
ACCOMPLISHMENTS 2023

Shasa Curl, City Manager



CITY MANAGER'S OFFICE

- In the City of Richmond, 2023 was a fast-paced, busy, and extremely productive year!
- With the leadership of the City Council, Shasa Curl, Richmond City Manager dramatically changed the trajectory of the City's finances in an extremely positive manner by achieving a Balanced Budget for the second year in a row and increased the reserve levels to a high of 21 percent.
- Supported City Council in developing Council Goals and Objectives
- Ms. Curl partnered with the City Council to invest in the City's Capital Improvement Program to improve the built environment including several key projects such as the Main Library Renovation, expanding improvements to the Booker T. Anderson Community Center, Street Safety, and Complete Streets.
- Library and Recreation hours were expanded, as well as programming was increased.
- The City Manager partnered with the City Council to complete the allocation of all \$27.7 Million in American Rescue Plan Act funds.



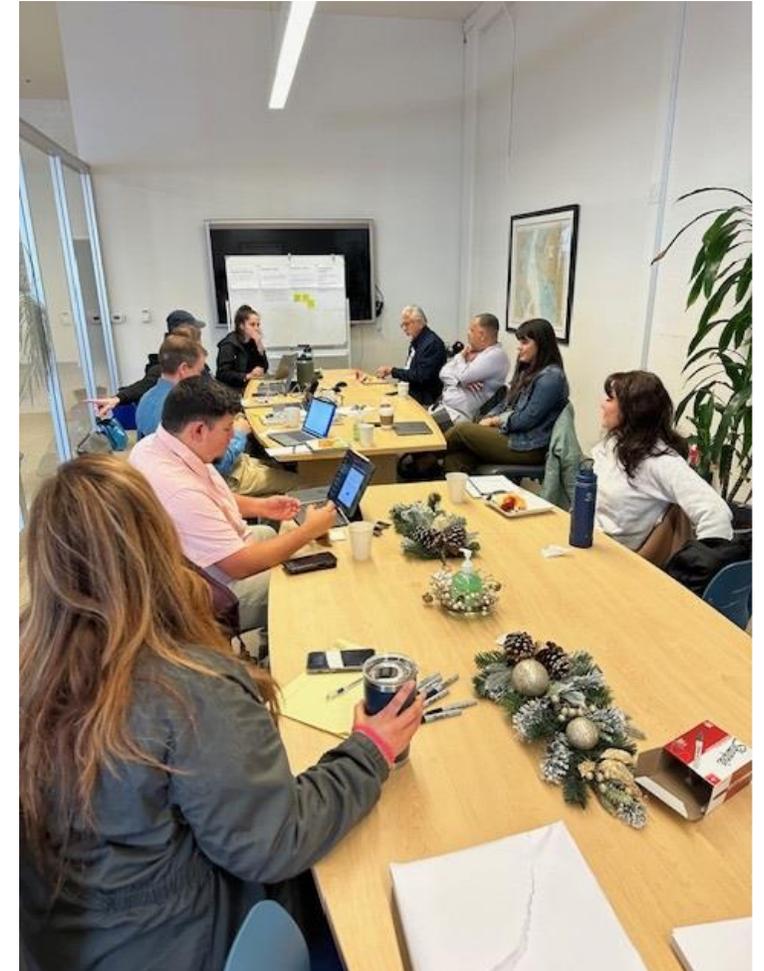
CITY MANAGER'S OFFICE

- The City Manager ensured the completion and commencement of affordable housing developments at Hacienda Heights, Nevin Plaza, and Metro Walk Phase II.
- A top priority for the City Manager is working diligently to hire new colleagues and expand promotional opportunities across the organization. In 2023, 156 employees were hired (full-time and part-time) and 52 employees were promoted. Successful implementation of a classification and compensation study for the entire organization aims to increase retention and continue to make the City of Richmond an employer of choice
- A historically low 8 homicides were recorded thanks to incredible partnerships city-wide
- Businesses such as Moxion were recruited to the Port of Richmond and their facility is under construction to bring an estimated 1,100 new green-blue new jobs to our community
- The Community Crisis Response Program is being launched
- Increased funding was provided for non-profit art organizations



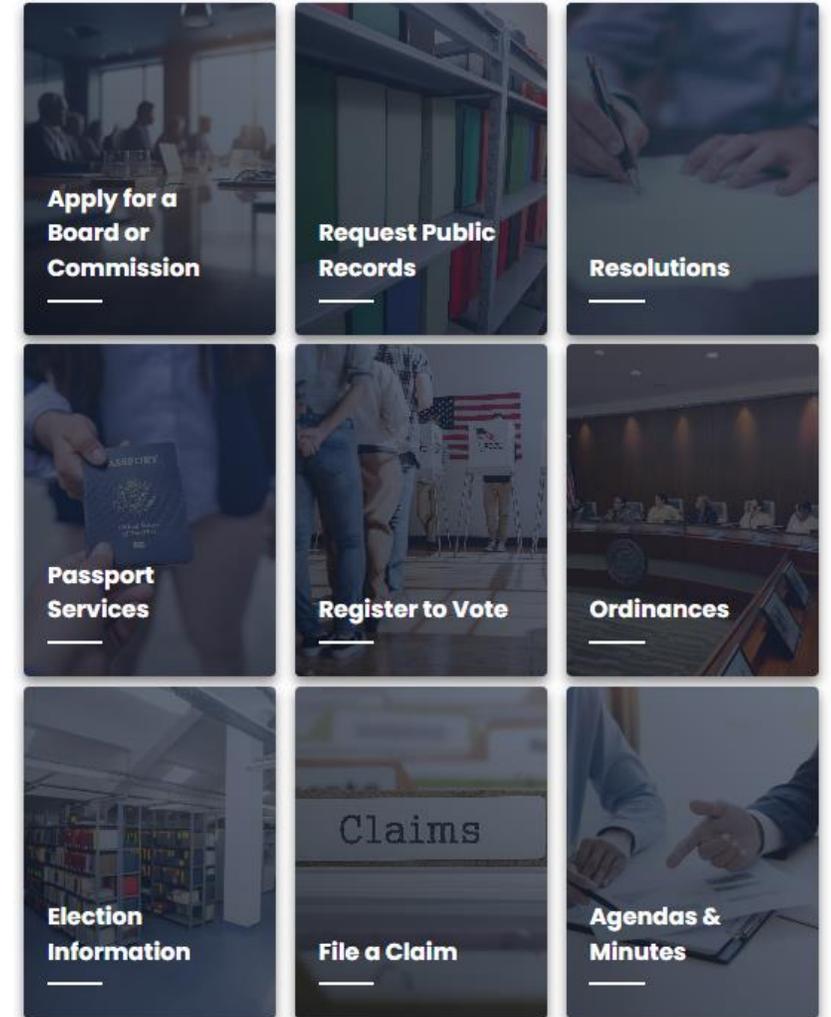
BLOOMBERG HARVARD CITY LEADERSHIP INITIATIVE

- Mayor's Office was invited to propose a project that would aid city leadership in studying and strategizing around innovation and advancement to the Port of Richmond
- Mayor's Office and City staff members collaborate and participate in weekly meetings that provide technical support, academic expertise, research training, and networking opportunities for the designated project.
- Mayor Martinez also nominated two "Bloomberg Harvard Senior Leaders" Shasa Curl, Richmond's City Manager, and Tony Tamayo, the Mayor's Deputy Chief of Staff, to participate in a year of leadership training, workshops, municipal case study discussions, and networking with other global leaders.

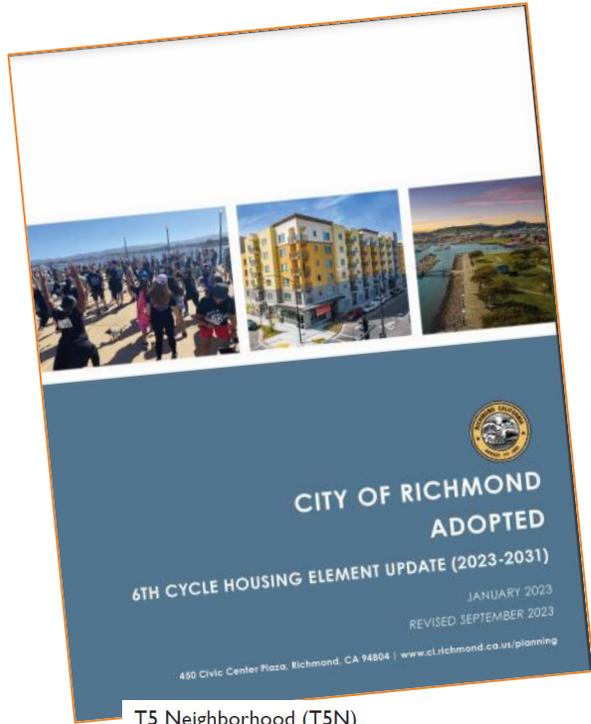


CITY CLERK'S OFFICE

- Continued management of NextRequest public records management software. This software gives the Clerk's Office a boost on compliance regulations and has improved the management and response efforts to records requests
- Restarted appointment-only passport services. All City Clerk's Office staff are passport acceptance agents and required to be certified annually - process and receive updates to new rules and regulations
- Updated the City Clerk's main webpage
- Offered translated City Council agendas in Spanish and published on the website
- Held the first Boards and Commission Live Training and published the training video on the Clerk's Office Boards and Commission Webpage in July 2023
- Contracted with Gladwell Government Services to begin the process to update the Records Retention Schedule by July 2024



COMMUNITY DEVELOPMENT



T5 Neighborhood (T5N)

15.04.402.040 T5 Neighborhood (T5N).



General note: The drawing above is intended to provide a brief overview of this Transect Zone and is illustrative only.

Planning

- Completed community engagement related to draft new Environmental Justice Element and Safety Element updates
- Adopted and certified 6th Cycle Housing Element
- Held several community workshops and study sessions with Planning Commission, City Council, and Community Stakeholders to obtain feedback on land uses for the Hilltop Horizon Specific Plan
- Received a California Preservation Foundation 2023 Preservation Design Award and 2023 Governor's Historic Preservation Award for the Rooted in Richmond App. Rooted in Richmond is a multimedia walking/biking tour of historical sites in the city to promote and educate the public about the city's legacy
- Received 382 applications of which 289 have been approved. The various approvals included 399 residential units and 86 accessory dwelling units.
- Richmond Livable Corridors Form-Based Code was adopted (new Richmond Municipal Code Series 15.04.400) to encourage infill development along major corridors

COMMUNITY DEVELOPMENT (CONTINUED)

Building

- Fully implemented SolarAPP+ instant residential solar PV permitting and added residential solar with battery storage projects to the implementation
- Issued 2,579 permits, completed 9,131 permit inspections, completed 2,323 plan reviews

Code Enforcement

- Completed demolition of 4320 Sycamore Avenue, a Receivership property
- Opened Cases 801; Closed Cases 665; Completed 1,703 Inspections; Issued 673 Notice of Violations; Issued 51 Vehicle Abatement Notices; Issued 149 Administrative Citations

Transformative Climate Communities (TCC) Grant

- Executed a \$35 million TCC Implementation grant with \$19 million of committed leverage funding to achieve major environmental, health, and economic benefits in three of Richmond's State of California designated disadvantaged communities

Aerial View of Shields-Reid Park



Concept Plan for Shields-Reid Park



COMMUNITY DEVELOPMENT (CONTINUED)



Housing/Successor Agency

- Secured an ~\$8.6 million Encampment Resolution Funding (ERF) Round 2 grant from the California Interagency on Homelessness that will target encampments Citywide, including on Caltrans rights-of-way
- Submitted a Homekey application for funding to assist in the acquisition of a 49-unit motel in Richmond to provide housing for extremely-low income and unhoused residents with on-site supportive services
- Successfully negotiated a 12th Amendment to the Disposition and Development Agreement with Pacific West Communities to complete Subarea I project for Metrowalk Phase 2. Secured a ~\$43 million Affordable Housing Sustainable Communities (AHSC) Grant to support development of the Subarea 1 project - a 150-unit affordable housing development with on-site supportive services- of Metrowalk Phase 2 Project. The AHSC award will also fund mobility and transit improvements at and adjacent to the Richmond BART Station.

COMMUNITY SERVICES

Employment and Training

- Awarded over \$7 million dollars to provide employment and training services to Richmond residents
- Implemented the grant-funded Richmond Beautification Program
- Assisted Richmond Housing Authority with housing development remediation and renovation at Nystrom Village
- Served over 5,000 people in the Career Center
- Served 749 youth by providing career development, occupational skills training, and paid work experience
- Served over 200 adults and dislocated workers
- Served 71 individuals in RichmondBUILD construction training program and 45 for YouthBuild training and educational services
- Established free online occupational skills training available for all Richmond residents



COMMUNITY SERVICES (CONTINUED)

Richmond Public Library

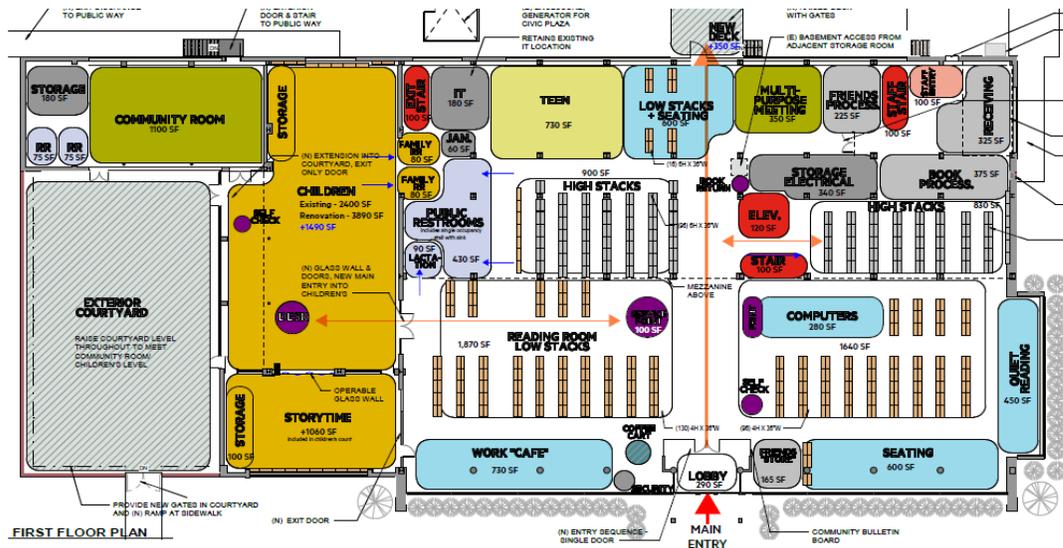
- Restored Saturday hours to the Main Library, for a total of 46 service hours/week at the Main Library exceeding the pre-pandemic 40 hours
- Launched after-school Homework Help at all three Library locations and two Community Centers in Richmond. The program provides homework help 4 days per week and is supported by a \$150,000 grant from Richmond Fund for Children and Youth.
- Partnerships: Collaborated with Scientific Adventures for Girls to offer co-ed space science programs to children on Saturdays in July. Productive partnerships with other organizations such as East Bay Regional Parks, Habitot Children's Museum and Richmond Head Start classrooms led to dozens of well-attended special events and Storytimes.



COMMUNITY SERVICES (CONTINUED)



- Acquired additional hotspots and laptops to be circulated to patrons, expanding access to online resources
- Library users borrowed 113,220 items
- Library users made 42,661 visits to the library
- 10,168 people attended 327 library events for children, teens, and adults including expansive Summer Programming at all locations from numerous performers and community organizations
- Accepted a \$250,000 grant from the California State Library to design and procure a replacement Bookmobile
- Accepted a \$9.7 million library renovation grant from the California State Library to renovate Richmond Main Library



COMMUNITY SERVICES (CONTINUED)

Literacy for Every Adult Program (LEAP)

- Received grants to support literacy services including adult literacy instruction, families for literacy services, and English as a Second Language services totaling \$183,869
- Provided literacy services to Richmond residents, offered GED preparation classes at Bay Area Rescue Mission and English as a Second Language (ESL) classes at a local business, Online Bindery. LEAP partnered with the Office of Neighborhood Safety (ONS) to serve-at risk youth, Richmond Build to provide math training for the plumber's exam, and the West Contra Costa Unified School (WCCUSD) district to offer ESL classes to parents.
- Currently serving 287 active adult learners. Facilitated the earning of 6 GED certificates. Engaged 38 adults and 59 children to participate in the Families for Literacy Services program
- Entered partnership with T-Mobile Government contracting to secure 109 free iPads for students to continue their education remotely with free hotspots
- LEAP has a group of dedicated volunteers who donated 2,203.5 hours, the equivalent of \$61,900 in salary costs.



GED Classes Weekly Schedule

| MON | TUE | WED | THUR |
|--------------------------------|------------------------------|--------------------------------|------------------------------|
| MORNING CLASS 9:30-11:00 AM | EVENING CLASS 5:30-7:00PM | MORNING CLASS 9:30-11:00 AM | EVENING CLASS 5:30-7:00PM |

INSTRUCTOR: POLO
CLASSES HELD ONLINE
CALL LEAP: (510) 307-8084

COMMUNITY SERVICES (CONTINUED)



Office of Neighborhood Safety (ONS)

- Awarded over \$6 million dollars in grant funding
- Completed a 7th cohort of Operation Peacemaker Fellowship
- Hired 7 new Neighborhood Change Agents and 2 new administrative staff
- Had 5,100+ engagements with Richmond community members
- Had 5,000+ hours engaging Richmond community members



COMMUNITY SERVICES (CONTINUED)

Recreation

- Expanded the hours for many programs into the evening and weekends
- Transitioned all afterschool and summer camp programs to in-person opportunities
- Increased attendance at all our programs and Special Events such as Spring Egg Hunt, Park Rx Day, Fireworks, Fall Festival, and Tree Lighting
- Senior Centers and Developing Personal Resources Center continued to provide programs in a hybrid format to allow participants the freedom to choose programs of their comfort level
- Continued to award Love Your Block Mini-Grants and supported community beautification projects through the fee waiver process.
- Celebrated the opening of the City of Richmond's first mobile Tool Lending Library
- Opened the first cooling center at Nevin Park through a grant received from Pacific Gas & Electric



COMMUNITY SERVICES (CONTINUED)



Transportation

- Increased Richmond MOVES on demand ride destinations by 15 percent
- Expanded the R-Transit senior/disabled rideshare van service by contracting with a transportation provider to assist with rides and outreach promotions to enroll additional consumers
- Approved by the United States Department of Transportation (US DOT) as a Transportation Service provider
- Increased participation in the annual Electric Vehicle (EV) carshare program to encourage increased EV purchases

ECONOMIC DEVELOPMENT (CONTINUED)

Arts and Culture

- Selected 5 artists for public art commissions at Shields Reid, encompassing mosaic tiles, murals, sculptures, and photos
- Conducted artist search initiatives
- Public Art Master Plan approved by City Council.
- One Kennedy High School student awarded an Art Academy University (AAU) four-year Presidential Scholarship of \$100,000
- Released Request for Qualifications (RFQ)/Request for Proposals (RFP) for Chef's Warehouse/Allen Brother's mural and mosaic tile
- Selected a new Poet Laureate, Stephen Sharpe for a two-year
- Initiated the Parchester Village 88 Panel Mural project under a \$300,000 contract
- Completed Richmond Public Art Brochure



 **RICHMOND ARTS & CULTURE COMMISSION**
Richmond Arts & Culture Commission
450 Civic Center Plaza
Richmond, CA 94804
510.620.6952
www.ci.richmond.ca.us/124/Public-Art-In-Richmond

The City of Richmond, CA
PUBLIC ARTS PROGRAM



ECONOMIC DEVELOPMENT (CONTINUED)

Arts and Culture (continued)

- Successfully completed 10 Neighborhood Public Art (NPA) Mini Grant contracts, including the Point Richmond Ferry Tunnel
- Negotiated Caltrans Werhle contract details including copyright, insurance, and permits
- Solicited participation for the Arts Registry
- Conducted community engagement sessions at Shields-Reid Mosaic and Mural Site
- Attended a national Art Administrators Public Art Network event in San Jose
- Developed maintenance plan for Ookwe Park Fiscal Year 23-24 budget, including feral cat removal
- Prepared procedure for restoration of Bay Area Rapid Transit (BART) station mural, including encroachment permit
- Released RFP to solicit a consultant to support with the development of a Richmond Arts District



ECONOMIC DEVELOPMENT



Business Development

- ✗ Collaborated with the Economic Development Commission (EDC) public event “Taste of Richmond 2023” at Civic Center Plaza in support of local food vendors.
- ✗ Received City Council approval of \$1,250,000 American Rescue Plan Act (ARPA) dollars to support small businesses.
- ✗ Developed a comprehensive Business Tool Kit, on the City’s website to support a business-friendly model.
- ✗ Implemented a Calendly system for scheduling and tracking of small business appointments with Economic Development staff.



 **New Business Toolkit**
City Manager's Office - Economic Development

Welcome to the City of Richmond. The City Manager's Office, Economic Development Division is dedicated to navigating your business needs. We are here to assist businesses on many fronts: connecting businesses to resources, relocating existing operations, workforce development, and facilitating business-to-business transactions. Feel free to reach us at (510) 620-6653

Website: www.ci.richmond.ca.us/2766/Business-Development

Beginning Steps to Consider

- Create a business plan. Explore and evaluate your business and personal goals.
- You don't have to do it alone! **Check-out Richmond's Local Resources List.**
- Capital is necessary for all businesses at some point to start up or expand.
 - You may be eligible for The City's Revolving Loan Fund: www.ci.richmond.ca.us/2768
 - Financing programs also available thru **Governor's Office of Business & Economic Development**
- It is often best to consult an attorney or tax professional for expert guidance.

Business Name
Every business needs a name!

Businesses that do not include owner's name and portrays nature of business requires filing a fictitious business name statement with the Contra Costa County Clerk.

www.ccclerkrec.us/clerk/clerk/fictitious-business-name/

Taxes

- Register with the state and federal government for a Federal Employer Identification Number (FEIN).
- Businesses are required to file both State and federal tax returns.

www.irs.gov/businesses/small-businesses-self-employed

Business License

- All businesses / persons conducting business in Richmond are required to have a City of Richmond Business License. Learn more and apply at www.ci.richmond.ca.us/66/Business-Licenses
- Zoning compliance is required for all, new, commercial business license applications. This is provided by city's Planning Division. Some Business Licenses will have to be approved by the Planning Division.

Workforce and Hiring

- If you hire employees, you must register with the State Employment Development Department, within 15 days after hiring. Website: edd.ca.gov/Payroll-Taxes/New-Hire-Reporting.htm
- Check out the City of Richmond, Employment and Training Department for services for employers, training, and other resources. Website: www.ci.richmond.ca.us/275/Employment-Training

City Manager's Office, Economic Development | 450 Civic Center Plaza, 3rd Floor | (510) 620-6512 | Monday-Friday, 8:30 AM to 5 PM

ECONOMIC DEVELOPMENT (CONTINUED)

Business Development (continued)

- Revamped the revolving loan fund City pages in partnership with business partner, Community First Lending
- Initiated and created a Bludot Customer Relations Management (CRM) software platform to track and communicate with businesses
- Attended Contra Costa and Alameda County economic development and East Bay Economic Development Alliance meetings regarding regional and collaborative efforts.
- Visited over 50 Richmond businesses in 2023





ECONOMIC DEVELOPMENT

Environmental and Health Initiatives

- Facilitated MCE (Marin Clean Energy) to present to the City's Planning and Code Enforcement Divisions on available residential energy efficiency and Electric Vehicle (EV) programs.
- Launched outreach of the Virtual Powerplant Pilot (VPP) Program to GRID in partnership with MCE and Zero Net Energy (ZNE) Alliance to implement Richmond's California Energy Commission grant
- 50 Residential and 10 Commercial Richmond customers enrolled in VPP Program
- Hosted annual community workshop for the City's no cost solar program for low-income homeowners in partnership with the non-profit, GRID Alternatives
- 27 No Cost Solar installed on low-income Richmond homes
- In partnership with Community Development, awarded \$80,000 California Automated Permit Processing (CalAPP) grant to help local governments in California recover the cost of establishing an eligible automated, solar permitting platform

ECONOMIC DEVELOPMENT (CONTINUED)

Environmental and Health Initiatives (continued)

- Hosted stakeholder workshop to receive feedback on draft Communities Local Energy Action Program (CLEAP) report
- Published CLEAP report on city-wide building energy-use analysis to assess the impacts of various approaches to electrifying and improving energy efficiency of existing residential and commercial building in Richmond through technical assistance award from the Department of Energy (DOE)
- In partnership with Community Development, finished Transformative Climate Communities (TCC) Post Award Consultation process and signed the final TCC Grant Agreement
- Attended California Climate and Energy Collaborative Annual Climate and Energy Forum in Santa Rosa
- Awarded \$160,000 Energy Efficiency and Conservation Block Grant (EECBG) from the DOE



Communities LEAP

The [Communities LEAP \(Local Energy Action Program\) Pilot Competitive Technical Assistance Opportunity](#) aims to facilitate sustained community-wide **economic empowerment**, improve **local environmental conditions**, and open the way for other benefits primarily through the U.S. Department of Energy's clean energy deployment work.

The National Renewable Energy Laboratory (NREL) is the primary technical assistance program coordinator and provider for the Communities LEAP pilot.



ECONOMIC DEVELOPMENT

Environmental and Health Initiatives (continued)

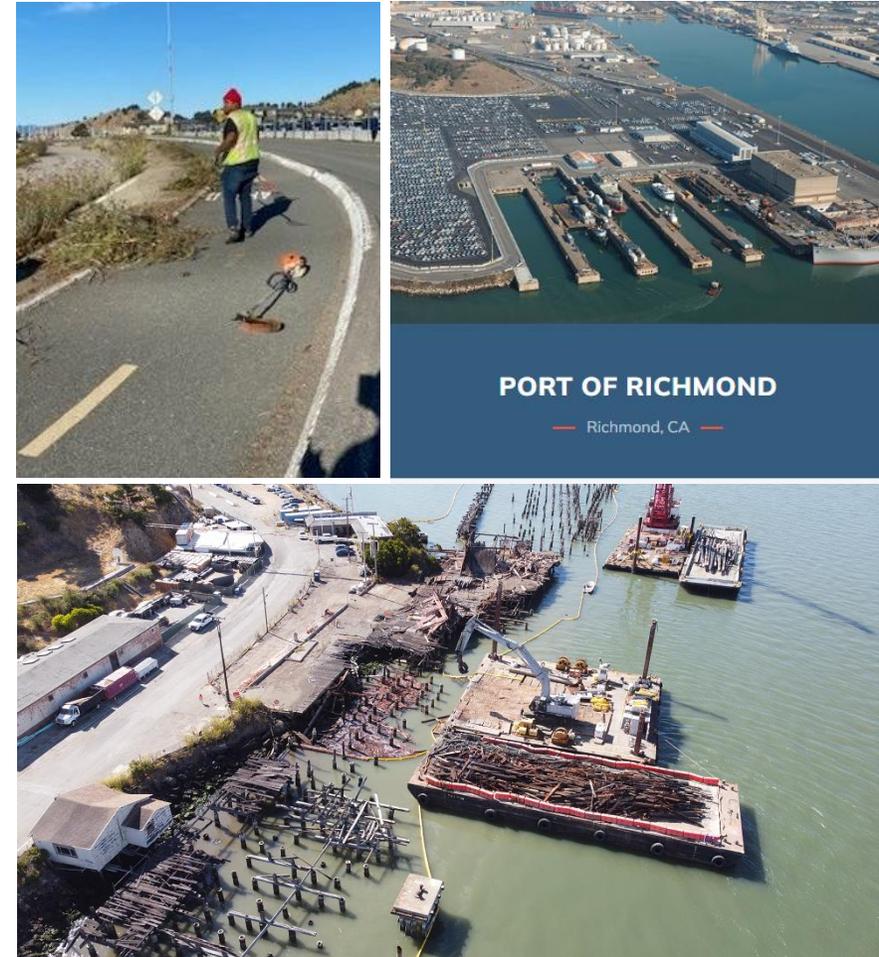
- Completed settlement agreement with Pacific Gas and Electric (PG&E). Total additional revenue generation is estimated at \$3.3M annually and one-time payment of \$800,000.
- Hosted two solid waste collection workshops to provide education and receive input on the agreement
- Hosted Nystrom Village Earth Day Neighborhood clean-up event
- Hosted Pullman Neighborhood litter clean-up event with 28 volunteers collecting a total of 43 bags of litter
- Started competitive procurement process for solid waste collection agreement
- Hosted two Green-Blue New Deal (GBND) Workforce Development workshops
- Provided updates on the GBND Workforce Development at the Economic Development Commission (EDC), Richmond Workforce Development Board (RWDB), and Richmond Neighborhood Coordinating Council (RNCC) ²²

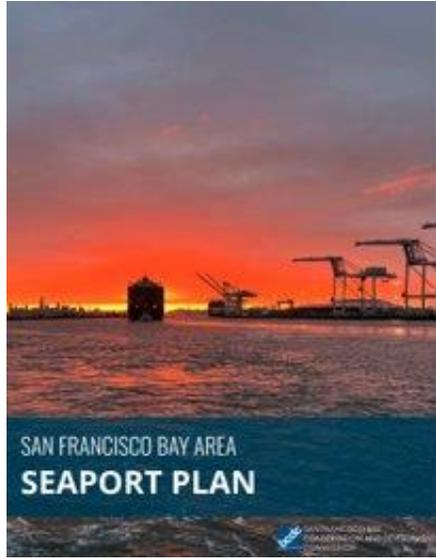


ECONOMIC DEVELOPMENT (CONTINUED)

Port

- Hired a Port Director.
- Continued Wharf removal project at Terminal 4 with majority of piles removed
- Completed weed abatement along Canal Blvd and Port buildings
- Fire Riser room abatement and remediation project completed
- RFP completed for Basin 1, lease agreement in process.
- Increased annual Port Tariff Schedule, raising rates to 6.2%
- City Council received a written Port Report to City Council on operations, facilities, and economic opportunities





ECONOMIC DEVELOPMENT

Port (continued)

- Audit initiated and in process for the Port department.
- Completed termination of non-compliant lease for General Warehouse
- Completed lease amendment with the Port tenant occupying the Point San Pablo Harbor
- Completed lease amendment with Port tenant Marine Spill Response Corporation (MSRC)
- Attended California Association of Port Authorities (CAPA) meetings for regional, Bay, and federal efforts
- Participated in the Bay Conservation and Development Commission's (BCDC) Seaport Planning Advisory Committee efforts to finalize the San Francisco Bay Area Sea Port Plan

ECONOMIC DEVELOPMENT (CONTINUED)

Richmond Housing Authority

- Nevin Plaza Rehabilitation Kickoff Celebration and Construction commences (138 affordable housing units for seniors). Construction Phase 1 Commenced March 2023 Completed Nov. 2023 (27 units). Construction Phase 2 Commenced November 2023 (54 units)
- Nystrom Village, 13 units rehabilitated to lease. 279 work orders completed
- Completed and Submitted Cost Allocation Plan to US Department of Housing and Urban Development (HUD)





ECONOMIC DEVELOPMENT

Richmond Housing Authority (continued)

- Hacienda Heights Grand Opening - 150 affordable housing units for seniors ages 62 and above, fully leased. Twenty-five of these housing units are reserved for people exiting homelessness with supportive services
- Completed and Submitted Annual Plan to HUD
- Completed audits for 2017, 2018 and submitted to HUD unaudited financial data through 2021

FIRE DEPARTMENT

Administration/Support

- Continued to work on upgrading the Computer Aided Dispatch (CAD) system for the department
- Initiated the design and acquisition process of new fire apparatus
- Hosted a tour of the Richmond Fire Training Center which was attended by U.S. Representative John Garamendi where the history of the site, current use, future plans, and request for funding was discussed

Suppression

- Held an open house at Fire Station 63 in celebration of the National Fire Safety Week
- Promoted four (4) Firefighters to the rank of Fire Engineer
- The Fire Department together with the Richmond Police Department provided toys and food to 500 families during its annual toy drive





FIRE DEPARTMENT

Training

- Conducted a Fire Engineer Academy in preparation for the Fire Engineer Promotional Assessment
- Commenced the 23-1 Richmond Fire Academy with five (5) Probationary Firefighter Graduates

Prevention

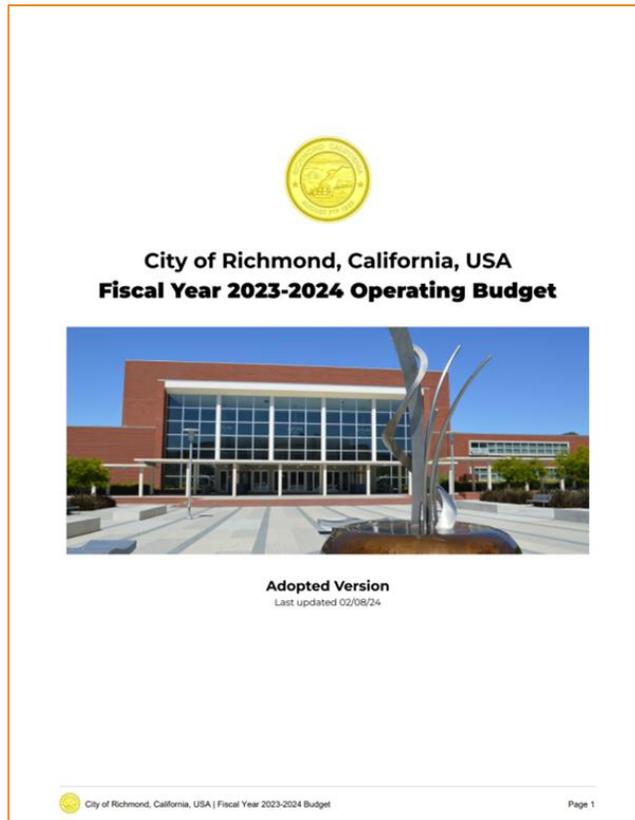
- Conducted 2902 Very High Fire Hazard Severity Zone (VHFHSZ) inspections
- Conducted School State Mandated Inspections (WCCUSD)
- Conducted the Fire Inspector Promotional Assessment and established a certified list which the department will promote starting January 2024
- Installed Fire Danger Today Signs at Fire Station 63 and Point Richmond

FIRE DEPARTMENT (CONTINUED)

Office of Emergency Services

- Conducted a Community Emergency Response Team (CERT) academy and graduated 20 volunteers
- The Richmond Fire Department, Richmond Police Department, CERT volunteers and other agencies successfully conducted an emergency evacuation drill at Brickyard Cove in Point Richmond
- Hired an Emergency Services Manager who will provide leadership to the City of Richmond and its residents through comprehensive emergency management, planning and preparedness





INTERNAL SERVICES

Finance

- Prepared FY 2023-24 Operating and Capital budget which was adopted by City Council June 20, 2023.
- Implemented 10 of 11 State Audit Recommendations:
 - Updated Reserve Policy
 - Adopted Balanced FY2023-24 Budget
 - Prepared forecast with multiple scenarios.
 - Updated Pension Funding Policy
 - Updated OPEB Funding Policy
 - Made resources available to RHA to complete prior years' audits
 - Implemented a written agreement with RHA.
 - Developed Contract Procurement procedure documentation
 - Developed Contract Procurement Checklist
 - Updated Charter regarding Master Fee update frequency

INTERNAL SERVICES (CONTINUED)

Finance (continued)

- Conducted a Community Emergency Response Team (CERT) academy and graduated 20 volunteers
- Presented quarterly financial reports to City Council.
- Allocated \$15 million to Main Library renovation project from FY 2023-24 vacancy savings
- Allocated \$9.5 million from FY 2022-23 unspent funds to various capital projects
- Completed first full year of the Business Tax under Measure U which generated over \$16 million for the General Fund, more than four times the yearly average before Measure U
- Completed annual audit for fiscal year ending June 30, 2023
- Updated the following financial policies:
 - Other post-employment benefits (OPEB) Funding, Cash Reserve, Debt, Pension Funding, Investment, Travel Policy, FastTrack Policy



INTERNAL SERVICES

Finance (continued)

- Hired a Director of Finance, a Accounting Managers, a Payroll Manager, and Administrative Services Coordinator
- Assisted Human Resources in finalizing Memorandum of Understandings (MOUs) with several bargaining units.
- Collaborated with Human Resources on Classification and Compensation Implementation
- Facilitated the process of allocating Environmental & Community Investment Agreement (ECIA) funding to City Council priorities
- Oversee the Port performance audit
- Worked closely with Information Technology on Munis upgrade that went live in December 2023
- Established a Section 115 Trust with Public Agency Retirement Services (PARS) to begin prefunding Pension Contributions
- Updated Authorized Broker Dealer Pool for City Investments

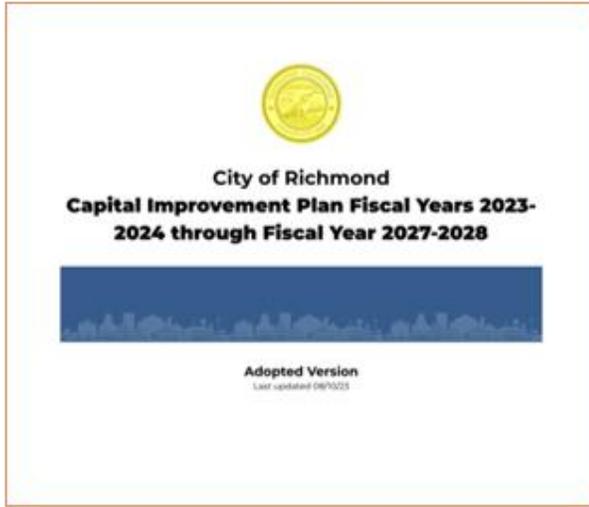


INTERNAL SERVICES (CONTINUED)

Finance (continued)

- Trained requisitioners on the MUNIS upgrade changes related to Requisition Entry, Contract Entry, and Contract Change Orders
- Created Checklist Forms for Contract Entry, Contract Amendments, and Purchase of Product procurements
- Worked with Risk Management and the legal to implement the new Insurance approval process.
- Implemented the Council Approved Resolution 86-21 Anonymity of LLC in solicitations

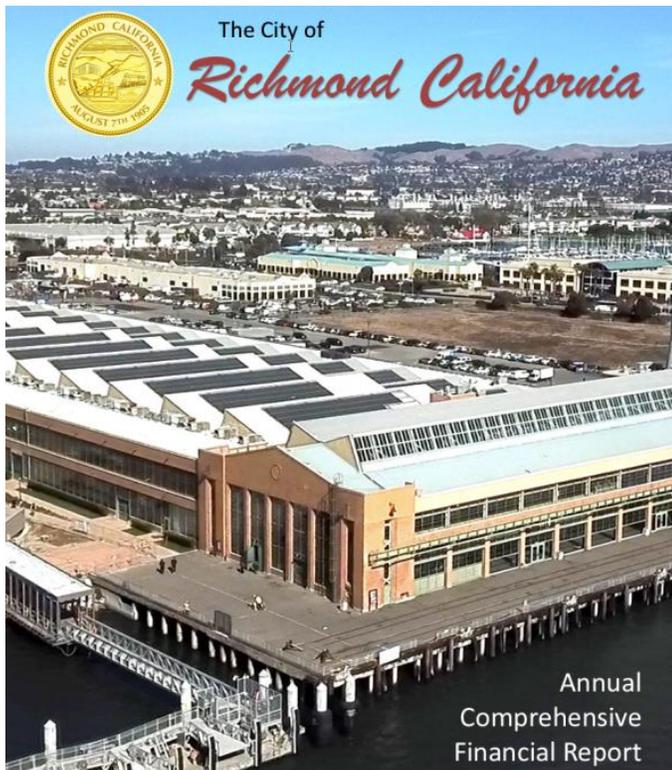




INTERNAL SERVICES

Finance (continued)

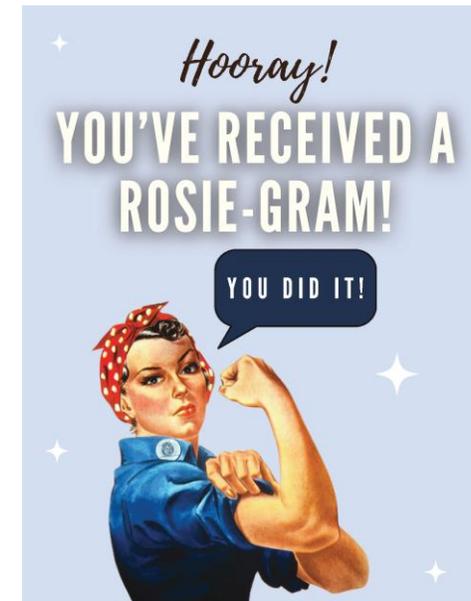
- Created the Piggyback Approval Form for the Finance Department
- Attended the 2023 Disadvantaged Business Enterprise Summit Organized by CalTrans and provided small local businesses with information on how to do business with the City of Richmond.
- Implemented the Beacon RFP/Bid Database to easily search for solicitation templates
- Implemented the Pavilion software to easily search for Sole Source Contracts
- Implemented the Compare Coops software to easily compare cooperative contracts



INTERNAL SERVICES (CONTINUED)

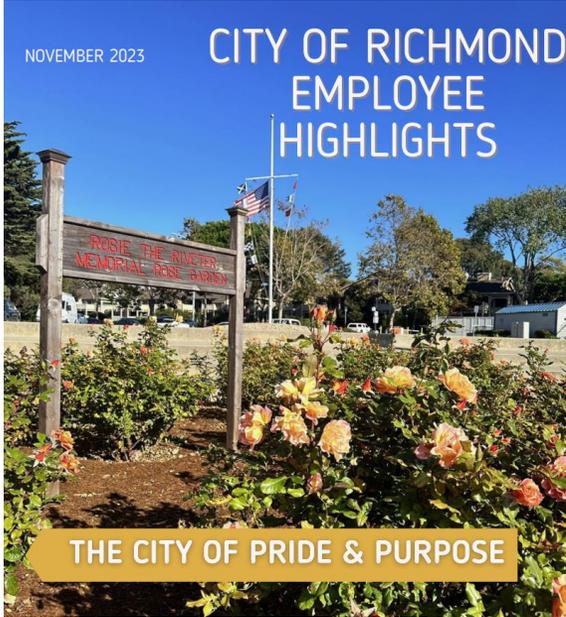
Human Resources

- Conducted 70 recruitments
- Accepted and processed 3039 full-time and part-time applications.
- Hired 73 Full-Time employees, 83 Part-Time employees, and promoted 52 employees
- Filled critical vacancies such as Port Director, Deputy Director of the Library, Deputy Director of Public Works, Senior Assistant City Attorney, Payroll Manager, and Emergency Services Manager
- Successfully negotiated and implemented the Classification and Compensation Study for SEIU 1021 and IFPTE Mid Management and Executive Management Unions
- Successfully negotiated successor Memorandum of Understanding with Richmond Police Management Association Union.
- Initiated the Workforce Analysis.
- Successfully negotiated successor Memorandum of Understanding with Richmond Fire Management Association Union
- Implemented facilitation and team building for several departments



NOVEMBER 2023

CITY OF RICHMOND EMPLOYEE HIGHLIGHTS



THE CITY OF PRIDE & PURPOSE



INTERNAL SERVICES

Human Resources (continued)

- Successfully launched a comprehensive wellness program for the Fire Department
- Launched and revived employee recognition program and introduced the Rosie award employee recognition program.
- Implemented a 401a plan and Roth IRA options for employees
- Implemented PINS – Insurance tracking software
- Held our first Summer Wellness Event - We had a total of 92 attendees that completed a raffle entry. The Wastewater department donated water bottles, coffee tumblers and storm water educational literature for all employees
- Returned 48 employees back to work
- Processed 77 Workers Compensation Claims and 38 non-claim injuries
- Reviewed 602 insurance certificates

INTERNAL SERVICES (CONTINUED)

Information and Technology

- Implemented Microsoft Azure servers hosted in the Microsoft Cloud by the network support division. These servers serve as a failover site, enhancing our infrastructure. Currently 5 servers are operational.
- Upgraded Palo Alto Networks (PAN) firewalls by the Network division. Integrated PAN AIOPS (Palo Alto Networks AI Operations) to utilize machine learning and big data from the PAN cloud for configuring firewall policies, reducing risk factors, and minimizing human errors in configuration.
- Collaborated with contractors to replace legacy network cameras for the Civic Center Plaza as part of the ongoing effort by the Network division to upgrade and replace network cameras campus wide

The screenshot displays the KCRT NEWS website with the tagline "What's Happening on Your Local TV Station". It features four program tiles:

- Smart Movie Show:** "Looking for Something to Watch?" - NEW SERIES! Hosted by the Smart family, The "Smart Movie Show" is a timely, weekly TV program that discuss movies, home video and streaming.
- W.O.I.N. Cartoon Starcade:** "Cartoon Classics on KCRT" - NEW! Classic cartoons are on KCRT, including Little Lulu, Superman, Dick Tracy, The Phantom and more.
- Sidewalks Entertainment:** "Celebrities on a locally-produced TV show" - Weeknights at 7:30PM with encores at Midnight and 4PM.
- Creature Features:** "Get Scared!" - Weeknights 10PM & new episodes on Fridays 10PM.



INTERNAL SERVICES

Information and Technology (continued)

- Worked collaboratively with vendors and City staff to successfully upgrade the City Council Chambers audio/video systems.
- Worked collaboratively with the City Manager's office, Mayor's Office, Economic Development Department, and IT to Refresh the City's website.
- Set up Board and Commission meetings in the Council chambers, Richmond Room, and the Bermuda Room in the Auditorium. These meetings include the Police Commission, Human Rights, Arts and Culture, Economic Development, Personnel Board, Children and Youth, Rent Board, Recreation and Parks and Reimagining Public Safety Task Force. Additionally, KCRT staff prepares all meetings for streaming on various online services i.e., Granicus and YouTube.
- Continue to provide "Newsbytes" that highlight Public Safety Awards, Women's Day, Easter Egg Hunt, Taste of Richmond, Salmon Release, Art of Peace, El Sobrante Stroll, and more, utilizing video, photography, and drone footage.

INTERNAL SERVICES (CONTINUED)

Information and Technology (continued)

- Completed the RFP to replace the City's Customer Relationship Management (CRM) Permitting and Licensing Software System. Implementation is planned after the first of the year.
- Provided Planned Annual Continuing Education (PACE) programs for the City's Finance and Human Resources Department and prepared City staff for the current upgrade to Tyler MUNIS version 2021.
- Hired an additional IT Manager to oversee the City's enterprise Geographic Information System (GIS) system, Website Management, Open Data System, and to provide efficient digital initiatives for process improvements.





POLICE DEPARTMENT

- Achieved reductions in crime, marking the lowest homicide rate in over 50 years
- Successfully filled a significant number of vacancies by hiring 20 police officers and 14 professional staff members
- Enhanced wellness programs for department staff to include the introduction of psychological services, a wellness app, a sleep trailer, and financial advising assistance
- Implemented technology upgrades, such as the FLOCK
- Revival of the Police Explorer Program
- Achieved reductions in crime, marking the lowest homicide rate in over 50 years

POLICE DEPARTMENT (CONTINUED)

- Through the efforts of our Parking Enforcement Unit and Patrol Officers, we towed 3,075 vehicles resulting from multiple California Vehicle Code and City of Richmond Muni Code violations
- Procured the services of Data-Ticket to improve revenue collection centered around parking tickets
- Bolstered our Marine Unit to improve public safety services around the 32 square miles of Richmond Shoreline
- Investigated 2,651 felony cases and of those we successfully closed 2,318 cases (87% closure rate).
- Completed multiple beautification projects around the Police Department headquarters to improve employee morale



POLICE DEPARTMENT (CONTINUED)



- Hosted multiple collaboration meetings to strengthen our relationships with Community-Based Organizations (i.e, PAL, RYSE Center, Latina Center, 23rd St Merchants Association)
- Engaged all sworn and professional staff supervisors/managers with our first-ever “Team Building Retreat”
- Connected over 1,500 people to crucial victim resources through the Family Justice Center



PUBLIC WORKS

- Greenway Gap Bridge Project: Completed Planning Study and applied for the Rebuilding American Infrastructure with Sustainability and Equity (RAISE) Grant
- Sidewalk Restoration: Repaired and replaced 34 locations of the highest priority sidewalks.
- Santa Rita Road Stabilization Project: Design complete, project bid, and construction phase entered
- Ferry Point Pump Station: 90% construction complete
- Dornan Drive Force Main Project: Design complete, project bid, and 95% construction complete
- Sludge Thickener Project: Design complete, project bid, and 5% construction complete
- Main Library Renovation Project: Issued RFP, selected and contracted with Noll & Tam Architect, and substantial pre-design progress

Capital Improvement Program
DRAFT - January 31, 2024

BETA

Project Budget **\$144.7M** Project Count **78** Grant Funded **30**

29120 - 13th Street Complete Street



13th Street Complete Street

Install complete streets elements: improve lighting to increase safety and walkability after dark; reduce traffic speeds; improve sidewalks and Americans with Disabilities Act (ADA) curb ramps; install better street crossings; plant shade trees and other landscaping; install bicycle facilities to expand network; separate sidewalk from street; provide better access to bus stops; install bus shelters with benches and trash receptacles.

| Project ID | 29120 |
|--------------------|-----------------------------------|
| Project Name | 13th Street Complete Street |
| Project Phase | Design |
| Project Location | 13th St, Costa Ave to Harbour Way |
| Project Start Date | June 30, 2019 |
| Project End Date | January 30, 2025 |
| Project Cost | 5,291,466.10 |
| Project Department | Public Works - Engineering |



Bureau of Land Management, Esri, HERE, Garmin, INCREMENT P, USGS, METI/NAS, Powered by Esri





PUBLIC WORKS

- Rheem Creek Project: Design complete, project bid, and construction phase entered
- Booker T. Anderson (BTA) Community Center Fire Restoration Project: Construction completed; facility ready for next improvements
- Capital Improvement Program (CIP) Project Reporting System: Created for enhanced transparency in the City's 60 CIP and 12 Water Resource Recovery (WRR) Projects
- CIP Project Management: Identified and managed 56 active CIP projects with baseline schedules, budgets, and project phases
- FY 23-24 CIP Budget Book: Completed in collaboration with the Finance Budget Team
- Funding for CIP Projects: Identified funding shortfalls and successfully obtained \$9.5 million in additional funding

PUBLIC WORKS (CONTINUED)

- Engineering and Architectural Contracts: Awarded and fully executed On-Call/As-Needed contracts for FY 2023-24 – FY 2025-26
- Terminal 4 (T4) Demolition (Shoreline Restoration) Project: Completed design, bidding, and commenced construction
- Wastewater Treatment Plant (WWTP) Critical Improvements Project: 95% construction complete
- Stormwater Rates Study: Issued RFP.
- Temporary Sewage Holding Tanks Standards: Issued RFP





THANK YOU