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PIEDMONT CITY COUNCIL

Regular Meeting Minutes for Monday, December 15, 2025

A Regular Session of the Piedmont City Council in the City Hall Council Chambers, 120 Vista Avenue, was held on December 15, 2025. In accordance with Government Code Section 54954.2, the agenda for this meeting was posted for public inspection on December 11, 2025.

CALL TO ORDER

Mayor Smegal Andersen called the Regular Session meeting to order at 6:00 p.m. with the Pledge of Allegiance.

ROLL CALL

Present: Mayor Betsy Smegal Andersen, Vice Mayor Conna McCarthy, Councilmember Jennifer Long, Councilmember Lorrel Plimier, and Councilmember Tom Ramsey

Absent: None

Staff: City Administrator Rosanna Bayon Moore, Deputy City Attorney Deepa Sharma, Finance Director Kiran Bawa, Communications Program Manager Echa Schneider, Public Works Director Daniel Gonzales, Fire Chief Dave Brannigan, Police Chief Frederick Shavies, Recreation Director Chelle Putzer, and City Clerk Anna Brown

PUBLIC FORUM

There was no **Public Comment** received.

CONSENT CALENDAR

The Consent Calendar consisted of the following items:

Meeting Minutes

Approval of the Minutes for the City Council meeting of 12/01/2025

Approval of 2025-26 Annual Sidewalk Repair Program

Approval of Award of a Contract for the 2025-26 Annual Sidewalk Repair Program to Precision Concrete Cutting in the Amount of $147,557, Approval of an Overall Construction Budget of $162,313; Determination that the Project is Exempt under the California Environmental Quality Act (0045)

Approval of Memorandum of Agreement Related to 30 Blair Place Jurisdiction

Approval of a Memorandum of Agreement between the City of Piedmont and the City of Oakland Related to 30 Blair Place Regarding Jurisdiction for Planning and Building
(0775)

There was no **Public Comment** received.

Resolution 68-2025
RESOLVED, that the City Council adopts Consent Calendar Items 1-3.
Moved by McCarthy, Seconded by Long
Ayes: Andersen, Long, McCarthy, Plimier, and Ramsey
Abstain: None
Absent: None

REGULAR AGENDA

The Council considered the following items of regular business:

State Legislative Update

Senator Jesse Arreguín, District 07, presented a State Legislative update, reviewed funding to support to the City of Piedmont to improve local infrastructure and protect neighborhoods from natural disasters, immigration legislation and new protections and resources, and public safety legislation, implementation of Prop 36, and Regional Supplement support from California Highway Patrol. Furthermore, he outlined health and human service legislation and food insecurity solutions, transportation legislation and state infrastructure investments, climate and environment wildfire response and mitigation and extension of the Cap-and-Invent program, and housing and homelessness legislation and Prop 1 implementation.

There was no **Public Comment** received.

The report was informative, and no further action was required.

(0610)

Consider of a Management Personnel Employment Agreement

City Administrator Rosanne Bayon Moore reviewed the consideration of an employment resolution for management personnel for the period of 7/1/2025 through 6/30/2029 that includes the City Clerk, Finance Director, Planning and Building Director, Fire and Police Chiefs, Public Works Director, and Recreation Director. She noted the resolution includes a cost-of-living adjustment (COLA), key provisions, salary increases supported by a wage and compensation study for all employee classifications, an equity adjustment, updates to health care benefits and bereavement leave, and the inclusion of Juneteenth as a paid holiday and clean up language. Furthermore, Ms. Bayon Moore indicated retroactivity to July 1, 2025.

There was no **Public Comment** received.

Council expressed appreciation for the methodology used to determine compensation and staff's patience and asked clarifying questions if the effective date and retroactive pay included the equity adjustment and COLA increases.

Resolution 69-2025
RESOLVED, that the City Council approves a policy statement regarding management personnel approving and authorizing a specified compensation program and setting forth other terms and conditions of employment effective July 1, 2025 through June 30, 2029.
Moved by Plimier, Seconded by Ramsey
Ayes: Andersen, Long, McCarthy, Plimier, and Ramsey
Abstain: None
Absent: None
(0750-0655)

Consideration of Approval of a First Amendment to Employment Agreement

Deputy City Attorney Deepa Sharma provided a staff report related to the history of Ms. Bayon Moore's employment and compensation history with the City of Piedmont per Government Section 54953c of the Brown Act in consideration of an approval of a First Amendment to Employment Agreement between the City of Piedmont and Rosanna Bayon Moore. She indicated that the City Administrator's salary is $313,101, effective July 1, 2025, and all other benefits and compensation as they apply to the City Administrator, as set forth in the Employment Agreement, remain unchanged.

There was no **Public Comment** received.

Resolution 70-2025
RESOLVED, that the City Council approves a First Amendment to Employment Agreement Between the City of Piedmont and Rosanna Bayon Moore.
Moved by McCarthy, Seconded by Long
Ayes: Andersen, Long, McCarthy, Plimier, and Ramsey
Abstain: None
Absent: None
(0750-0655)

City Communication Program

Communications Program Manager Echa Schneider presented an informational update on the City's communications program including the scope, a three-phase roadmap, the construction of a reliable public information system, expanding toolbox, video spotlight, and public engagement focus. She outlined the third phase for stewarding an organizational narrative, building understanding early, and strategic resource allocation. She highlighted three examples of different issues in 2025 where communication and engagement helped provide more clarity and reviewed major projects on next year's workplan.

There was no **Public Comment** received.

Staff addressed questions and comments from Council regarding video length, types, and production, metrics goals, priorities, communication strategies, reach and potential reach within the community, monetary savings and human resource efficiencies, public works notifications, and "all City" communication tools.

Mayor Smegal Andersen open **Public Comment**.

Lisa Gardner thanked staff for their work to promote the league of Women Voters event.

Mayor Smegal Andersen closed **Public Comment.**

The report was informative, and no further action was required.

(0220)

Contract Amendment for the 2025 Pavement Rehabilitation Project

Public Works Director Daniel Gonzales presented a consideration of a contract A3Cmendment for the 2025 Pavement Rehabilitation Project to McGuire and Hester in the amount of $344,324 for an overall project budget of $1,854,409. He provided a brief project overview, locations for resurfacing and restriping, challenges, and images of water main leaks and subgrade repair on San Carlos, subgrade repair on Hampton Road and Hillside Avenue, and added value on Grand Avenue for cape sealing and restriping in the Civic Center area.

Staff and City Engineer John Wanger addressed questions from Council regarding the restriping timeline, cooperative purchasing agreements, roadway standards, costs, prioritization of pavement management, pavement condition index (PCI) scores, restriping and signage

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communication plan with the school district and community, and weather conditions.

There was no **Public Comment** received.

Resolution 71-2025
RESOLVED, that the City Council approves a contract amendment for the 2025 Pavement Rehabilitation Project to McGuire and Hester in the amount of $344,324, bringing the overall budget of the project to $1,854,409; and authorizes the Public Works Director to execute any change orders associated with the project up to the newly authorized amount.

Moved by Ramsey, Seconded by Plimier
Ayes: Andersen, Long, McCarthy, Plimier, and Ramsey
Abstain: None
Absent: None
(0165)

REPORTS AND ANNOUNCEMENTS

Councilmember Long announced the Noon Years Eve celebration on Dec. 31, 11 a.m. at Veteran's Park hosted by the Piedmont Recreation Department (PRD) and new, unwrapped toys will be accepted until Dec. 22 at the fire house.

Councilmember Ramsey recognized staff and Council for the work done in 2025.

Vice Mayor McCarthy announced that Councilmember Long and she will meet with Assembly member Buffy Wicks on Dec. 17 and will report back to Council.

Mayor Smegal Andersen acknowledged the Council for their extra work beyond the scope of Councilmember and directed them to the City Administrator regarding liaison assignments for next year. She noted that City Hall will be closed on December 24 and 25 and January 1, 2026, and extended appreciation to staff who will be working on the holidays.

City Administrator Bayon Moore thanked the Recreation department for hosting holiday activities.

ADJOURNMENT

With no further business, Mayor Smegal Andersen adjourned the meeting at 8:17 p.m..

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