delta Transit (2 reps)***	S. Scales-Preston & Merl Craft / Jelani Killings Alt.	Standing	Last Wednesday	J. Hecht

LIAISON TO	COUNCIL MEMBER(S)	TYPE	MEETS	STAFF
East Bay League of Calif. Cities	Jelani Killings / Juan Banales Alt.	Standing	3rd Thursday	*Rotational
Mayor's Conference	Juan Banales / Jelani Killings Alt.	Standing	1st Thursday	G. Evans
School Districts Committee (2x2)	Holland White & Jelani Killings / Merl Craft Alt.	Standing	4th Thursday even months	G. Evans

SUBCOMMITTEES	COUNCIL MEMBER(S)	TYPE	MEETS	STAFF
CAC CDBG Subcommittee	S. Scales-Preston & Jelani Killings / Holland White Alt.	Standing	As needed	M. Aliotti
Camp Stoneman Anniversary Celebration	Merl Craft & Shanelle Scales-Preston	Ad Hoc	As needed	Evans/Simonton
City Infrastructure and Transportation	Juan Banales & S. Scales-Preston / Holland White Alt.	Standing	TBD	G. Evans
Community Services Subcommittee	Juan Banales & Holland White	Ad Hoc	As needed	G. Evans/M. Aliotti
Flag Protocols	Holland White & Shanelle Scales-Preston	Ad Hoc	As needed	J. Davis
Hills Committee	Juan Banales & Holland White / Merl Craft Alt.	Ad Hoc	As needed	G. Evans
Pittsburg Recognition Committee	Merl Craft / Juan Banales Alt.	Ad Hoc	As needed	J. Hecht
Economic Develop/Waterfront Subcommittee	Jelani Killings & Holland White / Juan Banales Alt.	Standing	Quarterly	K. Simonton
Finance Subcommittee	Jelani Killings & Juan Banales / Merl Craft Alt.	Standing	As needed	B. Farmer
Land Use Subcommittee	Juan Banales & Holland White / Merl Craft Alt.	Ad Hoc	As needed	K. Pollot
Pittsburg Arts & Community Foundation	Merl Craft & S. Scales-Preston / Jelani Killings Alt.	Standing	As needed	G. Evans
Pittsburg Police Activities League (PAL)	S. Scales-Preston & Holland White / Juan Banales Alt.	Standing	Monthly	B. Addington
Power Company Advisory	S. Scales-Preston & Holland White / Merl Craft Alt.	Standing	As needed	D. Buchanan
Sister City Committee	Jelani Killings & Merl Craft / Holland White Alt.	Ad Hoc	As needed	K. Simonton
Successor Agency Subcommittee	Merl Craft & Jelani Killings / S. Scales-Preston Alt.	Standing	As needed	M. Aliotti

*Rotational Staff as assigned by City Manager
**Stipend of $209 per month
***Stipend of $100 per month

COMMISSION/SUBCOMMITTEE MEETING SCHEDULE

Following is a tentative list of currently scheduled Commission meetings for the upcoming month. For further information, please visit our website at www.ci.pittsburg.ca.us and click on the CALENDAR link for meetings, dates, times and locations.

Commission	Tentative Meeting Dates
Planning Commission	2nd and 4th Tuesdays
Community Advisory Commission	1st Wednesday

Planning Commission meetings are regularly held the second and fourth Tuesdays of the month in the Pittsburg City Hall Council Chambers.

Community Advisory Commission meetings are regularly held the first Wednesday of the month in the Pittsburg City Hall Council Chambers.

In addition to the Commission Meetings listed above, there are several Council Member Subcommittees that meet on an “as needed basis”. For a list of subcommittees that Council Members and staff are assigned to, please see the “Council Committee List” attached to the agenda.

Subcommittee Meetings that are anticipated to occur in the coming month vary. The meeting dates, times and locations for these meetings are yet to be determined. This information will be posted on the City’s website, www.ci.pittsburg.ca.us , as soon as it is determined. Please check the Calendar on the City’s website for information.

For further information, contact the City staff member assigned to that Commission or Subcommittee.

OFFICE OF THE CITY MANAGER/EXECUTIVE DIRECTOR
65 Civic Avenue
Pittsburg, CA 94565

TO: Mayor and Council Members

FROM: Garrett Evans, City Manager

SUBJECT: Goals Workshop: Presentation of Fiscal Year 2019-2020 Department Highlights and Proposed Fiscal Year 2020-2021 Department Goals

MEETING DATE: April 13, 2020

EXECUTIVE SUMMARY

During the Goals Workshop, staff will provide a summary of each City department's progress, activities, and highlights from the 2019-2020 fiscal year (FY), present proposed goals for the upcoming FY 2020-2021, and receive comments and questions from the City Council.

FISCAL IMPACT

There will be no fiscal impact resulting from the Goals Workshop. However, it should be noted that the goals and policies adopted as part of the recommended action are intended to inform and guide financial decisions during the upcoming budget process and throughout the upcoming fiscal year.

RECOMMENDATION

Staff recommends that the City Council receive the presentation and provide comments and direction to staff for further refinement of the proposed FY 2020-2021 goals.

BACKGROUND

In spring 2019, the City Council identified six principal goals for the upcoming year, which include:

- Achieving and maintaining a structurally balanced budget per the Fiscal Sustainability Ordinance and identifying new sources of revenue;
- Prioritizing public safety, health, and welfare in the City Budget and when reviewing projects;
- Improving public facilities and infrastructure, and increasing beautification of City maintained areas;

- Continuing economic development through strategic partnerships, promotion of diversified housing, and the retention and growth of new and existing businesses;
- Increasing efficiency of City operations and services through technology and streamlined processes; and
- Improving the quality of life for all Pittsburg residents.

Each spring, the City Council works with staff to develop a list of Department or Division goals and priorities for the coming fiscal year which support and implement the principal goals noted above.

SUBCOMMITTEE FINDINGS

This item was not presented to a subcommittee.

STAFF ANALYSIS

The attached FY 2020-2021 Citywide Goals document builds upon the City's successes implementing last year's goals and priorities. Staff believes these goals reflect the City's desire to make proactive, yet informed decisions to provide a better community for all citizens.

Staff will take the comments and direction provided by the City Council during the workshop and incorporate them into a final list of goals and implementation strategies that will be brought before the City Council for approval at a later date. As mentioned above, these goals and policies are intended to inform and guide financial decisions during the upcoming budget process and throughout the upcoming fiscal year.

ATTACHMENTS:

1. Draft Fiscal Year 2020-2021 Citywide Goals
2. Staff Presentation

Report Prepared By: Jordan Davis, Assistant to the City Manager

City of Pittsburg

Fiscal Year 2020-2021 Citywide Goals

APRIL 2020

City Council

Jelani Killings, Mayor

Merl Craft, Vice Mayor

Holland Barrett White

Shanelle Scales-Preston

Juan Antonio Banales

City Clerk

Alice Evenson

City Treasurer

Nancy Parent

City Manager

Garrett Evans

Assistant City Manager

Fritz McKinley

City Attorney

Donna Mooney

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CITYWIDE GOALS	
Balanced Budget.	*Achieve and maintain a structurally balanced budget per the Fiscal Sustainability Ordinance and identify new sources of revenue.*
Public Safety.	*Prioritize public safety, health, and welfare in the City Budget and when reviewing projects.*
Public Infrastructure.	*Improve public facilities and infrastructure and increase beautification of City maintained areas.*
Economic Development.	*Continue economic development through strategic partnerships, promotion of diversified housing, and the retention and growth of new and existing businesses.*
Efficiency.	*Increase efficiency of City operations and services through technology and streamlined processes.*
Quality of Life.	*Improve the quality of life for all Pittsburg residents.*

CITY ATTORNEY

CA-1: Provide thorough and timely legal advice to minimize legal risk to the City.

Related City Goal: *Prioritize public safety, health, and welfare in the City Budget and when reviewing projects.*

Related City Goal: *Increase efficiency of City operations and services through technology and streamlined processes.*

Implementation Strategy: Inform the City Council and City Manager of legal risks associated with policy options or Council actions. This objective will help the City Council make informed decisions and reduce the likelihood the City may face litigation. Long term, the City will reduce the number of litigations resulting from Council decisions to zero.

Implementation Strategy: Provide drafting and negotiation assistance for complex transactions. Doing this will help ensure protection the health and welfare of its population, as well as the financial well-being of the City. As part of this objective, the City Attorney's Office will review and respond to requests for legal review of contracts, agreements, or other documents same business day, or within three business day depending on complexity.

Implementation Strategy: The City will seek to reduce its government claims portfolio and ongoing litigation. To achieve this, the City Attorney's Office will conduct semi-annual meetings with Police and Public Works. Long term, the City can expect to see a continuing decrease, or no increase, in claims made against the City and litigation related to assertions of dangerous conditions of property, and police-related claims.

CA-2: Utilize technology to enhance transparency and public participation in City Council meetings.

Related City Goal: *Prioritize public safety, health, and welfare in the City Budget and when reviewing projects.*

Related City Goal: *Increase efficiency of City operations and services through technology and streamlined processes.*

Implementation Strategy: Along with the City Manager's Office, provide semi-annual workshops regarding hot-button legislation that may impact the City. The City Attorney's Office will help to identify new laws that significantly effect operations, major projects, or have budgetary implications, and help present an overview of legislation. Achievement of this objective will help the City Council make informed decisions, and long term, will help the City implement proactive measures to protect against unforeseen impacts.

Implementation Strategy: The City Attorney's Office will hold workshops with the Planning Commission regarding findings required for land use entitlements, and laws concerning conditions of project approval(s). By helping educate the Planning Commission on what findings must be made for certain types of applications, some projects will experience faster review processes. In some instances, removing unnecessary continuances may reduce review time by 15-30 days.

Implementation Strategy: Since the hiring of an in-house City Attorney in fall 2018, the City Attorney has held numerous trainings for staff regarding the contracting process, the Public Records Act, records retention law, and new housing laws. The City Attorney's Office desires to keep up proactive legal services, including opportunities for training, in order to better incorporate best practices in City services and improve the accuracy and efficiency of service delivery. The City Attorney's Office will evaluate training gaps and develop and implement proactive outreach policies for internal staff. In order to reduce legal risk and provide equitable, effective, and efficient services, the City Attorney's Office will develop and implement proactive outreach policies and provide City Attorney's Office trainings of 8 hours.

CITY CLERK/RECORDS AND COUNCIL SERVICES

CC-1: Ensure the City is maintaining compliance with applicable statutes to provide transparency and optimal public service.

Related City Goal: Increase efficiency of City operations and services through technology and streamlined processes.

Implementation Strategy: Continue to perform all statutory duties within timelines, including adherence to the Brown Act, the California Public Records Act, the Political Reform Act, Conflicts of Interest and FPPC regulations, the Maddy Act, Elections Law, and the California Voting Rights Act, among others. Compliance with all statutory duties ensures the City of Pittsburg maintains good status with other governing agencies, and negates the City being subject to fines, lawsuits, or undesirable media.

Implementation Strategy: Continue to analyze programs, policies, and procedures utilized in the City Clerk's Office on a regular basis. This ensures that the Department is operating in the most efficient manner possible and provides the public with the best service possible.

Implementation Strategy: Conduct the bi-annual update of the City's Conflict of Interest Code by October 1, 2020.

Implementation Strategy: Coordinate the City of Pittsburg's efforts with the November 3, 2020 General Election.

Implementation Strategy: With the City Attorney's Office, continue to hold staff trainings on the public records act. This will ensure compliance with adopted City procedures and timely responses to requests.

CC-2: **Utilize technology to enhance transparency and public participation in City Council meetings.**

Related City Goal: *Increase efficiency of City operations and services through technology and streamlined processes.*

Implementation Strategy: Partner with CCTV to install and begin closed captioning for broadcast of meetings. This will ensure the City is compliant with newly established Federal ADA regulations. This project should be complete by fall 2020.

Implementation Strategy: Work with the IT Department to develop a request for proposal for upgrades to the Council Chamber audio system. RFP to be complete in fall, with project to begin in spring 2021.

COMMUNITY DEVELOPMENT

CD-1: **Complete long-range planning efforts to establish a road map for development and land use in the future, and identify funding sources to support future planning and construction projects.**

Related City Goal: *Improve public facilities and infrastructure and increase beautification of City maintained areas.*
Related City Goal: *Increase efficiency of City operations and services through technology and streamlined processes.*

Implementation Strategy: Complete the Comprehensive General Plan Update. As part of this effort, identify vacant and underutilized areas of the City and land use alternatives. By accomplishing this objective, the City can promote redevelopment of these areas by identifying alternative land uses that would induce reinvestment and reduce blight, as well as meet its prescribed housing planning goals. Redeveloped areas could potentially result in one million square feet of commercial or industrial development and 1,000 housing units.

Implementation Strategy: Complete development of objective design standards for multi-family housing and mixed-use projects. Development of these standards will ensure quality development for projects undergoing design review, as well as projects streamlined under state law, by providing easily identifiable and transparent criteria that will help staff review projects more quickly and developers meet City design standards at the onset of a project application. By removing the subjectivity from the residential design review process, staff time spent on applications will be reduced and application processing times will also be reduced by at least 30%.

Implementation Strategy: Complete the annual Capital Improvements Program (CIP) and prioritize capital improvement projects that would proactively address infrastructure needs, increase the City's return on investment, reduce ongoing maintenance. By accomplishing this objective, the City will see potential long-term savings of $3.2 million over the next 10 years.

CD-2: Ensure the provision of safe and reliable public facilities and infrastructure through the long-range planning and completion of Capital Improvement Program (CIP) projects.

Related City Goal: Improve public facilities and infrastructure and increase beautification of City maintained areas.

Implementation Strategy: Compete for federal, state, county, and private foundation grants to support capital projects, facility enhancements, and long-range planning, and minimize general fund spending, by leveraging existing efforts such as the Capital Improvement Program and General Plan update. Grants and other outside funding will total $2.5 million over the next five years.

Implementation Strategy: Prioritize projects that would foster economic development and job creation in the City and eastern Contra Costa County, such as those projects that allow for reverse commutes, lower infrastructure investment costs, or address logistical issues such as truck routes. This will allow businesses to attract employees and increase efficiency and operational certainty.

Implementation Strategy: Complete scheduled capital projects for Pavement Management, Street Maintenance, Street Lighting and Traffic Signal Modifications to extend the useful life and improve safety and efficiency of City roadways. Currently, 17.3 miles of roadway along designated truck routes is in need of pavement maintenance or repair. By accomplishing this objective, the City will extend the useful life of roadways by 7 to 15 years.

Implementation Strategy: Identify solutions to help reduce traffic delays along State Route 4 and major arterials during commute hours, such as the effectiveness and feasibility of adaptive traffic signals for the City's major corridors.

Implementation Strategy: Identify and carry-out projects for traffic calming and improved safety for pedestrians and cyclists and develop a strategy to educate parents, students, and other residents on street safety to reduce total bicycle and pedestrian accidents and injuries. The adopted strategy should seek to reduce total bicycle and pedestrian accidents by 50 percent.

CD-3: Create more transparency, predictability, and efficiency for new development proposals.

Related City Goal: Increase efficiency of City operations and services through technology and streamlined processes

Implementation Strategy: Update the City's Accessory Dwelling Unit ordinance to comply with state law and develop/provide prototype plans for ADU's to assist their development. By ensuring consistency with state law and providing pre-approved plans, the City will encourage the development of ADUs, which have become a popular alternative to allow senior residents to age in place, help homebuyers finance the purchase of homes, and provide affordable housing within single family neighborhoods, creating mixed income communities. ADUs are considered a moderately affordable housing type and with streamlined processes and preapproved building plans in place, it is estimated that staff review time for ADU applications can be reduced by up to 75%. It is also expected that the number of ADU applications received will at least double in the first year , thereby increasing the amount of moderately affordable units available to Pittsburg residents.

Implementation Strategy: Facilitate change from Level of Service to Vehicle Miles Traveled standard for project specific CEQA review. By doing such, the City will ensure consistency with State of California statutory requirements (SB 743) and help to streamline the environmental review for new projects proposed in areas that are more transit accessible. This will also provide prospective developers with more certainty when assessing the costs and challenges associated with large project development and could reduce review time by 50%.

Implementation Strategy: Complete 900 inspections for Pittsburg Housing Authority to assure compliance with HUD regulations. Continued compliance with HUD regulations will ensure City is eligible for HUD funding, and will increase responsiveness and safe housing options for tenants.

Implementation Strategy: Inspect 10 percent of City's rental housing stock through Residential Rental Inspection Program to ensure continued review of enrolled properties and to ensure safe housing for renters.

COMMUNITY SERVICES

CS-1: Provide services and housing opportunities that improve the quality of life for Pittsburg residents.

Related City Goal: Improve the quality of life for all Pittsburg residents.

Implementation Strategy: Administer the CDBG Program and oversee the subrecipients' use and effectiveness with the program. At a minimum, subrecipients receiving funding should achieve 80% of their goals and drawing down 100% of its funding. Examples of the types of services and programs provided by subrecipients are focused on the homeless, victims of abuse, legal counseling for seniors, medical care for low income families, and meals for low income families. A long-term goal is to employ and/or house 10% of the homeless in the community by 2025.

Implementation Strategy: Establish the Digital Office for New Americans website. Continue to update the website with relevant information. Seek grant funding, create partnerships, and participate in and host events to support the program and expand outreach efforts, with the goal of assisting 30 Pittsburg residents. Assistance include but are not limited to legal help with various immigration forms and providing resources and know your rights information. The long-term goal is to help 50 community members awaiting citizenship become citizens by 2025.

CS-2: Assist in the development of mixed income housing.

Related City Goal: Improve the quality of life for all Pittsburg residents.

Implementation Strategy: Provide a subsidy to enable the construction of affordable housing within a market rate development, thereby creating mixed income housing.

Implementation Strategy: Provide housing rehabilitation loans to qualified households to preserve the housing stock. At a minimum, issue 3-5 loans per year for the next five years. The loans are used for qualified improvements such as a new roof, ramps for the disabled and seniors, and ADA improvements for a bathroom. Long term, this effort will result in the reinvestment of blighted neighborhoods, protect property values, and provide safe and sufficient housing for low income individuals, while reducing code enforcement activities at these properties by 10%.

Implementation Strategy: Provide housing to as many families as possible with the funding received from HUD through the Section 8 program, and encourage property owners to participate in the Section 8 program so that there is a sufficient inventory of housing available to meet all types of needs. The City currently provides Section 8 assistance to approximately 1,000 families. It is the City's goal to house 10 persons or families per year from the waiting list, pending HUD funding. Long term, providing stable housing will protect against increasing homelessness and reduce at-risk youth by giving them a sense of place, a community that provides resources for youth development so that they can grow to be a confident, contributing member of the community.

CS-3: Seek and develop energy opportunities and provide reliable service at competitive prices.

Related City Goal: Improve public facilities and infrastructure and increase beautification of City maintained areas.

Related City Goal: Continue economic development through strategic partnerships, promotion of diversified housing, and the retention and growth of new and existing businesses.

Implementation Strategy: Develop a strategy and financial plan for serving new and existing electric load through Pittsburg Power Company within and adjacent to the City of Pittsburg. PPC, via Island Energy, currently serves 21 GWH of annual electric load on Mare Island. By acquiring transmission and distribution assets within the City limits, PPC could potentially serve an additional 40 GWH/year (or more) of electric load at rates 2-3% below that of PG&E. Long term, this could increase PPC gross revenues by up to $11.5

million annually, with up to 10% of which could be used to fund additional community activities and programs.

Implementation Strategy: Invest in strategic capital projects that seek to upgrade electrical facilities to ensure reliable service, while continuing to provide electric and gas service at competitive rates to Island Energy customers. By achieving this objective, current industrial customers will expand operations, and additional large-scale industrial users will be attracted to Mare Island, further increasing the service load. IE currently serves an annual load of approximately 2.5MW on average (commercial / industrial), and has the infrastructure capacity to serve up to four (4) times that load. By serving an additional 50% load, PPC would expect to see an additional $2.9 million in annual gross revenues.

ECONOMIC DEVELOPMENT

ED-1: Foster a business climate that is competitive with other cities in the region while supporting existing businesses and attracting new businesses.

Related City Goal: *Continue economic development through strategic partnerships, promotion of diversified housing, and the retention and growth of new and existing businesses.*

Implementation Strategy: Support and retain existing businesses by identifying and addressing issues affecting business operations, such as employee recruitment, training, and small business financing. As part of this effort, the City will hold 1-on-1 meetings with businesses to solicit feedback, and identify assistance programs and resources, particularly financial or those related to workforce development, that allow for existing small businesses and startups to grow. As part of this objective, the City will meet with 20 small businesses each year for onsite visits and provide virtual check-ins to another 20.

Implementation Strategy: Collaborate with organizations that support small businesses to provide information to existing businesses regarding market research and industry intelligence, financial resources for business expansion, technical assistance, and workforce training. As part of this objective, staff will work with agencies such as GO-Biz and the Small Business Development Center of Contra Costa (SBDCCC) to provide information on tax credit programs and local participating lending institutions, and provide information to small business on opportunities for bidding on local, regional, state and federal government contracts. By achieving this objective, the City will help connect 50 businesses to technical assistance programs.

Implementation Strategy: Enhance the vitality and aesthetic value of existing shopping centers. To achieve this goal, staff will form a multi-departmental team to review the state of existing shopping centers and identify signage and property maintenance issues and work with property owners and managers of commercial and industrial areas to process and expedite entitling façade and landscaping improvements for multi-tenant shopping centers. For smaller centers, the City can help owners identify funding mechanisms to undertake façade and/or landscaping improvements. By completing this effort, the City will review a minimum of three shopping centers annually. The City will also conduct prerenovation surveys with customers and seek a 50% increase in shopper satisfaction post-improvements. The City will deliver to the Economic Development Subcommittee a report on vacant tenant fees.

ED-2: Identify trends in employment needs and skill development in order to scale up workforce and prepare residents for job opportunities.

Related City Goal: *Continue economic development through strategic partnerships, promotion of diversified housing, and the retention and growth of new and existing businesses.*

Implementation Strategy: Partner with educational institutions, local and regional business advocacy groups, and local businesses to identify target skill and education needs. The City will convene a working group with LMC to identify and address workforce development needs and required skills, as well as programs for teens and young adults, and explore potential links between businesses, LMC, and other educational institutions for curriculum and internships that support the needs of local industries. Long term, this objective will result in a 100% increase in the number of local youth and young adults hired by Pittsburg businesses after completion of respective programs.

Implementation Strategy: Invest in programs that train youth, young adults, seniors, reentry, and other populations in local industries, strengthening both the community and the local economy, and continue to partner with Future Build to provide target populations with skills necessary for modern construction jobs. Long term, these programs will help to create opportunities through programming for young people to enhance self-esteem, self-confidence, lifetime leisure skills, and connectedness to the community. By completing this objective, the City will invest in programs that train and employ 25 persons within the target populations annually.

ED-3: Identify strategies for bringing additional commercial and job opportunities to underutilized areas of the City.

Related City Goal: *Continue economic development through strategic partnerships, promotion of diversified housing, and the retention and growth of new and existing businesses.*

Implementation Strategy: Identify and recruit industrial businesses that support and/or expand existing and potential industrial sectors in order to develop self-sustaining business clusters. Meet with leaders of emerging industries to develop private and public strategies for additional growth, and with the assistance of local brokers, identify affordable commercial/industrial spaces to support new businesses, including collaborative and shared co-working spaces and “maker spaces.” Long term, the City hopes to recruit three businesses within different industrial sectors that will support existing business clusters or establish new clusters.

Implementation Strategy: Identify areas of the City that are equipped to serve businesses in their current state and establish programs, policies, and strategies that will support and/or streamline privately funded redevelopment and allow for flexibility in uses. As part of this objective, the City will identify opportunities to attract desirable industries, and determine if these elements are present in Pittsburg and how they can be added or strengthened. Achieving this objective will result in a reduction in staff review time from potentially 8 months to 30 days.

Implementation Strategy: Promote availability of existing vacant/underutilized land and building spaces for targeted uses, and establish a list with size, zoning, ownership, broker representation, and contact information. Create a promotional document that includes demographic and employee characteristics, location of available land area, and site-specific maps and building locations, and opportunities for adaptive reuse of existing buildings. Long term, the City will target occupancy of 10 currently underutilized sites.

Implementation Strategy: In order to better assess size and needs of business, continue to gather additional information on businesses within the City. Utilize surveys of local businesses to gather data on employment statistics, ownership information, practices, and future plans, and coordinate data requests with the Pittsburg Chamber of Commerce to ensure data reliability and consistency. Long term, the City will obtain ownership, employment, and operations data on the 100 largest businesses in the City.

ENVIRONMENTAL SERVICES

ES-1: Develop municipal and community programs that emphasize sustainable and environmentally positive operations.

Related City Goal: *Increase efficiency of City operations and services through technology and streamlined processes.*

Related City Goal: *Improve the quality of life for all Pittsburg residents.*

Implementation Strategy: Develop a Climate Action Plan (CAP) to coincide with General Plan Update (GPU) that identifies sustainable programs and opportunities for City (Municipal) and community. Municipal operations currently produce an estimated 3,520 metric tons of CO2E emissions, while the community produces 428,563 metric tons CO2E emission, annually. Long term, the City will seek to reduce its municipal emissions by 18% compared to existing conditions, and develop strategies and policies that will help reduce community emissions by 44% compared to existing conditions consistent with the State of California's SB32 targets for the year 2030. If any new State legislation is passed for reduction targets beyond the year 2030 (for example, through the year 2045), the City will update its reduction goals accordingly. Reduction in CO2E emissions provides a clean, safe and healthy Pittsburg by having homes and businesses comfortable and less expensive to operate, less reliance on cars as the only form of transportation, a safe network of walking and biking to promote healthy lifestyles, and cleaner air to reduce asthma and other respiratory illnesses.

Implementation Strategy: Establish strategies within the CAP that will help to streamline the CEQA review process. The revised CEQA guidelines require greenhouse gas (GHG) emissions be analyzed for each project and recognizes the important role a CAP is in the CEQA process especially when it is consistent with the GPU. The CAP is intended to be a qualified GHG reduction plan in accordance with CEQA Guidelines Section 15183.5 and as such will incorporate growth projections associated with future development consistent with the GPU and GHG reduction measures that will mitigate city-wide emissions while streamlining CEQA review for those projects consistent with the GPU and CAP. By achieving this objective, the City will ensure consistency with State of California statutory requirements and improve the likelihood projects subject to higher levels of CEQA review properly assess and mitigate GHG impacts, protecting community health and providing developers with more certainty when assessing the costs and challenges associated with large project development.

ES-2: Create and execute a Revitalization Plan for properties in Pittsburg with US EPA Grant funding to enhance public enjoyment and reduce existing environmental contamination of the waterfront and opportunities for economic development in alignment with the General and Trust Lands Use Plans.

Related City Goal: *Increase efficiency of City operations and services through technology and streamlined processes.*

Related City Goal: *Continue economic development through strategic partnerships, promotion of diversified housing, and the retention and growth of new and existing businesses.*

Implementation Strategy: Conduct thorough market and environmental assessments on waterfront and Opportunity Zone brownfields, as well as extensive stakeholder outreach, to determine greatest and practically attainable uses of these sites and regions and build in flexible land use regulations that allow for innovative and streamlined economic development. The City currently estimates there are approximately 1,400 acres of brownfield sites that are not remediated, and thus underutilized. By accomplishing this objective promoting brownfield redevelopment, the City can plan revitalization for approximately 550 acres and result in approximately one million square feet of commercial or industrial development and up to 1,000 housing units.

Implementation Strategy: Provide new and enhanced existing public recreational opportunities on underutilized brownfield sites. Several sites, totaling approximately 500 acres, of brownfield areas have been identified as open space or potential public recreation opportunity, including connection to regional trail systems, regional nature preserves like the Corteva Wetlands, a community visitor's center, neighborhood or community parks, a community center, and more. By accomplishing this objective, the City can see a 10% increase in open space acreage and up to 50 acres that can be used for the recreation amenities listed above.

ES-3: Modernize Marina operations for staff and customer use to increase efficiencies, increase moorage occupancy rate, and improve safety and security.

Related City Goal: *Improve public facilities and infrastructure and increase beautification of City* *maintained areas.*

Related City Goal: *Increase efficiency of City operations and services through technology and streamlined processes.*

Implementation Strategy: Contract with new operating software system to manage moorage customers more efficiently and provide better customer service with on-line services platform. Currently, 370 Marina tenants are served monthly in person by a representative from the City, with an approximately 2-3 days long wait time. Long-term, enhanced customer service will allow the Marina to serve an additional 50 customers monthly, reduce wait times by 1 day, and potentially decrease vacancy rates from 34% to 15%.

Implementation Strategy: Contract to install new gate system software and infrastructure to manage access efficiently and securely, establish new camera system and update cameras, and install new LED lighting on promenade and on all docks to improve visibility, monitoring, tracking, safety, and security throughout the Marina as well as add additional cameras. Completion of this objective will help security with the enforcement of the Marina rules and regulations and monitoring of liveaboard activity, overnight guest activity, parking lot vehicle activity, guest and vendor activity as well as provide better video footage. Long term, increasing safety and security in and around the Marina will reduce calls for service by at least one call to Police dispatch per month, increase Marina occupancy by 5%, and increase visitors within the Marina area by 50 - 100 visitors per month.

FINANCE

FI-1: Provide continuing educational workshops on municipal finance, PERS, and other post-employment benefits (OPEB) in order to allow for informed budgetary and policy decisions.

Related City Goal: *Achieve and maintain a structurally balanced budget per the Fiscal Sustainability Ordinance and identify new sources of revenue.*

Implementation Strategy: Provide annual reports or workshops for Municipal Finance, including emerging issues for investment strategies, four times per year. Long term, a more proactive strategy to guide investments will lead to a .10 basis return higher than benchmark.

Implementation Strategy: Provide annual reports or workshops for CalPERS, including two status investment reports on CalPERS, which will monetarily affect the City's UAL. At a minimum, maintain at 70% coverage of total liability required. Long-term, the City will look to move the City's coverage percentage to 80% by 2025.

Implementation Strategy: Provide annual reports or workshops for OPEB & 115 Trust, including quarterly updates on financial performances of funds set aside for CalPERS and OPEB. Long term, a more proactive strategy to guide investments will lead to a .10 basis return higher than benchmark.

FI-2:	**Establish financial planning models, reporting and controls to help manage short- and long-term business strategies of the City, including but not limited to investments, cash management, internal risk management, municipal finance, auditing and accounting for the City's financial affairs and the Fiscal Sustainability Ordinance.**

Related City Goal: *Achieve and maintain a structurally balanced budget per the Fiscal Sustainability Ordinance and identify new sources of revenue.*

Implementation Strategy: Produce and present to the City Council the 20 Year General Fund projection worksheet to be presented to the Finance Subcommittee for each budget and mid-year budget review or as requested based upon changing conditions in the economy. Long term, the 20 Year General Fund projection will help the City reduce its budget imbalance by 2030.

Implementation Strategy: Produce and present to the City Council the projected fund balance spreadsheet to be presented to the Finance Subcommittee for each budget and mid-year budget review or as requested based upon changing conditions in the economy. Long term, the projected fund balance spreadsheet will help the City reduce its use of fund balances to 0%, leaving the minimum of 30% for the funds subject to the City's Fiscal Sustainability Ordinance, without the use of property to achieve the 30%.

Implementation Strategy: Produce and present to the City Council the quarterly investment report to the City Council showing the City is following the cash flow requirements of State law. Long term, a more proactive strategy to guide investments will lead to a .10 basis return higher than benchmark.

Implementation Strategy: Produce and present to the City Council the Risk Management Log by fiscal year, showing active litigation for both Liability and Workers Compensation Claims. The litigated cases will be updated quarterly for the City Attorney to review and report to the City Council. Long term, the use of the Risk Management Log will reduce the number and duration of active litigation cases by 2%.

Implementation Strategy: Ensure recommended spending and program budgeting is consistent with the City's Fiscal Sustainability Ordinance using sustainable revenues to cover operational expenses. This report will be provided twice a year. Long term, this will reduce reliance on one-time revenues to balance the budget.

HUMAN RESOURCES

HR-1:	**Ensure that employees are provided with a work environment that encourages growth, development, and engagement and fosters retention through quality organizational training programs.**

Related City Goal: *Increase efficiency of City operations and services through technology and streamlined processes.*

Implementation Strategy: To accomplish this objective, the City will facilitate an internal learning program to provide relevant training and development opportunities for City staff that will provide a 90% overall satisfaction rate from both participants and their supervisors/managers for the attainment and application of enhanced skills in the workplace. Long term, this will help strengthen and maintain leadership competencies and build skills for successful job performance and promotability and lead to a 100% pass probation rate of promoted employees.

HR-2: Promote the City as an attractive employer to secure highly qualified applicants for vacancies and retain those employees.

Related City Goal: *Increase efficiency of City operations and services through technology and streamlined processes.*

Implementation Strategy: The City will conduct biannual market analysis of salaries and benefits with comparable public agencies to proactively address issues of inequity for internal alignments of compensation. Long term, this will increase employee retention and enhance recruitment abilities, leading to positions being filled more quickly, reducing downtime or strain on other employees.

Implementation Strategy: Approach each recruitment with a custom plan of outreach and advertisement designed to target skilled candidates that reflect the diversity of our community, and increase visibility on social media platforms to include a job focus for positions that are more difficult to recruit with spotlights of individual employees and their contributions to this community and insight into various City departments to increase the awareness of the services that our employees provide to Pittsburg. Current recruitments take an average of 45 days from start to eligibility list; the City will strive to fill vacant positions within 40 days to maintain service levels.

Implementation Strategy: Facilitate an employee benefits outreach program designed to ensure that employees are aware of the City's comprehensive benefits with open enrollment fairs, health & safety events, on-site meetings with benefit providers, and wellness activities with an employee participation increase of 10%. Long term, these strategies will increase employee retention and reduce employee turnover rate by 50%.

POLICE DEPARTMENT

PD-1: Establish proactive crime reduction strategies and utilize available data to identify priority enforcement areas.

Related City Goal: *Prioritize public safety, health, and welfare in the City Budget and when reviewing projects.*

Implementation Strategy: Evaluate the deployment of officers in the community on a monthly basis to optimize police presence in areas identified as higher-crime areas through available data, including theft, burglary, robbery and all violent crime. Crime data provides real-time information on crime trends which allows for the strategic application of targeted enforcement, such as having a greater visual presence or saturation in a specific area. By accomplishing this objective, the City expects a reduction in these types of crimes.

Implementation Strategy: Identify and combat violent crime involving gang activity through specialized enforcement. Utilizing officers with specific expertise in gang culture and behavior will allow for a greater impact. The Police Department anticipates these efforts to curb gang activity will result in a reduction in gang related violent crime, such as robberies and shootings. Long term, the Police Department also believes these efforts will reduce the overall gang initiation among youth in the community.

Implementation Strategy: Provide internal and external education of human trafficking and related crimes. This would include providing officers with advanced training on identifying victims of human trafficking. It would also include training from the School Resource Officers within the schools to educate student on indicators and methods criminals use to lure young people. The Police Department anticipates these efforts will result in a reduction in victimization of human trafficking and related crimes.

PD-2: Develop a strategic plan to evaluate Police Department operations, guide department activities, and utilize technology to improve overall efficiency.

Related City Goal: *Prioritize public safety, health, and welfare in the City Budget and when reviewing projects.*

Implementation Strategy: As part of Strategic Plan Development, the Police Department will identify youth-oriented programs that seek to address at risk youth and provide intervention as necessary. By implementing this objective, the Department will expect to see a long-term reduction in violent and non-violent crimes committed by minors.

Implementation Strategy: As part of Strategic Plan development, the Police Department will prepare an overall organizational Succession Plan. The Succession Plan will provide direction on ensuring personnel are ready to lead the Department in the future. Long term, this will improve officer retention and allow the City to maintain experienced personnel.

Implementation Strategy: Utilize an independent auditor to provide an unbiased review of Department programs, such as a new officer Field Training Program and make recommendations on program modifications that will enhance success. Long term, program enhancements will be gauged on crime reduction success, community engagement, or voluntary compliance, as applicable.

Implementation Strategy: Implement employee wellness mobile application to allow for resources related to the overall health and welfare of staff. The application provides detailed information on resources available for employees. Long term, this will improve officer retention and availability by reducing paid leave.

Implementation Strategy: Explore technology for officers that would reduce the time required for report writing. Officers currently spend approximately 4 hours per 10-hour shift drafting reports. Achieving this objective will allow the officers to remain focused on crime prevention.

PD-3: **Develop a strategic plan to evaluate Police Department operations, guide department activities, and utilize technology to improve overall efficiency.**

Related City Goal: *Prioritize public safety, health, and welfare in the City Budget and when reviewing projects.*

Related City Goal: *Improve the quality of life for all Pittsburg residents.*

Implementation Strategy: Develop additional venues for forums to promote communication with groups in the community. Providing the opportunity to interact with Department members in these forums allows for direct feedback, while frequent check-ins with the various groups in the community will keep communication consistent. These groups include the school districts, faith-based groups, and non-governmental organizations that provide services in the community.

Implementation Strategy: The Department will continue to provide information and allow for feedback on all social media platforms and will place enhanced emphasis on utilizing social media for educational programs and community interaction. Using these platforms to share information as well as accept feedback provides the opportunity for additional, wide-ranging engagement. The Department will also explore all technology that allows for community interaction and evaluating the services provided by the department.

PUBLIC WORKS

PW-1: **Improve maintenance and operational efficiency throughout the park system by implementing a Citywide Landscape Plan.**

Related City Goal: *Increase efficiency of City operations and services through technology and streamlined processes.*

Related City Goal: *Improve the quality of life for all Pittsburg residents.*

Implementation Strategy: Create and present to City Council a Citywide Landscape Plan that will detail park facilities, landscape, lighting, cameras, signage and maintenance. Long term, the Landscape Plan will be utilized to help increase efficiency of staff and resources within the Citywide Park System.

PW-2: **Complete the Automatic Meter Reading (AMR) installation project with completion of entire system conversion by 2023**

Related City Goal: *Increase efficiency of City operations and services through technology and streamlined processes.*

Implementation Strategy: Install approximately 1,300 meters annually over the next 2-3 years to complete the 3,700 remaining water meter conversion inventory. Once conversion of AMR is complete, the City will have increased flexibility and availability of crews to create a meter accuracy testing program.

Implementation Strategy: Initiate and implement a customer meter accuracy testing program of 1%-2% of the small and large water meters in the water distribution system to improve meter inventory accuracy. Staff will have the ability to pinpoint water leaks in the system and reduce water loss of the system by 3% annually.

PW-2: **Complete Annual Water Loss Audit of the water treatment and distribution system to identify areas of loss in system.**

Related City Goal: *Increase efficiency of City operations and services through technology and streamlined processes.*

Implementation Strategy: Conduct meter accuracy tests annually on the two master production meters at the Water Treatment Plant and 8 of the large water meters in the water distribution system. Utilize data to identify areas of higher loss and provide for long term planning of strategic water system repairs and maintenance and reduce water loss by 3% annually.

RECREATION

REC-1: **Provide high quality recreational programs and services throughout the community that provide fun, educational, accessible and safe environments for people of all ages and abilities.**

Related City Goal: *Improve the quality of life for all Pittsburg residents.*

Implementation Strategy: Recreation activities should be available and responsive to the needs of different age groups, cultural backgrounds, and social economic status. By accomplishing this objective, staff will provide a broad range of recreational activities from pre-kindergarten to seniors.

- Provide new recreational sports programs for all ages including Junior High Powder Puff league, youth and adult flag football, tiny-tots "Fun Fitness," Yoga for All, and more.

- Continued active, healthy and engaging programs at the Pittsburg Senior Center to include meals, dances, health and fitness, knitting, computer classes, and self-help.
- Define purpose and goals for a potential youth leadership program and encourage youth to take an active leadership role by participating in visioning workshops and working with existing Commissions and Subcommittees on any youth-oriented projects.
- Provide a variety of community events throughout the City including Car Shows, cultural Festivals, First Fridays, and other family friendly events

The above programs will encourage healthy bodies, cooperation with others, and understanding the strength in diversity. Long term, more residents will participate in programs and attend events by 10-15% and volunteer with local non-profits or other community organizations.

Implementation Strategy: Provide a full range of programs and activities to address community needs, such as health and fitness. By accomplishing this objective, staff will encourage active, healthy lifestyles. The sports program will provide fitness for the youth and healthy eating classes at the senior center will encourage weight management. The two programs will assist in reducing childhood obesity and adult obesity within the community. Long term, smoking and vaping use by residents will go down due to healthier lifestyles.

Implementation Strategy: Support arts and crafts, classroom instruction in music and dance, physical conditioning and health care. Provide meeting facilities and other program activities for all cultural, age, physical and mental capability, and income groups in the community. By accomplishing this objective, staff will encourage artistic development in Pittsburg. Not all recreational programs are sports related, classes and programs such as anime sketch classes, youth performance showcases, Art in the Park, multimedia, and youth theatre in partnership with PACF and the California Theatre. By emphasizing arts, music and dance, the City will see a 15% increase of local art shows at the OTAC and 10% of local dance performances at the California Theatre.

Implementation Strategy: Continue to provide a safe and active environment for our 50+ residents. By accomplishing this objective, staff will see a rise in the spending habits of this critical population. Over 18.2% of the Pittsburg community is between 50 and 64. This typically is a segment of the community with disposable income and a desire for more activity. Long term, a 5% increase in sports like pickle ball, yoga, and line-dancing will encourage this segment.

REC-2: Foster collaboration, coordination, and partnerships throughout the community.

Related City Goal: Improve the quality of life for all Pittsburg residents.

Implementation Strategy: Continue to foster relationships with other city, state and federal entities; other city departments; non-profit organizations; boards, commissions, and neighborhood groups. Offering programs and classes in partnership with organization like First 5 Contra Costa, an organization focused on making sure primary children ages 5 and under are healthy and ready to learn. By collaborating with First 5 Contra Costa, school children will be better learners. Long term, educational proficiencies and job opportunities will increase for the more educated population.

Implementation Strategy: Promote the "Parks Make Life Better" campaign and other such community events and activities that support parks and programs. There are 27 parks and over 100 events or activities each year in the park system. These programs and activities include: Eats and Beats Food Trucks, Farmers Markets, Car Shows, Music in the Park, sports programs, festivals, STEM Week, Wipe Out Wednesdays, community clean-ups, and more. Actively marketing the "Parks Make Life Better" campaign will increase the publicly available events in the park system by 10%. Long term, the more recreational activities in the park system will allow for a reduction in obesity levels in Pittsburg.

REC-3: Employ an ongoing system of organizational evaluation.

Related City Goal: Improve the quality of life for all Pittsburg residents.

Implementation Strategy: Conduct periodic program surveys and studies. The department has 5 full time employees, 38 seasonal employees, and serves approximately 50,000 users annually. The demands for appropriate and engaging programming is constantly evolving. The surveys will lead to the elimination of the lowest 5% of programming and replace it with new, preferred programs. Long term, the department will be more engaging and see a 10% increase in participation.

Implementation Strategy: Conduct a bi-annual departmental self-assessment. The department has 5 full time employees, 38 seasonal employees, and serves approximately 50,000 users annually. The demands for appropriate training for all recreation staff is constantly evolving. Long term, a better trained department will provide for increased quality of programs and activities.


City of
Pittsburg
FISCAL YEAR 2021 CITY GOALS WORKSHOP
4/10/2020
1

City Manager’s Introduction

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FY 2019-20 City-wide Goals

G1: *Balanced Budget.*

Achieve and maintain a structurally balanced budget per the Fiscal Sustainability Ordinance and identify new sources of revenue.

G2: *Public Safety.*

Prioritize public safety, health, and welfare in the City Budget and when reviewing projects.

G3: *Public Infrastructure.*

Improve public facilities and infrastructure and increase beautification of City maintained areas.

FY 2019-20 City-wide Goals

G4: *Economic Development.*

Continue economic development through strategic partnerships, promotion of diversified housing, and the retention and growth of new and existing businesses.

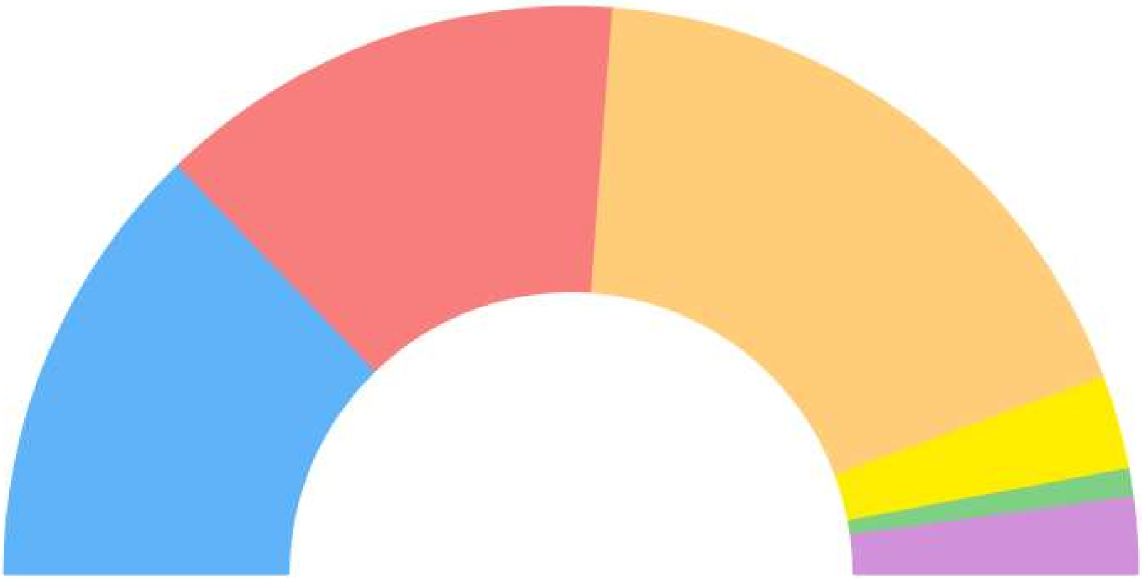
G5: *Efficiency.*

Increase efficiency of City operations and services through technology and streamlined processes.

G6: *Quality of Life.*

Improve the quality of life for all Pittsburg residents.

City of Pittsburg | 2019-20 Goals Dashboard



187
Total Goals

48 Ongoing	**50** Complete	**68** In Progress
10 Planning	**3** Pending Funding	**8** Not Started

Percentage of Goals Ongoing/Completed: 52%

Average Progress on Goal Completion: 91%

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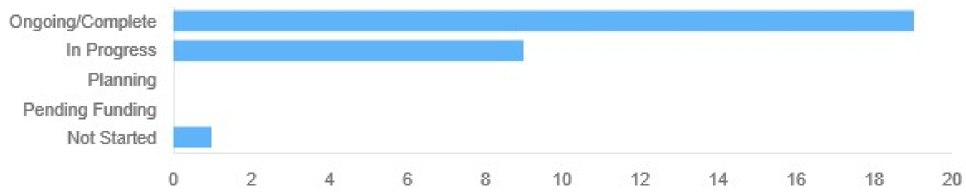
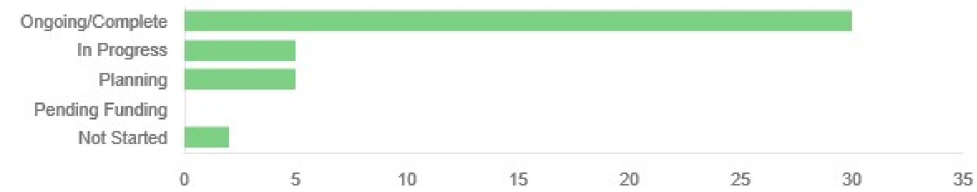
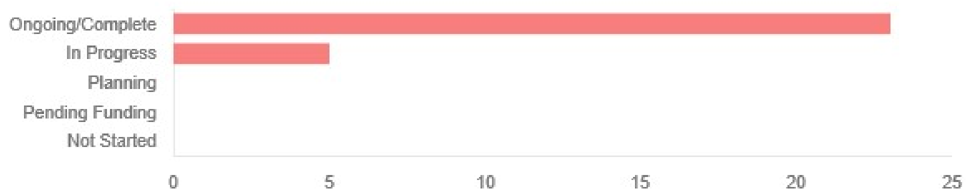
Goal #1: Balanced Budget



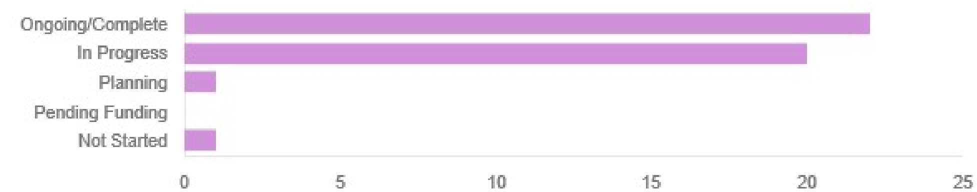
Goal #2: Public Safety



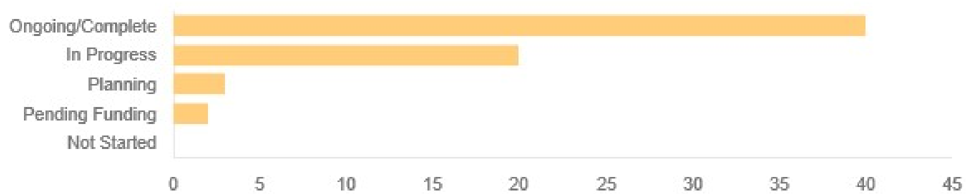
Goal #3: Public Infrastructure



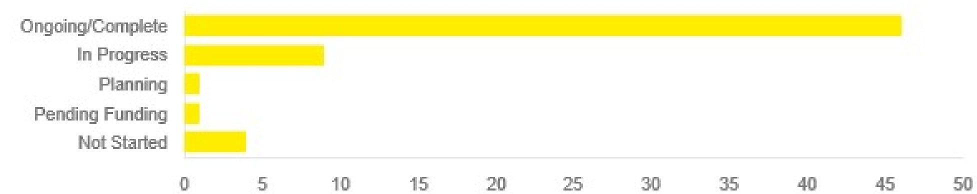
Goal #4: Economic Development



Goal #5: Efficiency of Services



Goal #6: Quality of Life



Impacts of COVID-19

+ Goals developed using a business-as-usual scenario, which is likely to change
+ Budget implications due to reduced revenues may impact each department's ability to implement the strategies that have been identified
+ Potential for these Department goals to become 2-year goals, with a further horizon

City Attorney’s Office

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2019-2020 City Attorney Highlights

+ Legal services for economic development:
  - Technology park transactional documents
  - SiFi agreement
  - hotel development negotiations and drafting
  - legal advice regarding billboard lease
  - purchase and sale agreements of former redevelopment properties
+ New social media policy, police tow service contracting
+ Legal counsel during pandemic crisis: Proclamation of Local Emergency, review of Governor Executive Orders, advice on essential businesses, Eviction Moratorium Urgency Ordinance

2019-2020 City Attorney Highlights

+ Provided trainings for staff on contracting procedures, Public Records Act, records retention and destruction, new housing laws
+ Claims: Decrease in calendar year 2019 compared with 2018
+ Litigation: Reduction in ongoing lawsuits
+ Outside counsel retention and expenditures

2020-2021 City Attorney's Office Goals

CA-1: Provide thorough and timely legal advice to minimize legal risk to the City.

- Inform the City Council and City Manager of legal risks associated with policy options or Council actions
- Provide drafting and negotiation assistance for complex transactions
- Reduce government claims portfolio and ongoing litigation

2020-2021 City Attorney's Office Goals

CA-2: Utilize technology to enhance transparency and public participation in City Council meetings.

- Provide semi-annual workshops regarding hot-button legislation that may impact the City
- Hold Planning Commission workshops regarding required findings for land use entitlements, laws concerning conditions of approval(s)
- Maintain proactive legal services, including opportunities for training, in order to better incorporate best practices in City services and improve the accuracy and efficiency of service delivery

City Clerk / Records and Council Services

2019-2020 CC/CRS Highlights

- Attended the League of California Cities New Law Conference
- Worked with Subcommittee liaisons to ensure posting of agendas 72 hours prior to meeting
- Provided staff trainings on public records act
- Administered the March 2020 election
- Coordinated recruitments for Commission vacancies
- Participated in new website development
- Begun revisions to City-wide Retention and Records Management Policy

2020-2021 CC/CRS Goals

CC-1: Ensure the City is maintaining compliance with applicable statutes to provide transparency and optimal public service.

- Continue to perform all statutory duties within timelines
- Analyze programs, policies, and procedures utilized in the City Clerk's Office on a regular basis
- Conduct update of the City's Conflict of Interest Code
- Coordinate City's efforts for November 3, 2020 General Election
- Continue to hold staff trainings on the public records act

2020-2021 CC/CRS Goals

CC-2: Utilize technology to enhance transparency and public participation in City Council meetings.

- Partner with CCTV to install and begin closed captioning for broadcast of meetings
- Work with the IT Department to develop a request for proposal for upgrades to the Council Chamber audio system

Community Development

2019-2020 Engineering Highlights

+ Completed capital infrastructure projects on schedule and within approved budget:
  - North Parkside Drive Overcrossing Seismic Retrofit
  - Water Treatment Plant Raw Water Intake Line Replacement
  - San Marco Boulevard Class I Trail
  - East 14th Street Waterline Relocation (PG&E funded)
  - Pittsburg Marina Basin II Maintenance Dredging
  - Crestview Drive Speed Humps
  - Railroad Avenue Striping

2019-2020 Engineering Highlights

+ Additional Projects Completed or Underway:
  - Design, inspection site prep for Ice Rink at John Buckley Square
  - Inspection for West Leland Road Extension (Developer funded)
  - Replacement of Water line in Central Avenue (w/Developer)
  - ADA Curb Ramps in Highland Meadows neighborhood

2019-2020 Building Highlights

- As a result of COVID-19 Public Health Order, developed on-line process for customers to complete applications, submit plans, and receive permits
- From July 1 to March 31, issued 337 solar energy system permits
- During same period, issued 1,100 building permits
- Enrolled 225 new rental housing units to the Residential Rental Inspection Program

2019-2020 Planning Highlights

+ Completed first phases of General Plan Update, with community workshop sessions, surveys and input that will continue into 2021
+ Completed extensive community outreach for development of Pittsburg Moves, a citywide active transportation plan
+ Awarded $310,000 grant to complete three planning efforts:
  - Develop objective design standards
  - Create permit-ready plans for Accessory Dwelling Units
  - Develop tools and standards for new development to track reductions in Vehicle Miles Traveled

2020-2021 Comm. Development Goals

CD-1: Complete long-range planning efforts to establish a road map for development and land use in the future, and identify funding sources to support future planning and construction projects.

- Complete the Comprehensive General Plan Update
- Complete development of objective design standards for multi-family housing and mixed-use projects
- Complete the annual CIP, prioritize improvement projects that would proactively address infrastructure needs, increase the City's return on investment, reduce ongoing maintenance

2020-2021 Comm. Development Goals

CD-2: Ensure the provisions of safe and reliable public facilities and infrastructure through the long-range planning and completion of Capital Improvement Program (CIP) projects.

- Compete for grants to minimize general fund spending
- Prioritize projects that foster economic development and job creation
- Complete projects for pavement management to extend the useful life and improve safety and efficiency of city roadways
- Help reduce traffic delays along SR4 and major arterials
- Identify/carry-out traffic calming projects

2020-2021 Comm. Development Goals

CD-3: Create more transparency, predictability, and efficiency for new development proposals.

- Update the City's ADU ordinance to comply with state law
- Facilitate change from Level of Service to Vehicle Miles Traveled standard for project specific CEQA review. To ensure consistency with State of California statutory requirements (SB 743)
- Complete 900 inspections for Pittsburg Housing Authority to assure compliance with HUD regulations
- Inspect 10% of City's rental housing stock through Residential Rental Inspection Program


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Community Services
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2019-2020 Community Service Highlights

+ Tasks Completed:
  - Digital Office for New Americans (DONA)
    - Webpage of information and resources
  - Workshops
    - DACA
    - Know Your Rights
+ pittsburgca.gov/DONA

2019-2020 Successor Agency Highlights

Address	Available	Sold	In Escrow
325-333 E. 10th Street	√		√
352 Railroad Avenue		√	
368 Railroad Avenue		√	
384 Railroad Avenue		√	
Civic Avenue – closing in 30 days			√
Harbor Drive	√		√
Harbor Drive	√		√
Harbor Drive	√		√

2019-2020 CDBG Highlights

+ Curb ramp installations
+ Funded Programs:
  - Microenterprise Assistance
  - Housing Rehabilitation Loan
  - Legal Counseling for Seniors
  - Code Enforcement
  - Job Training and Placement
  - Homeless & Health Services
  - Victims of Domestic Violence
  - Youth Advocacy and After School Assistance

2019-2020 Housing Authority Highlights

+ Workshop for landlords/property owners/property managers
+ Maximized utilization of funding while maintaining the maximum units supported by the budget authority
+ Maintained score as a “High Performing Agency”
+ Provided homeownership opportunity to lower-income family under the housing choice voucher program

2019-2020 PPC/Island Energy Highlights

+ Zero Crew Lost-time Accidents
+ New Fencing, facility security upgrades, lighting for public safety
+ Four (4) key system backbone upgrades made, one (1) isolated customer outage
+ Load-loss reduction, significant revenue (metering) improvements

2020-2021 Community Services Goals

CS-1: Provide services and housing opportunities that improve the quality of life for Pittsburg residents.

- Administer the CDBG Program and oversee the subrecipients' use and effectiveness with the program

- Continue to update the Digital Office for New Americans website with relevant information

Community Services Goals

CS-2: Assist in the development of mixed income housing

- Provide subsidy to enable the construction of affordable housing within a market rate development, create mixed-income developments
- Provide housing rehabilitation loans to qualified households to preserve the housing stock
- Provide housing to as many families as possible with the funding received from HUD through the Section 8 program

2020-2021 Community Services Goals

CS-3: Seek and develop energy opportunities and provide reliable service at competitive prices

- Develop a strategy and financial plan for serving new and existing electric load through PPC within and adjacent to the City of Pittsburg

- Invest in capital projects to upgrade electrical facilities and ensure reliable service, while continuing to provide competitive rates to Island Energy customers

Economic Development

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2019-2020 Econ. Development Highlights

+ 1-on-1 meetings with 8 of the 10 largest sales tax generators
+ Met with over 30 small biz operators
+ Put small businesses in contact with funding and employment resources
+ Partnering with other cities on regional branding effort
+ Education Enhancement Partnership between the City of Pittsburg and Los Medanos College

2019-2020 Econ. Development Highlights

- Collaborated to rezone 12 ac. west of Bailey Road for comm. Development, including CEQA analysis to streamline development of a grocery store in this area
- Adopted Fee Reduction Pilot Program
- Created outreach materials to help guide small biz startups or expansions
- Partnered with SiFi Networks to bring Citywide fiber to Pittsburg
- Worked with provider to bring ice rink to Downtown

2020-2021 Econ. Development Goals

ED-1: Foster a business climate that is competitive with other cities in the region while supporting existing businesses and attracting new businesses.

- Hold 1-on-1 meetings with businesses to solicit feedback
- Provide information to businesses on resources for expansion, technical assistance, and workforce training
- Review and enhance the aesthetics of existing shopping centers

2020-2021 Econ. Development Goals

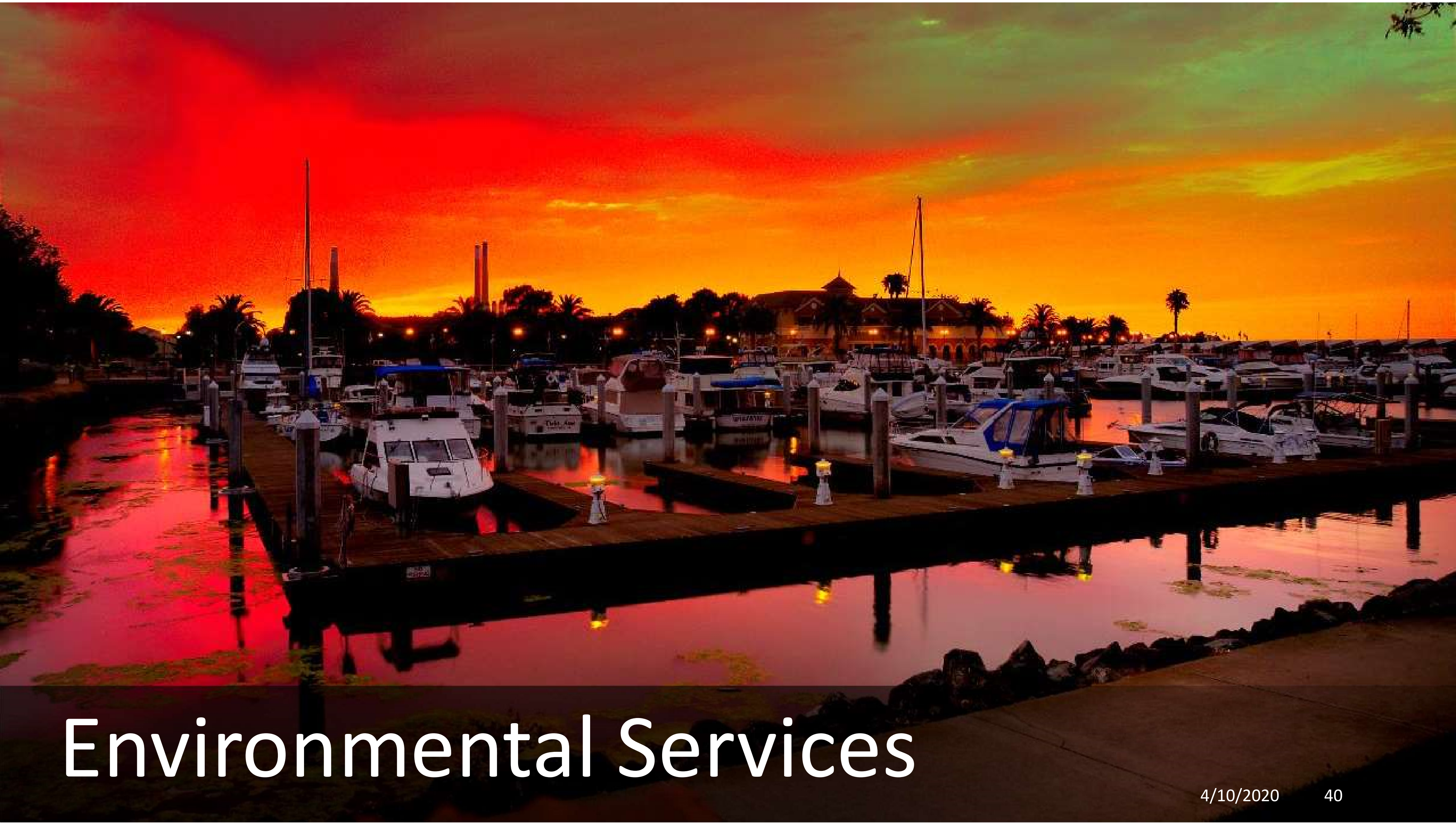
ED-2: Identify trends in employment needs and skill development in order to scale up workforce and prepare residents for job opportunities.

- Identify target skill and education needs.
- Invest in programs that train youth, young adults, seniors, reentry, and other populations in local industries

2020-2021 Econ. Development Goals

ED-3: Identify strategies for bringing additional commercial and job opportunities to underutilized areas of the City.

- Support self-sustaining business clusters
- Identify areas and strategies that will support and/or streamline privately funded redevelopment
- Promote availability of existing vacant/underutilized land and building spaces
- Continue to gather data on employment statistics, ownership information, practices, and future plans



Environmental Services

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2019-2020 Solid Waste Highlights

2019-2020 Solid Waste Highlights

+ Established Curbside Pilot Program to address National Sword recycling crisis
+ Partnered with Mt Diablo Resource Recovery to provide ECO Hero recycling / litter education program to 5 elementary schools – 3000 students
+ 198 participants at Civic Pride Day and had 374 attendees at the Green Footprint Festival
+ Emergency Operations Center
  - Four staff members attended CSTI Earthquake Training
  - Completed Debris Management Plan

2019-2020 LEA Highlights

2019-2020 LEA Highlights

+ The Local Enforcement Agency (LEA) hired a new Registered Environmental Health Specialist
+ Received, reviewed and submitted to CalRecycle 5-Acre expansion for The Recycling Center and Transfer Station.
+ Completed a CALEPA investigation for complaint
+ Conducted investigation and achieved compliance with three apartment complexes for refuse violations
+ Conducted water quality analysis assessing locations for ‘Fishing with a Cop’ and reported to Chief Addington

2019-2020 Marina Highlights

2019-2020 Marina Highlights

+ Marina 10-year dredge permit issued
+ Completed dredging 2/3rds of Basin 2 – George Lowy Basin
+ Hired new Harbormaster to fill retired Harbormaster position
+ New Marina Newsletter with articles and updates – Quarterly
+ Updated Master Fee Schedule with updated fee for services
+ Created new occupancy assessment of Marina
+ Completed updated Spill Prevention Counter Control Plan and inspection by US EPA and County HAZMAT

2019-2020 Waterfront Highlights

2019-2020 Waterfront Highlights

+ Executed first Commercial Waterfront Lease for a Bait Shop bringing in $8,520 in FY20 revenue.
+ Received an $800,000 EPA Brownfield Multipurpose Grant for assessment, remediation, and revitalization planning of brownfields.
+ Increased annual Pittsburg Fishing Derby participation by 23%
+ 37 kayak and stand-up paddle board rentals in FY 2020
+ 2 environmental assessments on brownfields; prepared 4 sites for environmental assessments; plan for responsible development

2020-2021 Environmental Services Goals

ES-1: Develop municipal and community programs that emphasize sustainable and environmentally positive operations.

- Develop a Climate Action Plan (CAP) to coincide with General Plan Update (GPU) that identifies sustainable programs
- Establish strategies within the CAP that will help to streamline the CEQA review process

2020-2021 Environmental Services Goals

ES-2: Create and execute a Revitalization Plan for properties in Pittsburg with US EPA Grant funding to enhance public enjoyment and reduce existing environmental contamination of the waterfront and opportunities for economic development in alignment with the General and Trust Lands Use Plans.

- Conduct thorough market and environmental assessments on waterfront and Opportunity Zone brownfields
- Provide new and enhanced existing public recreational opportunities on underutilized brownfield sites

2020-2021 Environmental Services Goals

ES-3: Modernize Marina operations for staff and customer use to increase efficiencies, increase moorage occupancy rate, and improve safety and security.

- Contract with new operating software system to manage moorage customers more efficiently and provide better customer service
- Contract to install new gate system software and infrastructure to manage access efficiently and securely

Finance

2019-2020 Finance Highlights

+ Prepared and recommended and Council approve the fiscal year 2019-20 budget consistent with goal to maintain balanced budget
+ Prepared 20-year Forecast; City Manager issued Administrative Order No. 66 to ensure the 20-Year Forecast is maintained
+ Presented summary information to the Finance Subcommittee for the basis of the water service deposit
+ March 3, 2020: Moody's annual comment maintained the existing credit rating

2019-2020 Finance Highlights

- Pre-funded Other Post-Employment Benefits (OPEB) as budgeted
- Established a 115 Trust with set aside funds November 14, 2019
- Finance continues to monitor AB 401 as well as SB998 for financial impacts to the City. AB 401 – final guidelines have not been issued by the State. SB 998 – The City issued Administrative Order No. 70 to implement the requirements of SB 998

2021 Finance Goals

FI-1: Provide continuing educational workshops on municipal finance, PERS, and other post-employment benefits (OPEB) in order to allow for informed budgetary and policy decisions.

- Provide annual reports or workshops for Municipal Finance, four times per year
- Provide annual reports or workshops for CalPERS, including two status investment reports on CalPERS, which will monetarily affect the City's UAL
- Provide annual reports or workshops for OPEB & 115 Trust, including quarterly updates on financial performances

2021 Finance Goals

FI-2: Establish financial planning models, reporting and controls to help manage short- and long-term business strategies of the City, including but not limited to investments, cash management, internal risk management, municipal finance, auditing and accounting for the City's financial affairs and the Fiscal Sustainability Ordinance.

- Present the 20 Year G.F. worksheet for each budget and mid-year review
- Present the projected fund balance spreadsheet for each budget and mid-year budget review
- Present the quarterly investment report showing cash flow requirements
- Present the Risk Management Log by fiscal year
- Ensure spending and budgeting consistent with Fiscal Sustainability

Human Resources

Human Resources Highlights

- Initiated negotiations with all bargaining groups
- Convened employee engagement committee
- Proactively addressed succession planning, identified training opportunities to prepare staff for potential promotions
- Increased engagement on social media to include job preview videos, spotlight employees and various City Departments
- Filled numerous positions within 60 days
- Updated City personnel rules
- Initiated exploration of employee and manager self-services web portals

2021 Human Resources Goals

HR-1: Ensure that employees are provided with a work environment that encourages growth, development, and engagement and fosters retention through quality organizational training programs.

- Facilitate an internal learning program to provide relevant training and development opportunities for City staff

2021 Human Resources Goals

HR-2: Promote the City as an attractive employer to secure highly qualified applicants for vacancies and retain those employees.

- Conduct biannual market analysis of salaries and benefits with comparable public agencies to proactively address issues of inequity for internal alignments of compensation
- Approach each recruitment with a custom plan of outreach and advertisement designed to target skilled candidates that reflect the diversity of our community
- Facilitate an employee benefits outreach program designed to ensure that employees are aware of the City benefits

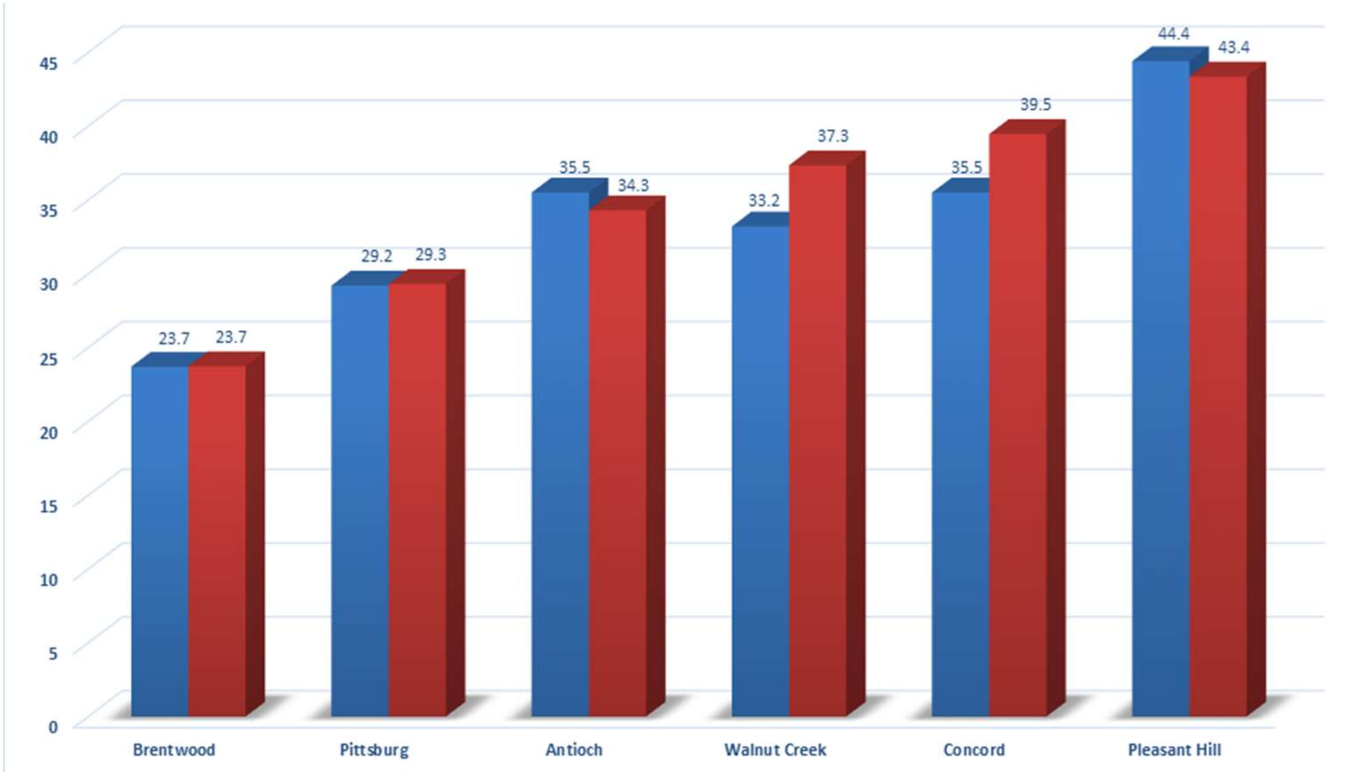
Police Department

[redacted]

2019-2020 Police Department Highlights

- Conducted beat assessment to determine if current structure is sufficient
- Completed a cold case review of unsolved murder cases
- Received funding to expand summer Police Intern program
- Increased participation in Jr. Police Explorer program
- Continue crime-reduction efforts and monitor social media to identify potential trends in illegal activity
- Continue specialized enforcement to prevent violence, gang activity, and human trafficking, and explore strategies to reduce rapes and educate public on sexual assault prevention and reporting
- Swearing in new officers

Comparison – Part I Crimes Per Capita



2019-2020 Police Department Highlights

2019-2020 Police Department Highlights

+ Homeless Outreach
+ Provided enhanced security for Seafood Festival
+ Fishing with a Cop
+ Blades and Badges Barbershop Forum
+ Increased social media outreach
+ Held multiple meetings with large businesses and shopping center tenants to address issues, including shrinkage
+ Pilot program to provide enhanced police presence around businesses with larger than average shrinkage

2021 Police Department Goals

PD-1: Establish proactive crime reduction strategies and utilize available data to identify priority enforcement areas.

- Evaluate the deployment of officers in the community on a monthly basis to optimize police presence
- Identify and combat violent crime involving gang activity through specialized enforcement
- Provide internal and external education of human trafficking and related crimes

2021 Police Department Goals

PD-2: Develop a strategic plan to evaluate Police Department operations, guide department activities, and utilize technology to improve overall efficiency.

- Identify youth-oriented programs that seek to address at risk youth and provide intervention as necessary
- Prepare an overall organizational Succession Plan
- Utilize an independent auditor to provide an unbiased review of Department programs
- Implement employee wellness mobile application to allow for resources related to the overall health and welfare of staff
- Explore technology for officers that would reduce the time required for report writing

2021 Police Department Goals

PD-3: Develop a strategic plan to evaluate Police Department operations, guide department activities, and utilize technology to improve overall efficiency.

- Develop additional venues for forums to promote communication with groups in the community
- The Department will continue to provide information and allow for feedback on all social media platforms and will place enhanced emphasis on utilizing social media for educational programs and community interaction


Public Works
4/10/2020
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2019-2020 Public Works Highlights

+ Converted 2,000 lineal feet of old leaking galvanized irrigation pipe to pvc pipe providing more efficient watering system
+ Installed 600’ asphalt pedestrian path in City Park to provide easier pedestrian access in the park
+ Replaced two baseball field backstops in Davi Fields
+ Meadows Avenue Median Conversion – Removed turf, replaced damaged irrigation and installed drought tolerant landscaping
+ AMR Water Meter Conversion – Over 1,300 AMR meter conversions were replaced bringing approximately 88% of the meter inventory now converted to AMR
+ WTP- Volumetric Accuracy testing of the 2 Master Supply Meters

2019-2020 Public Works Highlights

2019-2020 Public Works Highlights

+ Homeless cleanup: Public Works has spent approximately $300,000 on homeless cleanup over the course of 12+ months

2020-2021 Public Works Goals

PW-1: Improve maintenance and operational efficiency throughout the park system by implementing a Citywide Landscape Plan.

- Create and present to City Council a Citywide Landscape Plan that will detail park facilities, landscape, lighting, cameras, signage and maintenance. Long term, the Landscape Plan will be utilized to help increase efficiency of staff and resources within the Citywide Park System

2021 Public Works Goals

PW-2: Complete the Automatic Meter Reading (AMR) installation project with completion of entire system conversion by 2023

- Install approximately 1,300 meters annually over the next 2-3 years to complete the 3,700 remaining water meter conversion inventory
- Initiate and implement a customer meter accuracy testing program of 1%-2% of the small and large water meters in the water distribution system

2021 Public Works Goals

PW-2: Complete Annual Water Loss Audit of the water treatment and distribution system to identify areas of loss in system.

- Conduct meter accuracy tests annually on the two master production meters at the Water Treatment Plant and 8 of the large water meters in the water distribution system

Recreation

4/10/2020 76

2019-2020 Recreation Highlights

+ Provided for new and expanded youth programs
  - Youth Flag Football
  - Junior Kings Basketball
  - Multi-Media Internship
  - Pittsburg Summer Youth Corps
  - Kumon Summer Math Skills Program
+ Continued programs and activities for Pittsburg Seniors
+ Celebrated 65th Anniversary of Decommissioning of Camp Stoneman

2019-2020 Recreation Highlights

+ Enhancements to Pittsburg Senior Center and Small World Park for safety and security
+ Completed first basketball court mural in California Seasons
+ Provided for a holiday ice rink in Old Town
+ Partnered with Food Crew for Eats and Beats Food Truck event at Ray Giacomelli Park
+ Re-opened the 2nd floor counter to the public

2020-2021 Recreation Goals

REC-1: Provide high quality recreational programs and services throughout the community that provide fun, educational, accessible and safe environments for people of all ages and abilities.

- Recreation activities should be available and responsive to the needs of different age groups, cultural backgrounds, and social economic status
- Provide a full range of programs and activities to address community needs, such as health and fitness
- Support arts and crafts, classroom instruction in music and dance, physical conditioning and health care
- Continue to provide a safe and active environment for our 50+ residents

2020-2021 Recreation Goals

REC-2: Foster collaboration, coordination, and partnerships throughout the community.

- Continue to foster relationships with other city, state and federal entities; other city departments; non-profit organizations; boards, commissions, and neighborhood groups
- Promote the “Parks Make Life Better” campaign and other such community events and activities that support parks and programs

2021 Recreation Goals

REC-3: Employ an ongoing system of organizational evaluation.

- Conduct periodic program surveys and studies. The surveys will lead to the elimination of the lowest 5% of programming and replace it with new, preferred programs
- Conduct a bi-annual departmental self-assessment. The demands for appropriate training for all recreation staff is constantly evolving