City Council of Monterey Park
The City Council Acting on Behalf of the Successor Agency of the Former Redevelopment Agency, the Housing Authority, the Monterey Park Financing Authority and the Monterey Park Geologic Hazard Abatement District Agenda

Regular Meeting
Monterey Park City Hall Council Chambers
320 West Newmark Avenue, Monterey Park, CA 91754

Wednesday, August 6, 2025
6:30 PM

Mission Statement
The mission of the City of Monterey Park is to provide excellent service, foster growth and opportunity, and create a joyous and collaborative environment.

Land Acknowledgment
We would like to acknowledge that the land we inhabit today was once known as Tovangaar, the home of the Gabrieleño-Tongva people. We show our respect to the Gabrieleño-Tongva people, as well as all Indigenous people, past, present, and future, and honor their labor as original caretakers of this land. We commit to uplifting the Gabrieleño-Tongva people, invite you to acknowledge the history, and join us in caring for this land.

General Information
Documents related to an Agenda item are available to the public in the City Clerk's Office located at 320 West Newmark Avenue, Monterey Park, CA 91754, during normal business hours and at .

The public may watch the meeting live on the city's cable channel MPKTV (AT&T U-verse, channel 99 or Charter Communications, channel 182) or by visiting the city's website at http://www.montereypark.ca.gov/133/City-Council-Meeting-Videos. Per the Americans with Disabilities Act, if you need special assistance to participate in this meeting, please call City Hall at (626) 307-1359 for reasonable accommodation at least 24 hours before a meeting. Council Chambers are wheelchair accessible.

Public Participation
You may speak up to 5 minutes on an/each Agenda item. You may combine up to 2 minutes of time with another person's speaking. No person may speak more than a total of 10 minutes. The Mayor and City Council may change the amount of time allowed for speakers. Written Communication will be accepted up to 24 hours before the meeting by completing an online form at www.montereypark.ca.gov/writtencomm.

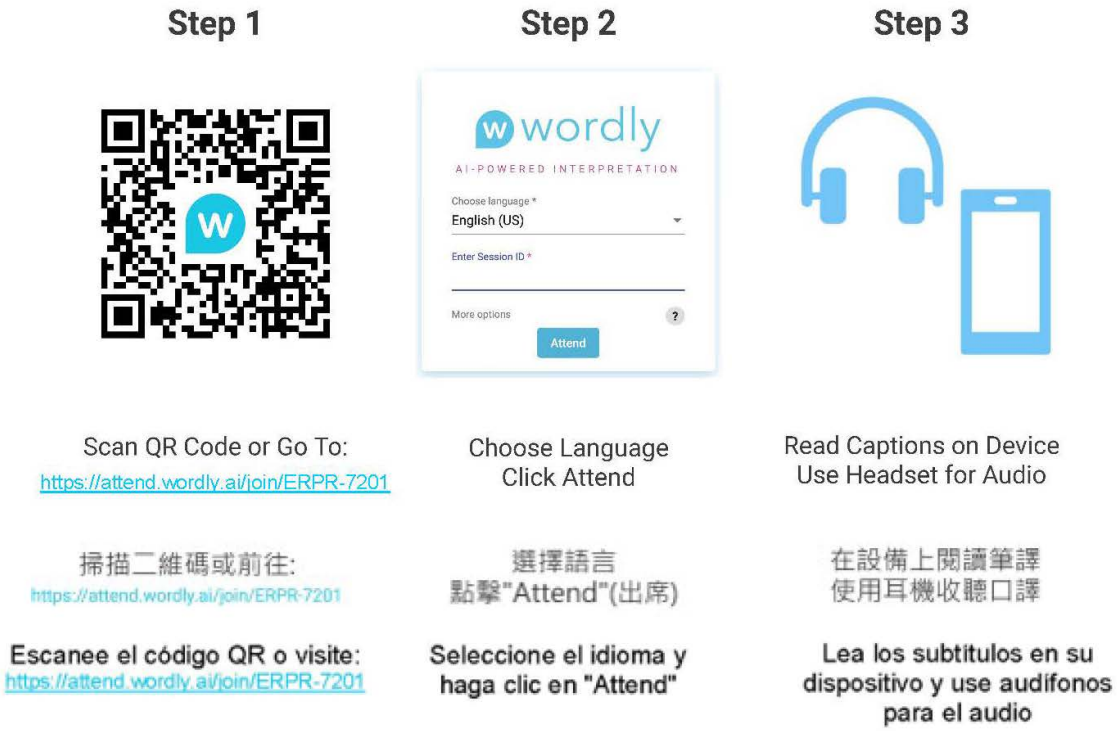
While all comments are welcome, the Brown Act does not allow the City Council to take action on any item not on the agenda. The Council may briefly respond to comments after Public Communications is closed. Persons may, in addition to any other matter within the City Council's subject-matter

jurisdiction, comment on Agenda Items at this time. If you provide public comment on a specific Agenda item at this time, however, you cannot later provide comments at the time the Agenda Item is considered.

Live Translation:
Meetings will be translated (transcribed or audio) to the language you select. Instructions are provided below.

即時翻譯：
會議將被翻譯（筆譯或音譯）至您選擇的語言。操作說明如下。

Traducción en vivo:
Las reuniones se traducirán (por escrito o por audio) al idioma que seleccione. Las instrucciones se encuentran a continuación.



1. **Call to Order**
   Mayor
2. **Flag Salute**
   The Monterey Park Fire Explorers
3. **Roll Call**
   Henry Lo, Vinh Ngo, Jose Sanchez, Thomas Wong, Elizabeth Yang
4. **Agenda Additions, Deletions, Changes and Adoptions**
5. **Public Communications**

6. Staff Communications

6.A. Library

6.B. Recreation & Community Services

6.C. Public Works

6.D. Police Department

7. Presentation

7.A. Chinatown Service Center - MPK Hope Resiliency Center Updates

7.B. AYSO Alhambra-Monterey Park Region 60 U16 Boys Team - National Games Champions

8. Old Business

9. Consent Calendar

All items under the Consent Calendar are considered by the City Council to be routine and will be enacted by one motion. Specific items may be removed from the Consent Calendar at the request of any member of the City Council for separate consideration.

9.A. Minutes

It is recommended that the City Council consider:

1. Approving the minutes from the special meetings of June 4, 2025, June 18, 2025, June 25, 2025, and July 2, 2025 and the regular meetings of June 4, 2025, June 18, 2025, and July 2, 2025; and
2. Taking such additional, related, action that may be desirable.

9.B. Monthly Investment Report

It is recommended that the City Council consider:

1. Receiving and filing the monthly investment report; and
2. Taking such additional, related, action that may be desirable.

9.C. Identifying a tax rate for collecting voter authorized property taxes for employee retirement benefits based on the assessed property valuation established by the County Assessor's Office

It is recommended that the City Council consider:

1. Adopting a Resolution identifying the tax rate and amount of tax revenue required to fulfill the voters' intent in funding the City's retirement system; and
2. Taking such additional, related, action that may be desirable.

9.D. Authorize a sub-recipient grant from the U.S. Department of Housing and Urban Development and authorize an agreement with Chinatown Service Center for environmental review

It is recommended that the City Council consider:

1. Authorizing the City Manager to execute all appropriate and necessary documents to receive sub-recipient grant funding U.S. Department of Housing and Urban Development (“HUD”) related to Grant No. B-24-CP-CA-0141;
2. Authorizing the City Manager to execute a contract, in a form approved by the City Attorney, with Chinatown Service Center for review, analysis, and preparation of environmental report; and
3. Taking such additional, related, action that may be desirable.

9.E. UCLA Center for Pre-Hospital Care - Authorization to Execute Agreement

It is recommended that the City Council consider:

1. Authorizing the City Manager to execute an agreement with the Regents of the University of California ("UCLA"), in a form approved by the City Attorney, in an amount not to exceed $251,100; and
2. Taking such additional, related, action that may be desirable.

9.F. Adoption of an Ordinance amending Monterey Park Municipal Code Chapter 3.100 (Public Works Contracts) and Subsection C of MPMC § 3.90.050 (Signature Authority) to add sections governing contracting to abate public nuisances and finding such actions to be exempt from further environmental review under California Environmental Quality Act Guidelines §§ 15273, 15301, and 15302

It is recommended that the City Council consider:

1. Waiving the second reading, including by title, and adopting the proposed Ordinance; and
2. Taking such additional, related, action that may be desirable.

9.G. Consideration and possible action to adopt a Resolution approving successor Memorandum of Understanding between the City of Monterey Park and the Monterey Park Police Officers' Mid-Management Association for the term of July 1, 2025 to June 30, 2028.

It is recommended that the City Council consider:

1. Adopting Resolution approving successor Memorandum of Understanding ("MOU") between the City of Monterey Park and the Monterey Park Police Officers' Mid-Management Association ("MPPOMMA"); and
2. Taking such additional, related, action that may be desirable.

9.H. Resolution approving the Memorandum of Understanding between the City and the Monterey Park Mid-Management & Confidential Association for the term of July 1, 2025 to June 30, 2028

It is recommended that the City Council consider:

1. Adopting a Resolution approving successor Memorandum of Understanding ("MOU") between the City of Monterey Park and the Monterey Park Mid-Management & Confidential Association ("MPMMCA"); and
2. Taking such additional, related, action that may be desirable.

9.I. Resolution approving successor Memorandum of Understanding between the City and the Monterey Park Service Employees' International Union ("SEIU"), Local 721 for the term of July 1, 2025 to June 30, 2028

It is recommended that the City Council consider:

1. Adopting a Resolution approving successor Memorandum of Understanding ("MOU") between the City of Monterey Park and the Monterey Park Service Employees' International Union, Local 721 ("SEIU"); and
2. Taking such additional, related, action that may be desirable.

9.J. Consideration and possible action to adopt a resolution approving the City of Monterey Park, Parks System Master Plan

It is recommended that the City Council consider:

1. Adopting a Resolution approving the City of Monterey Park, Parks System Master Plan; and
2. Taking such additional, related, action that may be desirable.

9.K. Declaration of Surplus Property: Public Works City-Owned Equipment

It is recommended that the City Council consider:

1. Adopting a resolution declaring the 2017 Vactor as surplus property and authorizing the City Manager, or designee, to dispose of such property by sale, donation, or other means; and
2. Taking such additional, related, action that may be desirable.

9.L. Street Sweeping Services Bid - Rejection of All Bids

It is recommended that the City Council consider:

1. Rejecting all bids received from Street Sweeping Services Proposal No. 2025-M02;
2. Authorizing the City Manager to execute a Second Amendment with Arakelian

Enterprises, Inc., DBA Athens Services, in a form approved by the City Attorney, for continued street sweeping services in a monthly amount of $90,225. The amendment extends the service on a month-to-month basis beginning September 1, 2025;
3. Appropriating $301,000 from Gas Tax Fund 242; and
4. Taking such additional, related, action that may be desirable.

9.M. A Resolution of the City Council of the City of Monterey Park, California, Declaring and Recognizing the Month of August 2025 as National Back-To-School Month

It is recommended that the City Council consider:

1. Approving the attached resolution; and
2. Taking such additional, related, action that may be desirable.

10. Public Hearing

10.A. Consideration of Costs Resulting from Abating Weed Nuisances and Authorizing Collection via Special Assessment (Public Hearing)

It is recommended that the City Council consider:

1. Opening the public hearing, receiving public comment, closing the public hearing;
2. Adopting the attached Resolution approving the Weed Abatement Clearance Charge List and authorizing collection of such costs through special assessment; and
3. Taking such additional, related, action that may be desirable.

10.B. Consideration and Possible Action to Adopt Ordinance Establishing Refuse Rates

It is recommended that the City Council consider:

1. Opening the continued public hearing;
2. Receiving all written and verbal testimony regarding the proposed rate increases;
3. Determining whether there is a majority protest against the proposed rate increases;
4. If no majority protest exists, introducing and waiving the first reading of Ordinance No. _____ - Setting the amount of Refuse Rates and Charges (Attachment 1); and
5. Taking such additional, related, action that may be desirable.

11. New Business

12. City Communications (City Council) / Future Agenda Items

13. Closed Session (if Required; City Attorney to Announce)

14. Adjourn

City Council Staff Report

Date: August 6, 2025
Agenda Item Number: 9.A.

To: The Honorable Mayor and City Council

From: Maychelle Yee , City Clerk

Subject: Minutes

Recommendation:
It is recommended that the City Council consider:

1. Approving the minutes from the special meetings of June 4, 2025, June 18, 2025, June 25, 2025, and July 2, 2025 and the regular meetings of June 4, 2025, June 18, 2025, and July 2, 2025; and
2. Taking such additional, related, action that may be desirable.

Executive Summary:
The minutes are a record of the official actions taken at the City Council meeting.

Background:
It is recommended that the City Council consider approving the minutes from the special meetings of June 4, 2025, June 18, 2025, June 25, 2025, and July 2, 2025 and the regular meetings of June 4, 2025, June 18, 2025, and July 2, 2025.

Strategic Plan Goal:
N/A

Fiscal Impact:
N/A

Attachments:
1. Draft Minutes

ATTACHMENT 1

Draft Minutes

MINUTES
MONTEREY PARK CITY COUNCIL
FINANCING AUTHORITY (MPFA)
HOUSING AUTHORITY (MPHA)
GEOLOGIC HAZARD ABATEMENT DISTRICT (GHAD)
SUCCESSOR AGENCY (SA)
SPECIAL MEETING
JUNE 4, 2025

The City Council, the Financing Authority (MPFA), the Housing Authority (MPHA), the Geologic Hazard Abatement District (GHAD), and the Successor Agency (SA) of the City of Monterey Park held a Special Meeting of the Council in Room 266, Second Floor of City Hall located at 320 West Newmark Avenue in the City of Monterey Park, Wednesday June 4, 2025, at 5:30 p.m.

1. Call to Order

Mayor Ngo called the meeting to order at 5:34 p.m.

2. Roll Call

City Manager Alvarez called the roll:

Council Members Present: Henry Lo arrived at 5:38 p.m., Vinh Ngo, Jose Sanchez, Thomas Wong, Elizabeth Yang

Council Members Absent: None.

Also Present:

City Manager Inez Alvarez
Assistant City Manager Diana Garcia
Director of Finance Martha Garcia
Director of Human Resources and Risk Management Christine Tomikawa

Virtually Present: None.

3. Public Communications: None.

4. Open Session

4.A. Appointment of Real Property Negotiators

Action Taken: The City Council appointed the City Manager, City Attorney, Assistant City Manager, and Director of Finance as the real property negotiators for Closed Session Item No. 5-B.

Motion: Moved by Council Member Wong and seconded by Mayor Pro Tem Yang, motion carried by the following vote:

Ayes:	Council Members:	Wong, Sanchez, Yang, Ngo
Noes:	Council Members:	None
Absent:	Council Members:	Lo
Abstain:	Council Members:	None
Recusal:	Council Members:	None

5. Closed Session

The City Council adjourned to closed session at 5:35 p.m.

5.A. Conference with Legal Counsel — Anticipated Litigation (Government Code § 54956.9(d)(2))

Significant exposure to litigation pursuant to Government Code section 54956.9(d)(2): one. Facts and Circumstances: No disclosure required per Government Code section 54956.9(e)(1) (not yet known to a potential plaintiff or plaintiffs).

5.B. Conference with Property Negotiators (Government Code § 54956.8). Two matters: Property: 580 Monterey Pass Rd. (APN 5261-001-052); 582 Monterey Pass Rd. (APN 5261-001-053)
City Negotiators: Inez Alvarez, City Manager; Karl H. Berger, City Attorney; Diana Garcia, Assistant City Manager; Martha Garcia, Director of Finance
Negotiating Party: 3M Property Investment Co.
Under Negotiation: Terms and conditions of sale

Property: 1688 W. Garvey and APN 5254-002-029
City Negotiators: Inez Alvarez, City Manager; Karl H. Berger, City Attorney; Diana Garcia, Assistant City Manager; Martha Garcia, Director of Finance
Negotiating Party: GE Enterprise Corporation
Under Negotiation: Terms and conditions of potential sale

5.C. Conference with Labor Negotiators (Government Code § 54957.6) City Negotiators: City Attorney, City Manager, Daphne Anneet, and Director Christine Tomikawa
Employee Organization: Confidential Employees' Association, Firefighters' Association, Mid-Management Association, Police Captains' Association, Police Officers' Association, Police Officers' Mid-Management Association, Professional Chief Officers' Association, and Service Employees International Union, Local 721.

6. Adjourn

The City Council reconvened and adjourned from Closed Session with all Council Members present at 6:41 p.m. There being no further business for consideration, the meeting was adjourned at 6:41 p.m.

No reportable action taken in Closed Session.

_____

Maychelle Yee
City Clerk

Approved on MM DD, 2025, at the Regular City Council Meeting

MINUTES
MONTEREY PARK CITY COUNCIL
FINANCING AUTHORITY (MPFA)
HOUSING AUTHORITY (MPHA)
GEOLOGIC HAZARD ABATEMENT DISTRICT (GHAD)
SUCCESSOR AGENCY (SA)
REGULAR MEETING
JUNE 4, 2025

The City Council, the Financing Authority (MPFA), the Housing Authority (MPHA), the Geologic Hazard Abatement District (GHAD), and the Successor Agency (SA) of the City of Monterey Park held a Regular Meeting of the Council in the Council Chamber, located at 320 West Newmark Avenue in the City of Monterey Park, Wednesday, June 4, 2025 at 6:30 p.m.

1. **Call to Order:** Mayor Ngo called the meeting to order at 6:50 p.m.

2. **Flag Salute:** The Monterey Park Fire Explorers led the flag salute.

3. **Roll Call:**
City Clerk Maychelle Yee called the roll:

Council Members Present: Henry Lo, Vinh Ngo, Jose Sanchez, Elizabeth Yang
Council Members Absent: None.

Also Present:

City Manager Inez Alvarez
City Attorney Karl Berger
Assistant City Manager Diana Garcia
Director of Finance Martha Garcia
Director of Human Resources and Risk Management Christine Tomikawa
Interim Director of Community Development Phillip Lanzafame
Director of Recreation and Community Services Robert Aguirre
Acting City Librarian LV Frazier
Director of Public Works Shawn Igoe
Police Chief Scott Wiese
Fire Battalion Chief Robert DeRosa
IT Manager Martin Dinh
Planning Manager Beth Chow
Recreation and Community Services Program Coordinator Guillermo Chavez
Senior Planner Eliana Muñoz
Principal Management Analyst Rebecca Bojorquez
Adult Literacy Coordinator Victor Castellanos
Office Assistant II Michelle Martinez

Virtually Present: None.

4. Agenda Additions, Deletions, Changes and Adoptions:
City Manager Alvarez requested Presentation Item No. 7.A., 7.B. and Agenda Item No. 9.K. to be heard before Public Communications.

5. Public Communications:

Public Communications were heard after Agenda Item No. 9.K.

- Christine Lam spoke about the importance of having a community pool and the opportunities it provides for the residents. She urged for a solution to help save the pool.

- Dan Gallardo relayed his love for the Barnes Park pool and requested to make the pool a priority for discussion.

- Ethan Song, a swimmer, shared his experience with the Barnes Park pool and spoke about the opportunity to leave a legacy to future Monterey Park residents if the pool was restored.

- Jim Iwaki, treasurer of the Historical Society of Monterey Park explained the requirements for a site to become a historical landmark and claimed Barnes Park pool to be a candidate.

- Stephen Legaspi expressed his love for the city and his experience utilizing the Barnes Park pool.

- Jessica Park shared her time as an athlete for the Mark Keppel Swim Team claiming the team thrived while the Barnes Park pool was in service. She urged the City Council to consider the topic as a future agenda item.

- Chuck Cota commented about his time as a swimmer and water polo player in Monterey Park and relayed different solutions of consideration to save the pool.

- Peter Lin spoke about his time using the Barnes Park pool while his children were growing up and offered the opportunity to build more Pickle Ball courts in the surrounding area of Barnes Park.

- Tammy Sam depicted her experience using the Barnes Park pool as a child, claiming the pool’s location provided a unique placement where children can rotate through sports. She explained the difficulty to find neighboring pools with aquatic activities for children and requested more Townhall meetings to discuss the topic further.

- David Jakl detailed the opportunities swimming at the Barnes Park pool brought to his life and asked the City Council to consider the topic as an item on a future Agenda.

- Bill Zeiger talked about his lifelong residence in Monterey Park and his love for the Barnes Park pool.

- Angie Chu voiced her opinion on the importance of swimming safety for children and spoke about her time as a volunteer for the 1984 Olympics. She provided different funding opportunities for consideration to restore the Barnes Park pool.

- Phillip Luong talked about his time raising his children in Monterey Park and the importance of promoting health through aquatic programming.

- Tracy Sy advocated the critical need to restore the Barnes Park pool and claimed its closure deprived the community of a vital resource. She requested to have the topic on a future agenda.

- Armando Ng was given seven minutes as Ivan Ng yielded his time to him. He commented on the City's General Fund, elaborating on its opportunity to help restore the pool.

- Paul Isozaki was given ten minutes as Margaret Leung and David Ono allocated their time to him. He spoke about his involvement with Alhambra Unified School District (AUSD) and their willingness to provide funding to restore the pool. Paul conveyed his frustrations about the City's alleged misuse of funds to restore a privately owned hillside on Garvey Ave.

- Cindy Yee was given seven minutes as Arlene Rodriguez yielded time to her. She presented her opinion on the need to restore the Barnes Park pool, elaborating on her role as a community activist over the years.

- Damian Joa talked about park improvements initiated by the City and presented fundraising ideas to help restore the Barnes Park pool.

- Dawn Rock congratulated Bella Lee on her achievement as an Eagle Scout Candidate. She spoke about her conversation with Mitch Kalamian, a Mark Keppel Alumni willing to assist on the restoration of the Barnes Park pool and urged the City Council to act with urgency.

- City Clerk Yee received and filed to the record 29 written communications in support of restoring the Barnes Park pool from Christine Yuen, Claudia Zhu, Si Ung, Emi Sonksen, Teresa Wong, Kyle Yeoh, Helena Gallardo, Justin Chan, Cindy Huang, Teresa Gallardo, Tatian Enriquez, Adriana Ruiz, Scott Chung, Selina Anzai, Grace Gallardo, Junxia Hu, Paul Morris, Leidy Ko, Llewny Wong, Christopher Morris, Daniel Gallardo, Thuan Nguyen, Elizabeth Tong, Lijuan Chen, Jamie Siu, Tony Huynh, Linda Phuong, Jennifer Wu and Kan Pang.

6. Staff Communications:

- 6.A. Fire Department: Fire Battalion Chief DeRosa shared a PowerPoint presentation about the recent graduates of the 2025 Spring Community Emergency Response Team Academy (CERT) and provided information about fireworks safety.

- 6.B. Library: Adult Literacy Coordinator Castellano presented a PowerPoint presentation about the upcoming events occurring at the Library during the month of June which include events in celebration of Pride Month; the introduction of the Summer Reading Program; monthly activity programs for children, teens and adults and Workshops for beginning literacy and citizenship preparation.

- 6.B. Recreation: Recreation and Community Services Program Coordinator Chavez prepared a PowerPoint presentation thanking the people who attended Play Days; the Mental Health Healing Arts and Wellness Fair; the Memorial Day event at the American Legion and the Monterey Park Greetings Tour ribbon cutting. He shared upcoming events which include the Monterey Park Pride Festival; the Gun Violence Awareness event hosted by the Los Angeles County; summer aquatic programming; the Summer Lunch Program; Summer Movies at the Park; the Dancing Summer Dance at the Langley Center; the Independence Day Celebration; the Monterey Park Night at the Dodger Stadium event and the Cyndi Lauper concert at the Hollywood Bowl.

7. Presentation

The matters listed under presentation are informational content and for discussion only.

Presentation Item Nos. 7.A. and 7.B. were heard after Agenda Additions, Deletions, Changes and Adoptions.

7.A. Terena Phan - Miss Los Angeles Chinatown 4th Princess

Terena Phan conveyed her gratitude to the City Council. Mayor Ngo and the City Council presented a certificate of appreciation to Terena and expressed comments of appreciation.

7.B. Recognition of Eagle Scout Project at Fire Station 61

Isabella Lee detailed her experience as an Eagle Scout, described her scout project where she and her scout troop renovated the garden in front of the Fire Department. She commented on providing the Fire Department with translation cards to assist residents who do not speak English and gifted the department a fundraising check. Mayor Ngo and the City Council presented a certificate of appreciation to Isabella Lee and thanked her for her involvement with the City.

8. Old Business: None.

9. Consent Calendar Items Nos. 9.A.- 9.K.
All items under the Consent Calendar are considered by the City Council to be routine and will be enacted by one motion. Specific items may be removed from the Consent Calendar at the request of any member of the City Council for separate consideration.

Action Taken: The City Council approved and adopted Agenda Item Nos. 9.A., 9.B., 9.C., 9.D., 9.E., 9.F., 9.G., 9.H. and 9.I., except for Agenda Item No. 9.J. and 9.K. which were pulled for discussion, separate motion, reading resolutions and ordinances by the title only and waiving further reading thereof.

Motion: Moved by Council Member Wong and seconded by Council Member Sanchez, motion carried by the following vote:

Ayes:	Council Members:	Wong, Sanchez, Lo, Yang, Ngo
Noes:	Council Members:	None
Absent:	Council Members:	None
Abstain:	Council Members:	None
Recusal:	Council Members:	None

9.A. Minutes

The minutes are a record of the official actions taken at the City Council meeting.

Action Taken: The City Council approved the minutes from the special meetings of April 16, 2025 and April 21, 2025 and the regular meeting of April 16, 2025, on Consent Calendar.

9.B. Monthly Investment Report - April 2025

As of April 30, 2025, invested funds for the City of Monterey Park total $97,443,724.85.

Action Taken: The City Council received and filed the monthly investment report, on Consent Calendar.

9.C. Waive further reading and adopt an Ordinance amending Title 2 of the Monterey Park Municipal Code (“MPMC”) to dissolve the Design Review Board ("DRB")

The dissolution and consolidation of committees and commissions aims to streamline operations, enhance collaboration, and provide a more comprehensive approach to planning and economic development within the City. Since 2020, the Planning Commission assumed most responsibilities of the DRB; that Board has not met in five years. The newly created EBDC will maintain the core responsibilities of both existing BIDAC and EDAC commissions.

The Ordinance was introduced and received first reading at the May 21, 2025 City Council meeting; and included directions from Council for the Interim Director of Community Development (“Director”) to modify the ordinance by removing references to the DRB in MPMC sections 1.10.010 and 21.14.140. The original staff report (from May 21, 2025) is attached for reference. Second reading and adoption of this Ordinance is recommended. If adopted, the ordinance will take effect in 30 days.

Action Taken: The City Council waived the second reading and adopted Ordinance No. 2262, on Consent Calendar.

Ordinance No. 2262
An Ordinance amending the Monterey Park Municipal Code dissolving the Design Review Board

9.D. Authorizing the City Manager, or designee, to accept additional California Library Association Zip Book Grant funding and appropriate funding into 2024-25 Fiscal year budget

The Library was notified of a $1,248 grant augmentation from the California State Library. The grant funds will be utilized to continue to offer the Zip Books program, which allows library cardholders to request books that are not already owned by the Library and have them delivered directly to their home via Amazon Prime.

Action Taken: The City Council authorized the City Manager, or designee, to accept an additional $1,248 in California Library Association Zip Book grant funding to purchase books and authorized the Finance Director to appropriate the $1,248 funding into the 2024-25 Fiscal Year budget, on Consent Calendar.

9.E. Receive and file a summary of The Windstorm and Firestorm Local Emergency

On January 21, 2025, the City Council adopted Resolution No. 2025-R3 declaring a local emergency due to windstorm and firestorm events beginning on January 7, 2025, as reflected in the Governor's Executive Order dated January 12, 2025. At its January 21, 2025, meeting, the City Council authorized the City Manager to take necessary measures to protect public health, safety, and general welfare including urgency abatement and direct negotiation of contracts pursuant to Public Contract Code §§ 20168 and 22050 for the completion of capital improvement plan ("CIP") projects.

CEQA (California Environmental Quality Act):
The City reviewed the environmental impacts of the extension under the California Environmental Quality Act (Public Resources Code §§ 21000, et seq. "CEQA") and the regulations promulgated thereunder (14 Cal. Code of Regs. §§ 15000, et seq., the "CEQA Guidelines"). CEQA Guidelines §§ 15060(c)(2), 15061(b)(3), and 15378 exempt activities that will not result in a direct or reasonably foreseeable indirect physical change in the environment, activities where there is possibility that it may have a significant effect on the environment, and activities that do not constitute a "project" as defined, respectively. This activity reflects administrative changes and policy making. Accordingly, this activity is exempt from further review.

Action Taken: The City Council received and filed this staff report summarizing the status of windstorm and firestorm local emergency, on Consent Calendar.

9.F. Amendment to Agreement 1980-A with Sebastian Waterworks, Inc., DBA Mr. Rooter Plumbing of South San Gabriel

Sebastian Waterworks, Inc., DBA Mr. Rooter Plumbing of South San Gabriel currently provides on-call and after-hour emergency commercial plumbing services at various City-Owned facilities. It is recommended City Council authorize an amendment to the current contract for a not to exceed amount of $205,000 and extend the agreement for 12 months through June 30, 2026. The extension will allow staff to complete necessary replacements to the failing floor drains in the Engineering and PD jail areas, and prepare a notice inviting bids for a new on-call commercial plumbing services contract.

CEQA (California Environmental Quality Act):
The proposed project is categorically exempt from the requirements of the California Environmental Quality Act ("CEQA") pursuant to 14 California Code of Regulations § 15301 as a Class 1 categorical exemption (Existing Facilities). The Project results in minor alterations to existing public facilities involving no significant expansion of the existing use. The Project is not anticipated to have any significant impacts regarding noise, air quality, or water quality.

Action Taken: The City Council authorized the City Manager to execute a Sixth Amendment with Sebastian Waterworks, Inc., DBA Mr. Rooter Plumbing of South San Gabriel, in a form approved by the City Attorney, for on-call commercial plumbing services at City-owned facilities in an amount not to exceed $205,000. The Amendment extends the term through June 30, 2026, on Consent Calendar.

9.G. Receive and file the Cost Allocation Plan Study

The Finance Department oversees the comprehensive cost allocation process, which includes the Indirect Cost Allocation Plan (CAP). The primary purpose of the cost allocation plan is to ensure that the City's method of identifying and distributing indirect costs is fair, comprehensive, well-documented, and defendable.

The last CAP was completed in 2018, by Willdan Financial Services (Willdan). Considering Willdan’s extensive experience with the City, both with allocation plan preparation as well as cost-of-service analysis for the City’s user fees, in August of 2024, the City contracted with it to prepare an updated CAP Study.

Action Taken: The City Council received and filed the Cost Allocation Plan study, on Consent Calendar.

9.H. Amendment to Agreement No. 2466-AB, and Task Order 2455-AA concerning the S. Garfield and S. Atlantic Water Projects

Capital Improvements Project (“CIP) No. 99032 – S. Atlantic Blvd and S. Garfield Ave Phase VI Water Main Improvements (“Project”) consists of the installation of water main along S. Atlantic Blvd, S. Garfield Ave, and Harding Ave, including the construction of water service line replacement, installation of new fire hydrants and laterals, fire services lines, and appurtenances, valves, abandonment of existing water mains, tie-in to existing systems, and trench repair restoration. The City Council awarded the project construction to J.A. Salazar (“Contractor”) on February 19, 2025. Unforeseen conditions resulted in the need for change orders and extending the duration of the project. The Public Works Director (“Director”) recommends amending the current agreement with J.A. Salazar, increasing the contract amount by $153,612; for a total of $3,736,402, plus $346,728 contingency and revising the Task Order 2455-AA1, with SA Associates., for an additional $137,000 for a new not to exceed amount of $367,000.

CEQA (California Environmental Quality Act):
The proposed project is categorically exempt from the requirements of the California Environmental Quality Act (CEQA) pursuant to 14 California Code of Regulations § 15301 as a Class 1 categorical exemption (Existing Facilities). The Project results in minor alterations to existing public facilities involving no significant expansion of the existing use. The Project is not anticipated to have any significant impacts with regard to traffic, noise, air quality or water quality.

Action Taken: The City Council authorized the City Manager to execute the First Amendment, in a form approved by the City Attorney, to Agreement No. 2466-AB with J.A. Salazar, to increase the contract amount by $153,612; for a total of $3,736,402, plus $346,728 contingency and authorized the City Manager to execute a revised Task Order 2455-AA1, in a form approved by the City Attorney, with SA Associates., for an additional $137,000 for a new not to exceed amount of $367,000 for construction management and construction inspection services, on Consent Calendar.

9.I. Amendment to agreement 2314-A with Corporate Coach Charters & Tours and increase the contract amount by $35,000 to provide recreation trips and event shuttle services in Fiscal Year 2025-26

The Recreation and Community Services Department utilizes Corporate Coach Charters & Tours to provide essential transportation services that support the department’s recreational programs, including daycare field trips, senior trips, and special event shuttles. The current agreement term is from July 2023 to June 2026, with a not-to-exceed amount of $60,000 which Corporate Coach Charters & Tours is approaching. City Council approval is required to increase the contract amount in excess of $60,000.

Due to increased participation and expanded program offerings, transportation needs have grown beyond that contemplated in the current agreement. To ensure continuity of service and avoid disruptions to scheduled activities, the Recreation and Community Services Director ("Director") is recommending the City Council approve an amendment to the agreement and authorize an increase of $35,000 to the contract amount, for a total of $95,000.

This action will enable the Recreation and Community Services Department ("Department") to maintain its programming schedule and continue delivering recreational opportunities that enhance community engagement and quality of life for residents of all ages.

CEQA (California Environmental Quality Act):
The City reviewed the environmental impacts of the extension under the California Environmental Quality Act (Public Resources Code §§ 21000, et seq. “CEQA”) and the regulations promulgated thereunder (14 Cal. Code of Regs. §§ 15000, et seq., the “CEQA Guidelines”). This activity will not result in a direct or reasonably foreseeable indirect physical change in the environment and there is no possibility that it may have a significant effect on the environment. Accordingly, no further review is required.

Action Taken: The City Council approved an amendment to the agreement with Corporate Coach Charters & Tours to increase the contract amount by $35,000 to provide recreation trips and event shuttle services in Fiscal Year 2025-26, on Consent Calendar.

9.J. A Resolution of the City Council of the City of Monterey Park Recognizing the Month of June 2025 as LGBTQ+ Pride Month (As Requested by Council Member Lo)

It is recommended that the City Council consider approving a resolution of the City of Monterey Park recognizing the month of June 2025 as LGBTQ+ Pride Month.

Action Taken: The City Council adopted Resolution No. 2025-R50 recognizing the month of June 2025 as LGBTQ+ Pride Month.

Motion: Moved by Council Member Lo and seconded by Council Member Wong, motion carried by the following vote:

Ayes:	Council Members:	Wong, Sanchez, Lo, Yang, Ngo
Noes:	Council Members:	None
Absent:	Council Members:	None
Abstain:	Council Members:	None
Recusal:	Council Members:	None

Resolution No. 2025-R50
A resolution of the City Council of the City of Monterey Park recognizing the month of June 2025 as LGBTQ+ Pride Month.

9.K. A Resolution of the City Council of the City of Monterey Park Declaring June 6, 2025, National Gun Violence Awareness Day and June 7-8, 2025, as Wear Orange Weekend in Monterey Park (As Requested by Council Member Sanchez)

This item was heard after Presentation Item No. 7B.

It is recommended that the City Council consider approving a resolution of the City of Monterey Park declaring June 6, 2025, National Gun Violence Awareness Day and June 7-8, 2025 as Wear Orange Weekend in Monterey Park.

Public Speaker:

- Mia Livas Porter shared her experience of surviving gun violence. She described her time of healing and her activism to spread awareness of gun violence and safety education. She expressed her appreciation to Monterey Park for their continued efforts to help the community heal from the act of gun violence.

Action Taken: The City Council approved Resolution No. 2025-R51 declaring June 6, 2025, National Gun Violence Awareness Day and June 7-8, 2025 as Wear Orange Weekend in Monterey Park.

Motion: Moved by Council Member Sanchez and seconded by Mayor Pro Tem Yang, motion carried by the following vote:

Ayes:	Council Members:	Wong, Sanchez, Lo, Yang, Ngo
Noes:	Council Members:	None
Absent:	Council Members:	None
Abstain:	Council Members:	None
Recusal:	Council Members:	None

Resolution No. 2025-R51
A resolution of the City Council of the City of Monterey Park declaring June 6, 2025, National Gun Violence Awareness Day and June 7-8, 2025, as Wear Orange Weekend in Monterey Park

10. Public Hearing

10.A. Continued public hearing to consider introduction and first reading of an Ordinance amending the Monterey Park Municipal Code ("MPMC") to implement the General Plan regulating mixed use development and development standards (ZCA 25-02)

The City's General Plan contains the Revised Monterey Park 2040 Land Use Element ("LUE") and 6th cycle (2021-2029) Housing Element ("HE") establishing a vision and long-term goals for development, housing, and redevelopment within the City.

The attached Ordinance implements the LUE and HE by amending the MPMC to allow residential and mixed use development in mixed use zones, consistent with the LUE, subject to those development standards in the underlying zone. These changes clarify that the General Plan applies to all properties, takes precedence over conflicting or obsolete regulations, and creates a consistent framework that allows for expanded housing opportunities consistent with the City's vision and long-term development goals.

This item was originally noticed for public hearing at the May 7, 2025, City Council meeting at which time the Interim Director of Community Development ("Director") requested a continuance. The City Council continued the public hearing to June 4, 2025. The draft ordinance is attached for the Council's consideration.

CEQA (California Environmental Quality Act):
The City reviewed the environmental impacts of the proposed Ordinance pursuant to the California Environmental Quality Act (Public Resources Code §§ 21000, et seq. "CEQA") and the regulations promulgated thereunder (14 Cal. Code of Regs. §§ 15000, et seq., the "CEQA Guidelines"). Pursuant to CEQA Guidelines §15062, the City Council finds and determines that this Ordinance is not subject to further review under CEQA because the previous CEQA documents adopted by the City Council (see Resolution Nos. 12124 and 2022-R2) adequately analyze the changes contemplated by this Ordinance.

Discussion: Interim Director of Community Development Lanzafame along with Senior Planner Muñoz presented a PowerPoint presentation depicting details about the City-initiated Zone Text Amendment meant to bring consistency between the Monterey Park General Plan Land Use and Urban Design Element and the City's Municipal Code.

Action Taken: The City Council opened the public hearing at 9:24 p.m. to take testimonial and documentary evidence; with no registered speakers, closed the public hearing at 9:24 p.m. and considered the evidence submitted during that public hearing, introduced and waived the first reading of an Ordinance amending the Monterey Park Municipal Code ("MPMC") to implement the General Plan regulating mixed use development and development standards.

Motion: Moved by Council Member Wong and seconded by Mayor Pro Tem Yang, motion carried by the following vote:

Ayes:	Council Members:	Wong, Sanchez, Lo, Yang, Ngo
Noes:	Council Members:	None
Absent:	Council Members:	None
Abstain:	Council Members:	None
Recusal:	Council Members:	None

Ordinance 1st reading:
An Ordinance amending the Monterey Park Municipal Code to implement the General Plan concerning Mixed Use Development and Development Standards

10.B. Public Hearing and Approval of the FY2025-2029 Consolidated Plan, and FY2025-2026 Annual Action Plan for the Community Development Block Grant and HOME Investment Partnerships Programs

The U.S. Department of Housing and Urban Development ("HUD") provides Community Development Block Grant ("CDBG") and HOME Investment Partnerships ("HOME") funds to the City of Monterey Park. As part of the process to receive funding, the City must develop and submit the FY 2025-2029 Consolidated Plan ("CP"), and the FY 2025-2026 Annual Action Plan ("AAP"). The City's current documents will expire on June 30, 2025. These documents outline extensive strategies that align community needs with available resources to achieve statutory goals of promoting decent housing, creating a suitable living environment, and expanding economic opportunities, particularly for low- and moderate income persons.

Discussion: Finance Director Garcia along with Priscilla Davila, housing consultant from Davila and Associates, virtually present shared a PowerPoint presentation detailing the background of the five-year consolidated plan, the steps of the consolidated plan process for 2025-2029, elaborated on the Community Development Block Grant (CDBG) and Home Investment Partnerships (HOME), presented the community needs and priorities for the years 2025-2029 and the proposed funding for the 2025-2026 year.

Action Taken: The City Council (1) opened a public hearing at 9:35 p.m. to take testimonial and documentary evidence, closed the public hearing at 9:35 p.m., received no registered speakers for comments and testimony on the FY 2025-2029 Consolidated Plan ("CP"), and FY 2025-2026 Annual Action Plan ("AAP"); (2) approved and authorized the submittal of the FY 2025-2029 CP, and FY 2025-2026 AAP, including Community Development Block Grant ("CDBG") and HOME Investment Partnerships ("HOME") funding recommendations; (3) authorized the City Manager to execute all appropriate and necessary documents to receive funding and implement approved use and make necessary budget adjustments based on HUD's final allocation amount and (4) authorized the City Manager to execute sub-recipient agreements with the non-profit organizations receiving CDBG and HOME allocations in the AAP.

Motion: Moved by Mayor Pro Tem Yang and seconded by Council Member Sanchez, motion carried by the following vote:

Ayes:	Council Members:	Wong, Sanchez, Lo, Yang, Ngo
Noes:	Council Members:	None
Absent:	Council Members:	None
Abstain:	Council Members:	None
Recusal:	Council Members:	None

11. New Business

11.A. Adoption of an Ordinance Updating the Fire Hazard Severity Zones ("FHSZ") Pursuant to Government Code section 51178

The Office of the State Fire Marshal ("OFSM") finalized the adoption of the State Responsibility Area Fire Hazard Severity Zone ("FHSZ") map which became effective April 1, 2024. The State Fire Marshal is mandated by Government Code section 51178 to identify levels of fire hazard based on consistent statewide criteria and the expected severity of fire hazards. Government Code section 51179 requires the State Fire Marshal to make recommendations of fire hazard severity zones to local agencies, including the City, for their designation and adoption by Ordinance. The finalized map shows that the City of Monterey Park does not include any areas within a FHSZ identified by the State Fire Marshal.

CEQA (California Environmental Quality Act):
The City reviewed the environmental impacts of the extension under the California Environmental Quality Act (Public Resources Code §§ 21000, et seq. "CEQA") and the regulations promulgated thereunder (14 Cal. Code of Regs. §§ 15000, et seq., the "CEQA Guidelines"). This activity contemplates administrative actions and will not result in any direct or indirect physical change in the environment. Accordingly, no further review is required.

Discussion: Fire Battalion Chief DeRosa shared a PowerPoint presentation depicting details about the proposed updated Fire Hazard Severity Zone Map based off the hazard assessment conducted by the California Department of Forestry and Fire Protection (CAL FIRE) and the California State Fire Marshal's office.

Action Taken: The City Council introduced and waived the first reading of an Ordinance adopting the Office of the State Fire Marshal ("OFSM") finalized State Responsibility Area Fire Hazard Severity Zone ("FHSZ") map and set the second reading and Public Hearing for June 18, 2025.

Ordinance 1st reading:
An Ordinance adopting the State Fire Marshal Fire Hazard Severity Zone Map by reference.

12. CITY COMMUNICATIONS (CITY COUNCIL)

Council Member Wong reported his attendance at the Southern California Association of Governments meeting in Washington D.C. where he detailed the the need for CDBG and HOME funds and emphasized the advocation of funding/programming for the residents.

Council Member Sanchez spoke about possible event opportunities the Recreation and Community Services department could consider developing during the FIFA World Cup and Olympics season.

Council Member Lo thanked the City for hosting the Navy personnel during Fleet Week 2025, and the people who attended the Memorial Day Service at the American Legion. He also spoke about his appearance at the recent City Council Special meeting of June 3, 2025 where he commented on the importance of crisis communication and elaborated on Assembly Bill AB893, created by Assemblymember Mike Fong.

Mayor Pro Tem Yang talked about her attendance at the Public Works Week event at the City Yard and at the Memorial Day Service at the American Legion. She detailed her, Council Member Wong's and Mayor Ngo's appearance at the California Institute of Technology's (Cal Tech) earthquake tour in the San Gabriel Valley and the City Council Special Budget meeting that occurred on May 28, 2025.

Mayor Ngo highlighted his attendance to many of the same events and elaborated on his participation at the Parents Day event at NBC Seafood Restaurant; the United States Tennis Association Tennis Day event; the Cal Tech earthquake tour, the Memorial Day Service at the American Legion and spoke about Fleet Week.

13. Future Agenda Items

Council Member Sanchez requested an update on development/housing projects in the City.

14. Closed Session (if required; City Attorney to announce)

None.

15. Adjourn

There being no further business for consideration, the meeting was adjourned at 10:08 p.m.

_____
Maychelle Yee
City Clerk

Approved on MM DD, 2025, at the Regular City Council Meeting

MINUTES
MONTEREY PARK CITY COUNCIL
FINANCING AUTHORITY (MPFA)
HOUSING AUTHORITY (MPHA)
GEOLOGIC HAZARD ABATEMENT DISTRICT (GHAD)
SUCCESSOR AGENCY (SA)
SPECIAL MEETING
JUNE 18, 2025

The City Council, the Financing Authority (MPFA), the Housing Authority (MPHA), the Geologic Hazard Abatement District (GHAD), and the Successor Agency (SA) of the City of Monterey Park held a Special Meeting of the Council in Room 266, Second Floor of City Hall located at 320 West Newmark Avenue in the City of Monterey Park, Wednesday June 18, 2025, at 5:30 p.m.

1. Call to Order

Mayor Ngo called the meeting to order at 5:33 p.m.

2. Roll Call

City Manager Alvarez called the roll:

Council Members Present: Henry Lo, Vinh Ngo, Jose Sanchez, Thomas Wong, Elizabeth Yang arrived at 5:34 p.m.

Council Members Absent: None.

Also Present:

City Attorney Karl Berger
Assistant City Manager Diana Garcia
Director of Finance Martha Garcia
Director of Human Resources and Risk Management Christine Tomikawa

Virtually Present: None.

3. Public Communications: None.

4. Closed Session

The City Council adjourned to Closed Session at 5:34 p.m.

4.A. Conference with Labor Negotiators (Government Code § 54957.6)

City Negotiators: City Attorney, City Manager, Daphne Anneet, and Director Christine Tomikawa
Employee Organization: Confidential Employees' Association, Firefighters' Association, Mid-Management Association, Police Captains' Association, Police Officers' Association, Police Officers' Mid-Management Association, Professional Chief Officers' Association, and Service Employees International Union, Local 721

6. Adjourn

The City Council reconvened and adjourned from Closed Session with all Council Members present at 6:22 p.m. There being no further business for consideration, the meeting was adjourned at 6:22 p.m.

No reportable action taken in Closed Session.

Maychelle Yee
City Clerk

Approved on MM DD, 2025, at the Regular City Council Meeting

MINUTES
MONTEREY PARK CITY COUNCIL
FINANCING AUTHORITY (MPFA)
HOUSING AUTHORITY (MPHA)
GEOLOGIC HAZARD ABATEMENT DISTRICT (GHAD)
SUCCESSOR AGENCY (SA)
REGULAR MEETING
JUNE 18, 2025

The City Council, the Financing Authority (MPFA), the Housing Authority (MPHA), the Geologic Hazard Abatement District (GHAD), and the Successor Agency (SA) of the City of Monterey Park held a Regular Meeting of the Council in the Council Chamber, located at 320 West Newmark Avenue in the City of Monterey Park, Wednesday, June 18, 2025 at 6:30 p.m.

1. **Call to Order:** Mayor Ngo called the meeting to order at 6:41 p.m.

2. **Flag Salute:** The Monterey Park Police Explorers led the flag salute.

3. **Roll Call:**
Deputy City Clerk Cindy Trang called the roll:

Council Members Present: Henry Lo, Vinh Ngo, Jose Sanchez, Thomas Wong, Elizabeth Yang
Council Members Absent: None.

Also Present:
City Manager Inez Alvarez
City Attorney Karl Berger
Assistant City Manager Diana Garcia
Director of Finance Martha Garcia
Director of Human Resources and Risk Management Christine Tomikawa
Interim Director of Community Development Phillip Lanzafame
Director of Recreation and Community Services Robert Aguirre
Acting City Librarian LV Frazier
Director of Public Works Shawn Igoe
Police Chief Scott Wiese
IT Manager Martin Dinh
Planning Manager Beth Chow
Recreation and Community Services Manager Christina Alatorre

Finance Manager Laura Borjon
Engineering Manager/Transtech Consultant Ziad Mazboudi
Principal Management Analyst Rebecca Bojorquez
Recreation and Community Services Program Coordinator Guillermo Chavez
Office Assistant II Michelle Martinez

Virtually Present: None.

4. Agenda Additions, Deletions, Changes and Adoptions:
City Manager Alvarez reported the addition of an addendum to Exhibit A in the proposed resolution for Agenda Item No. 10.B. and Mayor Pro Tem Yang's request to remove Agenda Item No. 9.B. off the Agenda. Council Member Sanchez requested Agenda Item No. 9.K. to be heard before Public Communications.

5. Public Communications:

Public Communications were heard after Agenda Item No. 9.K.

- Ronan Rock was given seven minutes as Abel Rock yielded their time. Ronan voiced frustrations on the wants and needs of the citizens in Monterey Park, emphasizing the recent actions from the Immigration and Customs Enforcement.

- Lauren Sosa spoke about the Barnes Park pool and the benefits it brought to the community. She elaborated on the Monterey Park Manta Ray's (MPMR) ongoing efforts to acquire a permanent pool to train and requested to have this topic be further discussed as a future Agenda Item.

- Diego Garcia talked about his experience using the Barnes Park pool while it was still active and expressed his frustrations on the difficulty for MPMR to practice at Elder Park pool.

- Armando Ng was given seven minutes as Melinda Ng yielded her time to him. Armando researched the City's finances, claiming the funds to be sufficient to build in a new pool. He requested clarity on what type of projects would be supported through the City funds.

- Tracy Sy voiced her opinion on the City's management of funds and requested the City's cooperation to make the Barnes Park pool a priority project.

- Jocelyn Jo provided her opinion about the Barnes Park pool and why it should be saved. She talked about her role as a coach for MPMR, detailing the difficulty of training at a pool that is not up to competitive standards.

- Dylan Caloza conveyed his experiences as a swimmer for Mark Keppel and as a Lifeguard for the City of Monterey Park. He provided information about the lack of space to accommodate the growing demand for aquatic programs and requested to have the Barnes Park pool as a topic on a future agenda.

- Andrew Yip, a member of Veterans for Peace, shared his appreciation to Mayor Pro Tem Yang for removing Agenda Item No. 9.B. from the agenda and conveyed his frustrations about the item.

- Hrag Balian expressed his opinion on Agenda Item No. 9.B. claiming Monterey Park has no official business to travel to Israel and thanked Mayor Pro Tem Yang for removing the item from the agenda.

- Emily Chu stated her opinion about Agenda Item No. 9.B. She believed the trip to Israel was inappropriate and does not serve the public to any capacity.

- Matt S. shared his frustrations about Agenda Item No. 9B., stating the City has no purpose traveling to Israel as it does not pertain to City affairs.

- Deputy City Clerk Trang received and filed 25 written communications from Kimberly Phung, Leslie Yick, Alberto Herrera, Lokyee Ay, Hannah Wong, Richard Serrato, Rebecca L, Andrea Villanueva, Lisa P. Luu, Alyx Liu, Noreen Lue, Vivian Tran, Hrag Balian, Emily Chu, Jessica Ju, the Ju-Chua Household, Genesis Serrano, Raymond Chua, Alice Li, Sofia Aguilar, Sam Anzai, Lizeth Rizo, Chen Gu and Raina Ramirez all in opposition of Agenda No. 9.B.

6. Staff Communications: None.

7. Presentation: None.

8. Old Business: None.

9. Consent Calendar Items Nos. 9.A.- 9.L.
All items under the Consent Calendar are considered by the City Council to be routine and will be enacted by one motion. Specific items may be removed from the Consent Calendar at the request of any member of the City Council for separate consideration.

Action Taken: Mayor Pro Tem Yang announced a potential Conflict of Interest on Agenda Item No. 9.E. and abstained from the item. Agenda Item No. 9.B. was removed from the Agenda during Agenda Additions Deletions Changes and Adoptions and was not heard for consideration. The City Council approved and adopted Agenda Item Nos. 9.A., 9.C., 9.D., 9.E., 9.F., 9.G., 9.H., 9.J., and 9.L., except for Agenda Item No. 9.I. and 9.K. which were pulled for discussion, separate motion, reading resolutions and ordinances by the title only and waiving further reading thereof.

Motion: Moved by Council Member Wong and seconded by Council Member Sanchez, motion carried by the following vote:

Ayes:	Council Members:	Wong, Sanchez, Lo, Yang, Ngo
Noes:	Council Members:	None
Absent:	Council Members:	None
Abstain:	Council Members:	Yang, for Agenda Item No. 9.E.
Recusal:	Council Members:	None

9.A. Minutes

The minutes are a record of the official actions taken at the City Council meeting.

Action Taken: The City Council approved the minutes from the special meetings of May 5, 2025 and May 7, 2025 and the regular meeting of May 7, 2025, on Consent Calendar.

9.B. Authorizing Mayor Pro Tem Yang to attend the Jewish Federation's Trip to Israel on July 20-27, 2025

Mayor Pro Tem Yang received an invitation from the Jewish Federation to participate in trip to Israel from July 20 to July 27, 2025. To comply with applicable ethics rules, participating in this program is contingent upon acknowledgment by the City Council that the program is related to an important governmental function.

Recommendation: It is recommended that the City Council consider acknowledging that participation in the Jewish Federation's Trip to Israel is related to an important governmental function, and authorizing Mayor Pro Tem Yang to attend.

Action Taken: The City Council removed Agenda Item No. 9.B. off the Agenda during Agenda during Agenda Additions, Deletions, Changes and Adoptions and was not heard for consideration.

9.C. Adoption of Fiscal Year 2025-26 Annual Budget

On May 28, 2025, the City Council conducted a public budget workshop regarding the City's current finances, projected revenues, financial obligations, and proposed budget for fiscal year 2025-26. The budget for FY 2025-2026 presents a spending plan that anticipates $162.5 million in estimated operating revenues and transfers-in; $8.4 million from grant advancements and fund balance from all funds combined; and $170.7 million in operating, and capital improvements expenditures and transfers-out. Significant changes to next fiscal year's budget, including the reclassification of various staff, the increased CalPERs Unfunded Accrual Liability ("UAL"), and all other goals and objectives associated with the City budget, were presented and discussed at the workshop.

In addition, the City Council's fiscal year 2025-2026 Strategic Plan Goals were added to the budget document to provide a roadmap for prioritizing implementation of the specific objectives of focus the budget cycle.

Action Taken: The City Council adopted Resolution No. 2025-R52/ SA-192 / MPFA-6 / MPHA-4 / MPK GHAD-5 the City's and Successor Agency's Fiscal Year 2025-2026 Annual Budget, on Consent Calendar.

Resolution No. 2025-R52/ SA-192 / MPFA-6 / MPHA-4 / MPK GHAD-5
A resolution adopting the Fiscal Year 2025-2026 final operating, debt and capital budget, and annual appropriations limit for the city of Monterey Park; the Successor Agency to the Monterey Park Redevelopment Agency; the Monterey Park Financing Authority; the Monterey Park Housing Authority; and the Geologic Hazard Abatement District

9.D. Amendment to Agreement 2230-AA with City Management Advisors, LLC for Executive Recruitment Services

The City has utilized City Management Advisors, LLC to conduct two prior executive level recruitments for the Director of Public Works and Director of Community Development. City Management Advisors, LLC brings a wealth of experience and expertise in recruiting for executive level positions across the state of California. The Director of Human Resources and Risk Management ("Director") is recommending an amendment to the professional services agreement to complete the City's recruitment for the Fire Chief position. The amendment is valued at $28,000 which brings the total value of the contract to $80,000.

Action Taken: The City Council ratified a Third Amendment with City Management Advisors, LLC in a form approved by the City Attorney, to provide executive recruitment services in an amount of $28,000 and authorized the City Manager, or designee, to appropriate $28,000 from the General Fund into the 2024-2025 Fiscal Year budget, on Consent Calendar.

9.E. Waive further reading and adopt an Ordinance amending the Monterey Park Municipal Code ("MPMC") to implement the General Plan concerning mixed use development and development standards

The City's General Plan contains the Revised Monterey Park 2040 Land Use Element ("LUE") and 6th cycle (2021-2029) Housing Element ("HE") establishing a vision and long-term goals for development, housing, and redevelopment within the City.

The attached Ordinance (to the staff report) implements the LUE and HE by amending the MPMC to allow residential and mixed use development in mixed use zones, consistent with the LUE, subject to those development standards in the underlying zone. These changes clarify that the General Plan applies to all properties, takes precedence over conflicting or obsolete regulations, and creates a consistent framework that allows for expanded housing opportunities consistent with the City's vision and long-term development goals.

This item was originally noticed for public hearing at the May 7, 2025, City Council meeting at which time the Interim Director of Community Development ("Director") requested a continuance. The City Council continued the public hearing to June 4, 2025. The draft ordinance is attached for the Council's consideration.

The Ordinance was introduced and received first reading at the June 4, 2025 City Council meeting. Second reading and adoption of this Ordinance is recommended. If adopted, the ordinance will take effect in 30 days.

Public Speaker:

- Deputy City Clerk Trang received and filed a written communication from Lucia Roybal. Lucia urged the City Council to reject the proposed Ordinance on Agenda Item No. 9.E. as she believed it opens the door to development in areas without public transparency or formal process. She stated her intention to file a complaint with the California Department of Housing and Community Development.

Action Taken: Mayor Pro Tem Yang declared a potential Conflict of Interest on Agenda Item No. 9.E. and abstained from the item. The City Council waived the second reading and adopted Ordinance No. 2263, on Consent Calendar.

Ordinance No. 2263
An Ordinance amending the Monterey Park Municipal Code to implement the General Plan concerning Mixed Use Development and Development Standards

9.F. Urban Area Security Initiative - Award of Contract to Richard Beckman, of Beckman Educational Consultants, for the Regional Training Group ("RTG") Fire Service Training Officer

The City of Los Angeles is a Subgrantee of the Homeland Security Program – Urban Area Security Initiative ("UASI") that is provided by the U.S. Department of Homeland Security. Pursuant to the subrecipient agreement, the City of Los Angeles may enter into an agreement with the City of Monterey Park. A portion of the grant funds awarded to the City of Monterey Park will include salaries for a full-time Regional Training Group ("RTG") Fire Training Officer position, for the Los Angeles Area Fire Chiefs Association ("LAAFCA").

In accordance with the MPMC Chapter 3.20, the Interim Fire Chief ("Chief') completed a bidding process to identify a viable candidate for the RTG Fire Training Officer position. The position was advertised on the City's website and through various websites related to firefighting. Three candidates submitted proposals and interviews were conducted to verify each candidate's qualifications.

The panel, comprised of current and retired fire chiefs, confirmed that Richard Beckman of Beckman Educational Consultants, LLC is qualified for the position. Mr. Beckman has over 40 years of experience in the fire service, with the last seventeen years of his career at the City of San Gabriel, where he served as Battalion Chief and Deputy Chief. Additionally, he has Bachelor's in Fire Protection Administration and Technology and has served as an instructor at Rio Hondo College for over 20 years. Mr. Beckman's work experience coupled with his education make him a prime candidate for the position.

The Chief recommends City Council authorize the City Manager to execute an agreement, in a form approved by the City Attorney with Richard Beckman of Beckman Educational Consultants, LLC., for an amount to not exceed $450,000. The current grant-funded position will span over three grant award years. The contract is contingent on the award of funds from the City of Los Angeles.

Action Taken: The City Council authorized the City Manager to execute a one year agreement in the amount of $150,000, with the option to extend for an additional two years, with Richard Beckman of Beckman Educational Consultants, LLC., in a form approved by the City Attorney, to provide training and further develop response readiness of Los Angeles area fire agencies for incidents of national significance for an amount not to exceed $450,000 and authorized the City Manager, or designee, to appropriate $150,000 in grant funding to the FY 2025-2026 budget, on Consent Calendar.

9.G. SB1 Funding - Annual Adoption of Projects

Senate Bill 1 (2017) ("SB1"), the Road Repair and Accountability Act of 2017, addresses the significant multi-modal transportation funding shortfall statewide. As of November 2017, portions of SB1 revenues are deposited into a Road Maintenance and Rehabilitation Account ("RMRA") and made available to eligible cities and counties, which must comply with RMRA funding requirements as determined by the California Transportation Commission ("CTC").

RMRA funds made available for the Local Streets and Roads Funding Program are prioritized for expenditure on basic road maintenance and rehabilitation projects, and on critical safety projects. The CTC provided a number of example projects and uses for RMRA funding that include, without limitation: road maintenance and rehabilitation, safety projects, railroad grade separations, complete streets components (including active transportation purposes, pedestrian and bicycle safety projects, transit facilities, and drainage and stormwater capture projects in conjunction with any other allowable project), and traffic control devices.

Action Taken: The City Council adopted Resolution No. 2025-R53 identifying a street maintenance project to be included in the FY 2025-26 and budget and funded with Road Maintenance and Rehabilitation Act ("RMRA") funds, in a form approved by the City Attorney, on Consent Calendar.

Resolution No. 2025-R53
A resolution identifying a street maintenance project list to be included in the FY 2025-26 budget and funded by Senate Bill 1: Road Repair and Accountability Act of 2017

9.H. Amendment to various Public Works Agreements for Fiscal Year 2025-26

The Public Works department is responsible for providing and maintaining the City's infrastructure to ensure the health, safety, and welfare of the City's residents and visitors. To address the Department's various needs, the City may seek contracted services with vendors for Public Works related services. It is recommended that City Council consider approving annual extensions for City agreements with vendors who are currently providing services to the City. This would ensure continuity of services for fiscal year 2025-26.

Action Taken: The City Council authorized the City Manager to execute amendments to various Public Works agreements for Fiscal Year 2025-26, in a form approved by the City Attorney, on Consent Calendar.

9.I. Award of Contract to Ferguson Enterprises for Advanced Metering Infrastructure Project

In July 2024, the City contracted with MeterSYS, LLC, a consulting firm specializing in the planning and implementation of Advanced Metering Infrastructure ("AMI") solutions for public utilities, to support staff with the implementation of the AMI project. AMI is an integrated system that enables two-way communication between utilities (such as water) and customers through a network of smart meters, communication channels, and data management systems. This AMI is listed as Capital Improvement Project ("CIP") No. 99024 – 2024-25 Water Meter Replacement Project. It will replace approximately 13,500 existing water meters and associated infrastructure, improving meter accuracy, reducing water loss, and enhancing customer service through real-time usage monitoring. MeterSYS developed the AMI specifications for the Request for Proposals ("RFP") and assisted staff with review of proposal and the vendor selection process.

In January, the City Council adopted Resolution No. 2025-R3 which declared a local emergency (based upon the fire storm events during that month) and authorized the City Manager and Public Works Director to take all (and immediate) actions needed to secure contractors to construct the City's Capital Improvement Plan included with that Resolution. To help ensure the City received competitive pricing while also delivering the AMI expeditiously, the Public Works Director utilized the design/build contracting process authorized by Public Contract Code ("PCC") § 22162. Accordingly, the City issued RFPs and received proposals from Ferguson Waterworks (Neptune), Core and Main (Kamstrup), and Aqua-Metric (Sensus) to complete the AMI CIP. The design/build process does not require the City to award a contract to the lowest bidder; it may select the contractor with the best proposal to complete a project.

After receiving these proposals, the Public Works Director utilized a competitive procedure to determine which one was best for the City. Following that process, the Public Works Director determined Ferguson is the recommended contractor.

CEQA (California Environmental Quality Act):
The proposed project is categorically exempt from the requirements of the California Environmental Quality Act (CEQA) pursuant to 14 California Code of Regulations § 15301 as a Class 1 categorical exemption (Existing Facilities). The Project results in minor alterations to existing public facilities involving no significant expansion of the existing use. The Project is not anticipated to have any significant impacts with regard to traffic, noise, air quality or water quality.

Discussion: Director of Public Works Igoe presented a PowerPoint presentation depicting details of the Advanced Metering Infrastructure Project and its potential benefits to the City.

Action Taken: The City Council adopted Resolution No. 2025-R54 authorizing the City Manager to execute a design/build agreement, in a form approved by the City Attorney, with Ferguson Enterprises, LLC dba Ferguson Waterworks in the amount of $9,826,029 for the Advanced Metering Infrastructure ("AMI") Project and authorized the Director of Public Works to approve change orders and contingency up to $453,149, or 5% of the contract amount, for a total project cost of $9,826,029.

Motion: Moved by Council Member Wong and seconded by Council Member Lo, motion carried by the following vote:

Ayes:	Council Members:	Wong, Sanchez, Lo, Yang, Ngo
Noes:	Council Members:	None
Absent:	Council Members:	None
Abstain:	Council Members:	None.
Recusal:	Council Members:	None

Resolution No. 2025-R54
A resolution authorizing the City Manager to execute a design/build Public Works Agreement with Ferguson Enterprises, LLC DBA Ferguson Waterworks for the advanced metering infrastructure project

9.J. A Resolution of the City Council of the City of Monterey Park Declaring and Recognizing June 23, 2025, as the 43rd Anniversary of the Death of Vincent Jen Chin (As Requested by Council Member Lo)

The resolution is being brought forth to the Council for consideration at the request of Council Member Lo.

Action Taken: The City Council approved Resolution No. 2025-R55, on Consent Calendar.

Resolution No. 2025-R55
A resolution of the City Council of the City of Monterey Park, California, declaring and recognizing June 23, 2025, as the 43rd anniversary of the death of Vincent Jen Chin

9.K. A Resolution of the City Council of the City of Monterey Park Declaring and Recognizing June 23-27, 2025, as National Boys & Girls Club Week (Requested by Council Member Sanchez)

Agenda Item No. 9.K. was heard before Public Communications.

The resolution is being brought forth to the Council for consideration at the request of Council Member Sanchez.

Public Speaker:

- Kurtis Sundblom, development officer of the Boys and Girls Club, shared information about the work their organization provides to the community and thanked the city for their continued partnership and support.

Action Taken: The City Council approved Resolution No. 2025-R56, on Consent Calendar.

Motion: Moved by Council Member Sanchez and seconded by Mayor Pro Tem Yang, motion carried by the following vote:

Ayes:	Council Members:	Wong, Sanchez, Lo, Yang, Ngo
Noes:	Council Members:	None
Absent:	Council Members:	None
Abstain:	Council Members:	None
Recusal:	Council Members:	None

Resolution No. 2025-R56
A resolution of the City Council of the City of Monterey Park, California, declaring and recognizing June 23-27,2025, as National Boys & Girls Club Week

9.L. Consideration of Sending Letter of Support on behalf of funding for Local Housing Trust Fund Programs in Housing Bonds

The San Gabriel Valley Regional Housing Trust reached out to request the City of Monterey Park's support in a letter campaign to include local housing trusts and affordable housing developers in two housing bonds: Assembly Bill 736 (2025)("AB 736") by Assemblymember Buffy Wicks (D-Oakland) and Senate Bill 417 (2025) ("SB 417") by Senator Christopher Cabaldon (D-Yolo). The email received by Council Member Wong is attached for reference. The letter, to which City Council's signatures will be added, is also attached for City Council’s consideration.

Action Taken: The City Council added the Council's signatures to a letter in support of funding for the Local Housing Trust Fund ("LHTF") program, on Consent Calendar.

10. Public Hearing

10.A. Public Hearing to Consider Approving Assessments for the Citywide Maintenance District No. 93-1 for Fiscal Year 2025-26 Pursuant to Streets and Highways Code §§ 22500, et seq

In 1993, the City formed Citywide Maintenance District No. 93-1 (the “District”) to finance the operation and maintenance of public street lighting and landscaping. The District was renewed each of the past 32 years and must be renewed for Fiscal Year 2025-26 in order for the City to continue collecting assessments. The City started the process to renew its District for Fiscal Year 2025-26 at its May 7, 2025 City Council meeting. At that time, the City Council approved the Engineer's Report; adopted the Resolution of Intention (Resolution No. 2025-R34) and scheduled the required public hearing for June 18, 2025.

The District renewal will follow the City Council’s action at the conclusion of the June 18th public hearing.

CEQA (California Environmental Quality Act):
The City reviewed the environmental impacts of the extension under the California Environmental Quality Act (Public Resources Code §§ 21000, et seq. “CEQA”) and the regulations promulgated thereunder (14 Cal. Code of Regs. §§ 15000, et seq., the “CEQA Guidelines”). The proposed action is exempt from additional environmental review because it establishes, modifies, structures, restructures, and approves rates and charges for meeting operating expenses; purchasing supplies, equipment, and materials; meeting financial requirements; and obtaining funds for capital projects needed to maintain service within existing service areas.

Discussion: Finance Manger Borjon presented a staff report depicting details about the renewal of Assessments for the Citywide Maintenance District for Fiscal Year 2025-2026 in relation to the operation and maintenance of public street lighting and landscaping.

Ed Espinoza, consultant from Francisco and Associates, virtually present was available for questions.

Action Taken: The City Council opened the public hearing at 7:52 p.m. received no registered speakers and documentary and testimonial evidence; closed the public hearing at 7:52 p.m. and adopted Resolution No. 2025-R57 authorizing the Levy and Collection of Assessments for Fiscal Year 2025-26 for Citywide Maintenance District No. 93-1 pursuant to Streets and Highways Code § 22587.

Motion: Moved by Council Member Wong and seconded by Council Member Lo, motion carried by the following vote:

Ayes:	Council Members:	Wong, Sanchez, Lo, Yang, Ngo
Noes:	Council Members:	None
Absent:	Council Members:	None
Abstain:	Council Members:	None
Recusal:	Council Members:	None

Resolution No. 2025-R57
A resolution authorizing the Levy and Collection of Assessments for Fiscal Year 2025-26 in Citywide Maintenance District No. 93-1 pursuant to Streets and Highways Code § 22587

10.B. A Resolution adopting the FY 25-26 Capital Improvement Plan

The City's FY2025-26 proposed budget includes an updated Capital Improvement Plan ("CIP") outlining the City's capital investments over a five-year period. The Public Works Director ("Director") recommends that City Council adopt a Resolution approving the proposed CIP, grants authorization for the City Engineer to approve plans specifications for CIP, and authorizes the Director to advertise projects for construction bids when required or needed.

Public Speakers:

- Margaret Leung spoke about the Capital Improvement Plan (CIP) and suggested an engineering assessment for the projects. She recommended a preventative maintenance program and asked the city to maintain its infrastructure in an orderly manner.

- Armando Ng elaborated on the proposed funding of the upcoming CIP projects listed for the next 5 years and commented on the City's potential funding for those projects.

Discussion: Director of Public Works Igoe provided a PowerPoint describing the Capital Improvement Plan depicting completed projects during FY24-25 and the upcoming approved projects of FY 25-26.

City Manager Alvarez reported a typo on the PowerPoint presentation, correcting the Agenda Item as 10.B. instead of 10.C. She declared the addition of an addendum to Exhibit A of the proposed resolution for Agenda Item No. 10.B. during Agenda Additions Deletions Changes and Adoptions.

Action Taken: The City Council opened a public hearing at 8:02 p.m. to receive documentary and testimonial evidence; closed the public hearing at 8:23 p.m., considered the evidence, adopted Resolution No. 2025-R58 finding the FY 2025-26 Capital Improvement Plan ("CIP") conforms with the General Plan, authorized the City Engineer to approve plans and specifications for capital improvement projects, and authorizing the Public Works Director to solicit bids for capital improvement projects identified in the CIP.

Motion: Moved by Council Member Wong and seconded by Mayor Pro Tem Yang, motion carried by the following vote:

Ayes:	Council Members:	Wong, Sanchez, Lo, Yang, Ngo
Noes:	Council Members:	None
Absent:	Council Members:	None
Abstain:	Council Members:	None
Recusal:	Council Members:	None

Resolution No. 2025-R58
A resolution finding the FY 2025-26 Capital Improvement Plan ("CIP") conforms with the General Plan; authorizing the City Engineer to approve plans and specifications for Capital Improvement Projects; and authorizing the Public Works Director to solicit bids for Capital Improvement Projects identified in the CIP

10.C. Continue the public hearing to consider adoption of an Ordinance amending Title 6 of the Monterey Park Municipal Code in its entirety regarding public health services and incorporation of Title 11 of the Los Angeles County Code

The proposed Ordinance amends Title 6 of the Monterey Park Municipal Code in its entirety regarding public health services and incorporates Title 11 of the Los Angeles County Code.

Staff recommends continuing this item to the July 2, 2025, City Council meeting to allow for compliance with public hearing notice requirements.

Action Taken: The City Council opened the public hearings at 8:23 p.m. for Agenda Item No. 10.C and 10.D and continued the public hearings to the July 2, 2025, City Council meeting. Agenda Item No. 10.C. was approved alongside Agenda Item No.10.D. in one motion

Motion: Moved by Council Member Wong and seconded by Sanchez, motion carried by the following vote:

Ayes:	Council Members:	Wong, Sanchez, Lo, Yang, Ngo
Noes:	Council Members:	None
Absent:	Council Members:	None
Abstain:	Council Members:	None
Recusal:	Council Members:	None

10.D. Continue the public hearing to consider adoption of an Ordinance updating the Fire Hazard Severity Zones ("FHSZ") pursuant to Government Code section 51178

The proposed Ordinance adopts the updated Fire Hazard Severity Zones ("FHSZ") map from the Office of the State Fire Marshal, pursuant to Government Code section 51178.

Staff recommends continuing this item to the July 2, 2025, City Council meeting to allow for compliance with public hearing notice requirements.

Action Taken: The City Council opened the public hearings at 8:23 p.m. for Agenda Item No. 10.C and 10.D and continued the public hearings to the July 2, 2025, City Council meeting. Agenda Item No. 10.D. was approved alongside Agenda Item No.10.C. in one motion

Motion: Moved by Council Member Wong and seconded by Sanchez, motion carried by the following vote:

Ayes:	Council Members:	Wong, Sanchez, Lo, Yang, Ngo
Noes:	Council Members:	None
Absent:	Council Members:	None
Abstain:	Council Members:	None
Recusal:	Council Members:	None

11. New Business: None.

12. CITY COMMUNICATIONS (CITY COUNCIL)

Council Member Sanchez spoke about the history and recognition of Juneteenth as a federal holiday, mentioned Vincent Chin Day, requested a resolution for next year recognizing Juneteenth and showed appreciation to the Public Works Department for the Capital Improvement Plan.

Council Member Lo recognized the 23rd anniversary of the Death of Vincent Chin. He spoke about the recent protests regarding the current presidential administration and the actions displayed by the United States Immigration and Customs Enforcements.

Mayor Pro Tem Yang congratulated Mayor Ngo's new role as Vice President for the Chinese Elected Officials Board of Directors. She spoke about the upcoming Community Conversations Special meeting at El Encanto on June 23, 2025 and announced the Cameroonian Festival at Barnes Park and wished Council Member Sanchez an early Happy Birthday.

Mayor Ngo reported his attendance to many of the Garvey School District's promotion ceremonies and mentioned his appearance at the Monterey Park Rotary Club and at the Monterey Park Lion's Club meetings. He mentioned his attendance at the American Legion in celebration of the United States 250th Birthday and had a discussion on ways to better serve Veterans. He conveyed his opinion on the No Kings Day March and elaborated on the City Council's commitment to protect and promote immigrant rights in the community.

13. Future Agenda Items
None.

14. Closed Session (if required; City Attorney to announce)
None.

15. Adjourn
There being no further business for consideration, the meeting was adjourned at 8:35 p.m.

_____
Maychelle Yee
City Clerk

Approved on MM DD, 2025, at the Regular City Council Meeting

MINUTES
MONTEREY PARK CITY COUNCIL
FINANCING AUTHORITY (MPFA)
HOUSING AUTHORITY (MPHA)
GEOLOGIC HAZARD ABATEMENT DISTRICT (GHAD)
SUCCESSOR AGENCY (SA)
SPECIAL MEETING
JUNE 25, 2025

The City Council, the Financing Authority (MPFA), the Housing Authority (MPHA), the Geologic Hazard Abatement District (GHAD), and the Successor Agency (SA) of the City of Monterey Park held a Special Meeting of the Council in Room 266, Second Floor of City Hall located at 320 West Newmark Avenue in the City of Monterey Park, Wednesday June 25, 2025, at 5:00 p.m.

1. Call to Order

Mayor Ngo called the meeting to order at 5:01 p.m.

2. Roll Call

City Manager Alvarez called the roll:

Council Members Present: Henry Lo, Vinh Ngo, Jose Sanchez, Thomas Wong, Elizabeth Yang

Council Members Absent: None.

Also Present: City Manager Inez Alvarez, City Attorney Karl Berger, Assistant City Manager Diana Garcia

Virtually Present: None.

3. Public Communications: None.

4. Closed Session

The City Council adjourned to Closed Session at 5:01 p.m.

4.A. Conference with legal counsel, initiation of litigation (Government Code § 54956.9(d)(4)). Number of potential cases: one.

6. Adjourn

The City Council reconvened and adjourned from Closed Session with all Council Members present at 5:33 p.m. There being no further business for consideration, the meeting was adjourned at 5:33 p.m.

No reportable action taken in Closed Session.

_____
Maychelle Yee
City Clerk

Approved on MM DD, 2025, at the Regular City Council Meeting

MINUTES
MONTEREY PARK CITY COUNCIL
FINANCING AUTHORITY (MPFA)
HOUSING AUTHORITY (MPHA)
GEOLOGIC HAZARD ABATEMENT DISTRICT (GHAD)
SUCCESSOR AGENCY (SA)
SPECIAL MEETING
JULY 2, 2025

The City Council, the Financing Authority (MPFA), the Housing Authority (MPHA), the Geologic Hazard Abatement District (GHAD), and the Successor Agency (SA) of the City of Monterey Park held a Special Meeting of the Council in Room 266, Second Floor of City Hall located at 320 West Newmark Avenue in the City of Monterey Park, Wednesday July 2, 2025, at 5:30 p.m.

1. Call to Order

Mayor Pro Tem Yang called the meeting to order at 5:33 p.m.

2. Roll Call

City Manager Inez Alvarez called the roll:

Council Members Present: Henry Lo at 5:36 p.m., Vinh Ngo arrived at 5:54 p.m., Jose Sanchez, Thomas Wong, Elizabeth Yang

Council Members Absent: None.

Also Present:
City Attorney Karl Berger
Police Chief Scott Weise
Director of Human Resources and Risk Management Christine Tomikawa

Virtually Present: Director of Finance Martha Garcia

3. Public Communications: None.

4. New Business

4.A. Consideration and possible action to adopt an urgency ordinance regulating conduct with federal authorities engaged in immigration enforcement actions upon a four-fifths vote

Since being inaugurated in January 2025, the President of the United States has launched nationwide immigration enforcement actions. Essentially, this is the implementation of the Project 2025 plan (the “Plan”) for the "largest deportation program in American history" and enabling Immigration and Customs Enforcement (ICE) to use expedited removal procedures nationwide. This means immigrants found anywhere in the U.S. could be quickly deported without judicial review. The Plan provides that ICE would be allowed to conduct raids in sensitive locations such as schools, hospitals, and religious institutions, eliminating existing protections and increasing fear in immigrant communities. Additionally, state and local police would be integrated into federal immigration enforcement, and states or cities that do not cooperate could face penalties. As shown in Attachment 1 to this Staff Report, the Plan anticipates ICE will be integral to enhanced immigration enforcement.

The proposed ordinance, if adopted, would codify the City Council’s previous actions in 2017 and 2024: unless required by applicable law, City resources may not be utilized to assist federal agencies engaged immigration enforcement actions. This ordinance is proposed to be adopted as an urgency ordinance; a regular ordinance would be on the City Council’s July 16, 2025 regular meeting agenda for consideration.

Recommendation: It is recommended that the City Council consider
(1) Adopting an Urgency Ordinance upon 4/5 vote pursuant to Government Code § 65858 adding a new Chapter 9.110 to the Monterey Park Municipal Code regulating city official’s conduct with federal authorities engaged in immigration enforcement actions; and
(2) taking such additional, related action that may be desirable.

Action Taken: By Consensus, the City Council moved Agenda Item No. 4.A. to the July 2, 2025 regular meeting Agenda after Agenda Item No. 9.F.

5. Closed Session
The City Council adjourned to Closed Session at 5:37 p.m.

5.A. Existing litigation: Duke v. City of Monterey Park (filed March 9, 2023) LASC Case No. 23STCV05275.

5.B. Conference with legal counsel, initiation of litigation (Government Code § 54956.9(d)(4)). Number of potential cases: one.

5.C. Conference with legal counsel, anticipated litigation (Government Code § 54956.9(d)(4)) (no disclosure of names needed): one case.

5.D. Conference with Labor Negotiators (Government Code § 54957.6)

City Negotiators: City Attorney, City Manager, Daphne Anneet, and Director Christine Tomikawa
Employee Organization: Confidential Employees' Association, Firefighters' Association, Mid-Management Association, Police Captains' Association, Police Officers' Association, Police Officers' Mid-Management Association, Professional Chief Officers' Association, and Service Employees International Union, Local 721.

6. Adjourn

The City Council reconvened and adjourned from Closed Session with all Council Members present at 7:05 p.m. There being no further business for consideration, the meeting was adjourned at 7:05 p.m.

Action taken during Closed Session was announced at the July 2, 2025 Regular Meeting as follows: for City Attorney Berger to take all action needed to file a motion to intervene in the federal lawsuit filed on July 2, 2025 captioned Perdomo, et al v. Noem, et al. in the United States District Court for the Central District of California.

_____
Maychelle Yee
City Clerk

Approved on MM DD, 2025, at the Regular City Council Meeting

MINUTES
MONTEREY PARK CITY COUNCIL
FINANCING AUTHORITY (MPFA)
HOUSING AUTHORITY (MPHA)
GEOLOGIC HAZARD ABATEMENT DISTRICT (GHAD)
SUCCESSOR AGENCY (SA)
REGULAR MEETING
JULY 2, 2025

The City Council, the Financing Authority (MPFA), the Housing Authority (MPHA), the Geologic Hazard Abatement District (GHAD), and the Successor Agency (SA) of the City of Monterey Park held a Regular Meeting of the Council in the Council Chamber, located at 320 West Newmark Avenue in the City of Monterey Park, Wednesday, July 2, 2025 at 6:30 p.m.

1. **Call to Order:** Mayor Ngo called the meeting to order at 7:13 p.m.

2. **Flag Salute:** The Monterey Park Fire Explorers led the flag salute. Pledge of Allegiance presented by Civic Superstar Hilde Wilson.

3. **Roll Call:**
Assistant Deputy City Clerk Helena Cho called the roll:

Council Members Present: Henry Lo, Vinh Ngo, Jose Sanchez, Thomas Wong
Elizabeth Yang
Council Members Absent: None.

Also Present:

City Treasurer Amy Lee
City Manager Inez Alvarez
City Attorney Karl Berger
Director of Human Resources and Risk Management Christine Tomikawa
Director of Recreation and Community Services Robert Aguirre
Acting City Librarian LV Frazier
Director of Public Works Shawn Igoe
Police Chief Scott Wiese
Interim Fire Chief Scott Haberle
Police Captain Gus Jimenez
Fire Battalion Chief Ryan Weddle
IT Manager Martin Dinh
Economic Development Manager Joeseph Torres
Planning Manager Beth Chow
Library Manager Linda Vera
Recreation and Community Services Manager Christina Alatorre
Principal Management Analyst Rebecca Bojorquez

Recreation and Community Services Program Coordinator Guillermo Chavez
Recreation and Community Services Program Coordinator Alejandra Espinosa
Administrative Aide Cristina Garcia
Office Assistant II Michelle Martinez

Virtually Present: Director of Finance Martha Garcia

4. Agenda Additions, Deletions, Changes and Adoptions:

Mayor Ngo read a statement authorizing City Attorney Berger to take all action needed to file a motion to intervene in the federal action lawsuit filed on July 2, 2025, captioned Perdomo, et al. V. Noem, et al. In the United States District Court for the Central District of California. He read as follows:

"I am reporting out of Closed Session that the City Council unanimously authorized the City Attorney to take all actions needed to file a motion to intervene in the federal action filed on July 2, 2025 captioned Perdomo, et al. V. Noem, et al. in the United States District Court for the Central District of California.

That case asserts that since early June 2025, federal agents have conducted indiscriminate immigration operations in the Los Angeles area, targeting individuals based on race and ethnicity without reasonable suspicion or warrants. The raids have reportedly led to unlawful detentions and denial of access to legal counsel, with detainees held in inhumane conditions.

The defendants are various federal officials, including the Secretary of the Department of Homeland Security and the Acting Director of U.S. Immigration and Customs Enforcement, among others. They are accused of implementing policies that violate constitutional and statutory rights."

City Manager Alvarez reported pulling Agenda Item No. 4.A from the 5:30 special City Council meeting off the Agenda and requested the addition of the Fire Department under Staff Communications as Agenda Item No. 6.D.

5. Public Communications:

- Hassel Chinos requested a Citywide policy to identify federal agents acting upon the authority of Immigration and Customs Enforcement (ICE).

- Esther Perez spoke about her and fellow neighbors' fear of leaving their homes and wished for a safe and secure community to live in.

- Juan Carlos Ramirez conveyed his concerns regarding the recent actions from the United States Immigration and Customs Enforcement and urged assistance from the Police Department.

- Veronica Ciafone, school administrator at East Los Angeles provided words of admiration to the City Council's support to the community.

- Alex Airusberg expressed his opinion about the recent events initiated by ICE and shared his appreciation to the City Council for showing support to the immigrants in their community.

- Mimi Li acknowledged the City Council for their involvement in the lawsuit against the Trump Administration and suggested providing immigration resources to the community.

- Sandy Hernandez communicated her fears about the recent actions enacted by ICE and requested the Police Department's commitment to protect the residents of the community.

- Hortencia Armendariz detailed her opinion about ICE and her how it is instilling fear in her community. She praised the support showed by the City Council for the immigrant community in Monterey Park and urged support from the Police Department.

- Assistant Deputy City Clerk Cho received and filed a written communication from Dolores Seidman. She conveyed her dismay of the proposed trash rate change and claimed it will negatively affect the disabled and elderly.

- Assistant Deputy City Clerk Cho received and filed a written communication from Bryan Ha. Bryan spoke about the recent actions displayed by ICE and questioned how the City Council will protect the immigrant community.

- Police Chief Wiese provided an update on the Police Department's observations during the past weeks. He announced his and the Police Department's commitment to support the immigrant community.

6. Staff Communications:

6.A. Library: Library Manager Vera shared a PowerPoint presentation introducing the summer reading program to encourage children to read and win prizes. She highlighted previous programming from the month of June, detailed new programming for kids, teens and adults for the month of July, announced the registration date for Literacy for All of Monterey Park classes and presented a fundraiser to support the Friends of the Monterey Park Bruggemeyer Library at Panda Express on July 25, 2025.

6.B. Recreation and Community Services: Recreation and Community Services Director Aguirre spoke about the previous events that were held in the month of June which include the Pride Month Festival and Independence Day Celebration. He detailed the proposed resolution to recognize the month of July as “Parks Make Life Better Month” and expressed his appreciation to the dedicated staff in the department.

Recreation and Community Services Program Coordinator Esparza shared upcoming events which include Summer Movies in the Park; Summer Lunches for the Youth; Open Play Basketball for the summer; Dive in Movie Night and summer aquatic programing. She announced the addition of tickets to the Monterey Park event at the Dodger Stadium and thanked those who purchased tickets to the sold-out Cyndi Lauper concert at the Hollywood Bowl.

6.C. Public Works: Public Works Director Igoe introduced the dates for the Monthly Compost Giveaway for the rest of the year at Garvey Ranch Park.

6.D. Fire Department: Fire Battalion Chief Weddle informed the public about fireworks safety during Independence Day, announced different locations to purchase safe and sane fireworks and presented the Community Preparedness Clinic where residents can receive information on what to do during an emergency.

7. Presentation

7.A. Development Projects Update

Economic Development Manager Torres along with Planning Manager Chow provided a PowerPoint presentation detailing the City’s development process and elaborated on projects currently in development which include the renovation of 601 W. Garvey, improvements on 1800 W Garvey Ave, the renovation of Elite Restaurant, the introduction of Tumbling Dumpling, updates on 3700 Ramona Blvd, 1977 Saturn St, 808 W. Garvey Ave, Deerfield Plaza, 507 N Chandler Ave, 816-824 Hellman Ave, 1969 S. Atlantic Blvd, the Celadon Mixed-Use Project, 188 S Chandler Ave, A-1 self-storage, 283 E Garvey Ave, 100-120 N Garfield Ave, 126 N New Ave and introduced the new businesses that have opened at Atlantic Square and Atlantic Times Square.

7.B. Economic Development Strategic Plan Update

Economic Development Manager Torres, along with Planning Manager Chow, shared a presentation with an update of the Economic Strategic Plan (EDSP). He detailed the nine focus areas, and the three strategic focus tiers created to address aspects of economic growth and community well-being.

8. Old Business: None.

9. Consent Calendar Items Nos. 9.A.- 9.F.

All items under the Consent Calendar are considered by the City Council to be routine and will be enacted by one motion. Specific items may be removed from the Consent Calendar at the request of any member of the City Council for separate consideration.

Action Taken: The City Council approved and adopted Agenda Item Nos. 9.A., 9.B., 9.C., 9.D. and 9.E. except for Agenda Item No. 9.F. which was pulled for discussion, separate motion, reading resolutions and ordinances by the title only and waiving further reading thereof.

Motion: Moved by Council Member Wong and seconded by Council Member Sanchez, motion carried by the following vote:

Ayes:	Council Members:	Wong, Sanchez, Lo, Yang, Ngo
Noes:	Council Members:	None
Absent:	Council Members:	None
Abstain:	Council Members:	None
Recusal:	Council Members:	None

9.A. Monthly Investment Report

As of May 31, 2025, invested funds for the City of Monterey Park total $97,864,526.80

Action Taken: The City Council received and filed the monthly investment report, on Consent Calendar.

9.B. Resolution approving the Memorandum of Understanding between the City and the Monterey Park Police Officers' Association for the term of July 1, 2025 to June 20, 2028

The City of Monterey Park representatives ("City") and MPPOA representatives met and conferred in good faith to negotiate the terms and conditions of a new MOU. The parties reached an agreement to be approved by the City Council for a term effective July 1, 2025 to June 30, 2028.

Discussion: The City Clerk’s office provided the public and City Council with a copy of the Memorandum of Understanding between The City of Monterey Park, California and the Monterey Park Police Officers’ Association on July 1, 2025.

Action Taken: The City Council adopted Resolution No. 2025-R59 approving a Memorandum of Understanding ("MOU") between the City of Monterey Park and the Monterey Park Police Officers' Association ("MPPOA"). The MPPOA represents the police corporals and police officers in the Monterey Park Police Department, on Consent Calendar.

Resolution No. 2025-R59
A resolution approving the Memorandum of Understanding for contract year 2025-2028 between the City of Monterey Park and the Monterey Park Police Officers' Association

9.C. Receive and File Housing Element Correspondence with California Department of Housing and Community Development

The City Council continues to take actions to implement the City's certified Housing Element and the Land Use Element (Measure JJ). Most recently, the City Council adopted ordinances adding an overlay zone to portions of the City and ensuring consistency between the General Plan/Land Use Element and the zoning code to continue meeting the deadlines in the Housing Element. An inquiry from the Department of Housing and Community Development ("HCD") regarding the City Council's actions and changes to the Housing Element's site inventory lists prompted the attached exchange with HCD. No action is required. The item is for informational purposes only.

Action Taken: The City Council received and filed the report, on Consent Calendar.

9.D. Maintenance Agreement with Trojan Technologies Corp.

The Water Division is requesting approval of an Agreement with Trojan Technologies Corp . ("Trojan") for preventative maintenance services of the advanced-oxidation ultraviolet treatment system at the Delta Plant. The term is for one year at a cost not to exceed $315,000.

CEQA (California Environmental Quality Act):
These actions are exempt from additional review under the California Environmental Quality Act (California Public Resources Code §§ 2100, et seq., "CEQA") and CEQA Guidelines (14 California Code of Regulations §§ 15000, et seq.) pursuant to CEQA Guidelines § 15061(b)(3), the common sense exemption that CEQA applies only to projects which have the potential for causing a significant effect on the environment applies to the recommended action. It can be seen with certainty that there is no possibility that the proposed action has a significant effect on the environment.

Action Taken: The City Council authorized the City Manager to execute an Agreement with Trojan Technologies Corp., ("Trojan") in a form approved by the City Attorney, for the maintenance of its Advanced-Oxidation Ultraviolet Treatment System at a cost not to exceed $315,000, on Consent Calendar.

9.E. A Resolution Declaring the Month of July as “Parks Make Life Better” Month in the City of Monterey Park

During July, the Recreation and Community Services Department celebrates "Parks Make Life Better” month. By designating July as "Parks Make Life Better" month, the City of Monterey Park, Recreation and Community Services Department urges all residents to enjoy and recognize the social, physical, mental, economic, environmental, and community benefits of our parks. As we observe "Parks Make Life Better" month, we recognize the vital contributions of our employees and volunteers, who all contribute to making parks and recreation facilities a great place to visit. These dedicated staff members and volunteers keep our parks clean and safe for visitors, and they coordinate and organize special events, youth programs, swim lessons, educational classes, senior activities, and health and fitness programs. They ensure that parks and recreation facilities are safe and accessible places to enjoy.

Action Taken: The City Council adopted Resolution No. 2025-R60 declaring the month of July as “Parks Make Life Better” Month in the City of Monterey Park, on Consent Calendar.

Resolution No. 2025-R60
A resolution of the City Council of the City of Monterey Park declaring the month of July 2025 as Parks Make Life Better Month

9.F. Consideration to provide Letter of Support for SB 627, the "No Secret Police Act," and SB 805, the “No Vigilantes Act," on behalf of the City

SB 627 would require law enforcement officers at all levels—local, state, and federal—to show their faces and be identifiable via uniforms when interacting with the public, with certain exceptions such as for SWAT teams and medical-grade masks.

SB 805 would extend crimes regarding impersonating a peace officer, firefighter, or public employee, to include willfully and credibly impersonating any of those entities through any means for the purpose of defrauding another.

SB 805 would require personnel of a law enforcement agency operating in California to visibly display identification that includes either a name or badge number to the public when performing their duties. The bill would exempt personnel operating undercover from these provisions. The bill would make a violation of these provisions a misdemeanor. The bill would define personnel of a law enforcement agency as any officer of a local, state, or federal law enforcement agency or any person acting on behalf of a local, state, or federal law enforcement agency.

The bill would also authorize law enforcement to request an alleged government employee to present identification when there is probable cause or reasonable suspicion of a crime including, without limitation, impersonating a peace officer, firefighter, employee of a public utility or government agency, or member of a search and rescue team, or when there is a legitimate safety concern.

Existing law, the Bail Fugitive Recovery Persons Act, regulates bail fugitive recovery agents, defined as a person given written authorization by the bail or depositor of bail and contracted to investigate, surveil, locate, and arrest a bail fugitive and any person employed to assist the bail or depositor of bail to investigate, surveil, locate, and arrest a bail fugitive. This bill would prohibit a person authorized to apprehend a bail fugitive from using that position for the purposes of immigration enforcement and would require a person authorized to apprehend a bail fugitive to keep a defendant's immigration status confidential, as specified.

The combination of SB 627 and SB 805 would increase transparency by law enforcement personnel when contacting the public.

Public Speakers:

- Yun Wang spoke about the recent actions enacted by ICE and conveyed his opinions about the Police Department. He spoke about the recent statements provided by Representatives Judy Chu and Norma Torres regarding this issue.

- Juanita Medina depicted the fear felt by her and her daughter regarding the current events led by ICE.

- Teresa Real provided a written Urgency Ordinance for consideration as documentation. She detailed the proposed Ordinance as an opportunity to protect the residents from the actions enacted by ICE. She spoke with approval of Agenda Item No. 9.F. and requested the City Council to amend the letter to state the need to make SB 627 and SB 805 urgent law.

- Bryan Ha provided his opinion about the actions implemented by ICE and questioned the steps the city will take to help protect the citizens.

- Hortencia Armendariz conveyed her approval of Agenda Item No. 9.F. and commented on the City's need to have a signed commitment solidifying their support to the citizens and the immigrants of the City.

Action Taken: The City Council sent a letter of support for California Senate Bills 627, the "No Secret Police Act," and 805, the "No Vigilantes Act," on behalf of the City, as amended to draft a letter to the federal immigration authorities to urge them to respect the constitutional rights of individuals and to prioritize immigration actions towards violent criminals as opposed to non-violent criminals.

Motion: Moved by Council Member Wong and seconded by Council Member Sanchez, motion carried by the following vote:

Ayes:	Council Members:	Wong, Sanchez, Lo, Yang, Ngo
Noes:	Council Members:	None
Absent:	Council Members:	None
Abstain:	Council Members:	None
Recusal:	Council Members:	None

10. Public Hearing

10.A. Adoption of an Ordinance Amending Title 6 of the Monterey Park Municipal Code in its entirety regarding public health services and incorporation of Title 11 of the Los Angeles County Code

The City of Monterey Park contracts with the County of Los Angeles Public Health Department for public health services. In order for the Los Angeles County Department of Public Health to continue to perform public health services, the City needs to amend Title 6 of the Monterey Park Municipal Code and adopt Title 11 of the Los Angeles County Code regarding health and safety. At the May 21, 2025, City Council meeting, the Council approved the City Manager to enter into an agreement with the Department of Public Health, approved the introduction and waived the first reading of the ordinance. The public hearing was set for June 18, 2025. The City complied with regulatory notice requirements by posting notice of the public hearing on June 5, 2025, and June 12, 2025, in the Monterey Park Progress newspaper. Second reading and adoption of this Ordinance is recommended. If adopted, the ordinance will take effect in 30 days.

Action Taken: The City Council opened the continued public hearing at 9:46 p.m. to take testimonial and documentary evidence; with no registered speakers, closed the public hearing at 9:46 p.m. and after considering the evidence, adopted Ordinance No. 2264 amending Title 6 of the Monterey Park Municipal Code.

Motion: Moved by Council Member Wong and seconded by Council Member Lo, motion carried by the following vote:

Ayes:	Council Members:	Wong, Sanchez, Lo, Yang, Ngo
Noes:	Council Members:	None
Absent:	Council Members:	None
Abstain:	Council Members:	None
Recusal:	Council Members:	None

Ordinance No. 2264
An Ordinance amending and restating Monterey Park Municipal Code Chapter 6.04 in its entirety to incorporate Title 11 of the Los Angeles County Code regarding Health and Safety regulations within the City's jurisdiction

10.B. Adoption of an Ordinance Updating the Fire Hazard Severity Zones ("FHSZ") Pursuant to Government Code section 51178

The Office of the State Fire Marshal ("OFSM") finalized the adoption of the State Responsibility Area Fire Hazard Severity Zone ("FHSZ") map, which became effective April 1, 2024. The State Fire Marshal is mandated by Government Code section 51178 to identify levels of fire hazard based on consistent statewide criteria and the expected severity of fire hazards. Government Code section 51179 requires the State Fire Marshal to make recommendations of fire hazard severity zones to local agencies, including the City, for their designation and adoption by ordinance. The finalized map shows that the City of Monterey Park does not include any areas within the FHSZ identified by the State Fire Marshal. At the June 4, 2025, City Council meeting, the Council approved the introduction and waived the first reading of the ordinance. The public hearing was set for June 18, 2025. The City complied with regulatory notice requirements by posting a notice of the public hearing on June 12, 2025, in the Monterey Park Progress newspaper.

CEQA (California Environmental Quality Act):
The City reviewed the environmental impacts of the extension under the California Environmental QualityAct (Public Resources Code §§ 21000, et seq. "CEQA") and the regulations promulgated thereunder (14 Cal. Code of Regs. §§ 15000, et. seq., the "CEQA Guidelines"). This activity contemplates administrative actions and will not result in any direct or indirect physical change in the environment. Accordingly, no further review is required.

Discussion: Interim Fire Chief Haberle shared a PowerPoint presentation depicting the proposed Fire Hazard Severity Zone map.

Action Taken: The City Council opened the continued public hearing at 9:47 p.m. to take testimonial and documentary evidence; with no registered speakers, closed the public hearing at 9:47 p.m. and after considering the evidence, adopted Ordinance No. 2265 adopting the finalized State Responsibility Area Fire Hazard Severity Zone map.

Motion: Moved by Council Member Sanchez and seconded by Mayor Pro Tem Yang, motion carried by the following vote:

Ayes:	Council Members:	Wong, Sanchez, Lo, Yang, Ngo
Noes:	Council Members:	None
Absent:	Council Members:	None
Abstain:	Council Members:	None
Recusal:	Council Members:	None

Ordinance No. 2265
An Ordinance adopting the state Fire Marshal Fire Hazard Severity Zone map by reference

11. New Business: None.

12. CITY COMMUNICATIONS (CITY COUNCIL) / Future Agenda Items

Council Member Wong shared his appreciation to staff for their hard work on the items presented on the agenda. He requested the opportunity to set aside potential funding and authorize the City Manager to create an Immigration Support Fund of $50,000 to non-profits who provide services to those impacted by the recent immigration events as a future agenda item.

Council Member Sanchez conveyed his support on Council Member Wong's future agenda item to create an Immigration Support Fund. He requested staff to provide an update on the Bike Master Plan as a future agenda item.

Council Member Lo echoed his support on Council Member Sanchez's future agenda item and reiterated the opportunity to collaborate with Los Angeles Metro to enhance economic development in the City.

Mayor Pro Tem Yang emulated her support on Council Member Wong's future agenda item.

Mayor Ngo reiterated his support on Council Member Wong's future agenda item. He reported his attendance to the grand opening of the Crystal Palace restaurant, the Mayor Meet-Up at NBC Seafood, the Independence Day Celebration at Barnes Park and commented on the City's ongoing support to the immigrant communities in Monterey Park.

13. Closed Session (if required; City Attorney to announce)
None.

14. Adjourn
There being no further business for consideration, the meeting was adjourned at 9:54 p.m.

_____
Maychelle Yee
City Clerk

Approved on MM DD, 2025, at the Regular City Council Meeting

City Council Staff Report

Date: August 6, 2025
Agenda Item Number: 9.B.

To: The Honorable Mayor and City Council

From: Amy Lee, City Treasurer

Subject: Monthly Investment Report

Recommendation:
It is recommended that the City Council consider:

1. Receiving and filing the monthly investment report; and
2. Taking such additional, related, action that may be desirable.

Executive Summary:
As of June 30, 2025, invested funds for the City of Monterey Park total $98,029,648.63.

Background:
In accordance with the City's Investment Policy, a monthly investment report is presented to the City Council showing the types of investments, dates and maturities, amounts of deposits, rates of interest, and the current market values for securities with maturity more than 12 months. The attached monthly investment report includes a portfolio summary from Chandler Asset Management.

Strategic Plan Goal:
N/A

Fiscal Impact:
N/A

Attachments:
1. Monthly Investment Report

ATTACHMENT 1
Monthly Investment Report

CITY OF MONTEREY PARK
INVESTMENT REPORT
JUNE 30, 2025

INVESTMENTS PORTFOLIO PROFILE:

TOTAL BALANCE AT 6/30/2025				**$ 98,029,648.63**
INVESTMENT COMPOSITION				
(1) **LA COUNTY POOLED INVESTMENT FUND**		ON DEMAND	3.60%	$ 26,467,860.26
(2) **LOCAL AGENCY INVESTMENT FUND**		ON DEMAND	4.269%	$ 37,398,743.43
(3) **CHANDLER ASSET MANAGEMENT**			4.67%	$ 26,285,044.94

	(4) **CERTIFICATES OF DEPOSIT**	Purchase Date	Maturity Date	Interest Rate	
1	UFIRST FEDERAL CREDIT UNION	02/24/23	08/25/25	4.85%	245,000
2	BANK OF AMERICA	07/24/24	07/24/25	4.85%	245,000
3	FLASTAR BANK NA	07/25/24	01/26/26	4.85%	245,000
4	CONNEX CU	08/06/24	08/06/25	4.95%	245,000
5	TRUSTONE FINANCIAL FCU	08/15/24	08/15/25	4.45%	245,000
6	PREFERRED BANK	09/03/24	09/03/25	4.41%	100,000
7	PREFERRED BANK	09/08/24	09/08/25	4.41%	150,000
8	FINANCIAL PARTNERS CREDIT UNION	09/13/24	09/12/25	4.35%	245,000
9	BARCLAYS BANK	09/18/24	09/18/25	4.30%	239,000
10	ROCKLAND FEDERAL CREDIT UNION	09/25/24	09/25/25	4.50%	245,000
11	KEYPOINT CREDIT UNION	10/30/24	10/30/25	4.35%	245,000
12	RIZE FED CREDIT UNION	12/13/24	12/14/26	4.25%	245,000
13	FIRST SEACOAST BANK	01/27/25	01/27/27	4.15%	247,000
14	GOLDMAN SACHES BANK	01/28/25	01/28/27	4.15%	244,000
15	FIRST BUSINESS BANK	01/30/25	01/29/27	4.15%	244,000
16	FIRST KY BANK	01/30/25	02/01/27	4.15%	249,000
17	AUSTIN TELCO FED CREDIT UNION	01/31/25	02/01/27	4.25%	249,000
18	SOUND CREDIT UNION	01/31/25	02/01/27	4.20%	249,000
19	MORGAN STANLEY BANK	02/12/25	02/12/27	4.30%	244,000
20	MORGAN STANLEY PRIVATE BANK	02/12/25	02/12/27	4.30%	244,000
21	OREGON COMMUNITY CREDIT UNION	02/24/25	02/24/27	4.30%	249,000
22	MERRICK BANK	02/28/25	02/26/27	4.30%	249,000
23	FIRST WESTERN TRUST BANK	03/06/25	03/06/26	4.25%	249,000
24	SOUTHERN STATES BANK	03/21/25	03/22/27	4.15%	249,000
25	CORPORATE AMERICA FAMILY CREDIT UI	03/27/25	03/27/26	4.25%	249,000
26	PARKWAY BANK & TRUST	03/27/25	03/27/26	4.20%	239,000
27	INSBANK	03/31/25	03/30/26	4.20%	249,000
28	TOYOTA FINANCIAL SAVINGS BANK	04/10/25	04/12/27	4.00%	245,000
29	UBS BANK	04/23/25	04/23/27	3.95%	249,000
30	AMERICAN EXPRESS NATIONAL BANK	04/30/25	04/30/27	4.05%	245,000
31	STATE BANK INDIA	05/05/25	05/05/27	4.10%	244,000
32	TRANSPORTATION ALLIANCE BANK	05/12/25	05/12/27	4.00%	249,000
33	FINWISE BANK	05/21/25	05/21/27	4.00%	249,000
	Total CDs (33)			4.301%	***$ 7,878,000.00***

OTHER INFORMATION:

BANK BALANCE: [1]	$26,417,636.62
AVERAGE MATURITY DAYS	189
AVERAGE INTEREST RATE FOR THE MONTH	4.196%

THE CITY'S INVESTMENT HAS SUFFICIENT LIQUIDITY TO MEET THE CITY'S EXPENDITURE REQUIREMENTS FOR THE NEXT 180 DAYS. THE 180-DAY LIQUIDITY DISCLOSURE IS REQUIRED PER GOVERNMENT CODE 53646.

THERE HAVE BEEN NO VARIANCES TO THE INVESTMENT POLICY.

(1) Bank balance is maintained to cover outstanding warrants, payroll checks and on-going operating costs.

PORTFOLIO SUMMARY

City of Monterey Park | Account #11189 | As of June 30, 2025

Portfolio Characteristics

Average Modified Duration	1.82
Average Coupon	4.31%
Average Purchase YTM	4.67%
Average Market YTM	4.05%
Average Credit Quality*	AA+
Average Final Maturity	2.24
Average Life	1.87

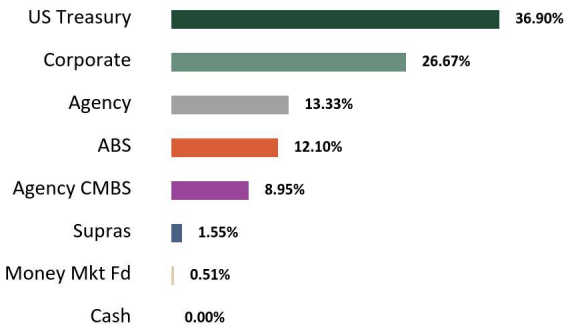
Account Summary

	End Values as of 05/31/2025	End Values as of 06/30/2025
Market Value	26,418,824.02	26,568,960.64
Accrued Interest	220,936.33	245,327.46
Total Market Value	**26,639,760.35**	**26,814,288.11**
Income Earned	92,691.30	111,647.63
Cont/WD	0.00	0.00
Par	26,378,793.11	26,450,905.18
Book Value	26,209,343.59	26,285,044.94
Cost Value	26,111,440.59	26,188,094.99

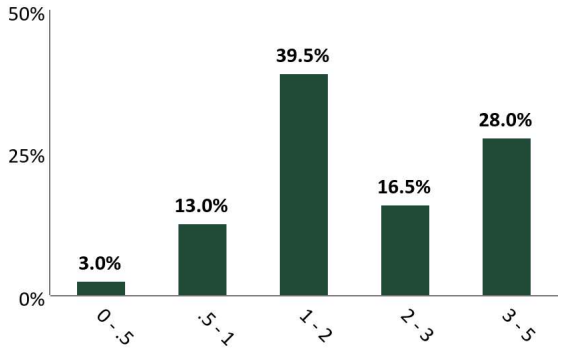
Top Issuers

Government of The United States	36.90%
FHLMC	8.95%
Farm Credit System	6.84%
Federal Home Loan Banks	6.49%
International Bank for Recon and Dev	1.55%
Bank of America Credit Card Trust	1.43%
John Deere Owner Trust	1.43%
American Express Credit Master Trust	1.32%

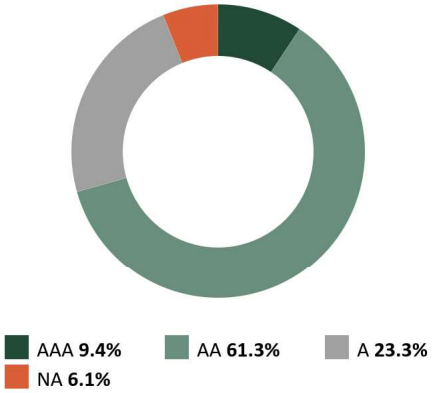
Sector Allocation



Maturity Distribution



Credit Quality (S&P)



Performance Review

Total Rate of Return**	1M	3M	YTD	1YR	2YRS	3YRS	5YRS	10YRS	Since Inception (03/12/24)
City of Monterey Park	0.66%	1.34%	3.07%	6.01%	--	--	--	--	5.79%
Benchmark Return	0.60%	1.18%	2.78%	5.67%	--	--	--	--	5.09%

*The average credit quality is a weighted average calculation of the highest of S&P, Moody's and Fitch.
**Periods over 1 year are annualized.
Benchmark: ICE BofA 1-3 Year US Treasury & Agency Index Secondary Benchmark:

City Council Staff Report

Date: August 6, 2025
Agenda Item Number: 9.C.

To: The Honorable Mayor and City Council

From: Martha Garcia, Director of Finance

Subject: Identifying a tax rate for collecting voter authorized property taxes for employee retirement benefits based on the assessed property valuation established by the County Assessor's Office

Recommendation:
It is recommended that the City Council consider:

1. Adopting a Resolution identifying the tax rate and amount of tax revenue required to fulfill the voters' intent in funding the City's retirement system; and
2. Taking such additional, related, action that may be desirable.

Executive Summary:
The City of Monterey Park's retirement costs are funded in part by a special voter-approved property tax. Each year the City is required to establish a tax rate to generate the retirement property tax based on the assessed valuation established by the County Assessor's Office.

Background:
The City's retirement tax was authorized by the Monterey Park voters in elections held in 1946 and 1952. The tax rate is limited by AB13 not to exceed the rate imposed in the 1983-84 Fiscal Year. The proposed tax rate for the 2025-26 Fiscal Year is $0.091175 per $100 of assessed valuation. This is the same rate since 1983-84 and it is also the maximum rate allowed by AB13.

For 2025-2026, the City's total projected budget for retirement expenditures is $14.7 million. The projected retirement tax revenue, including secured and unsecured retirement property taxes, residual distributions, and General Fund transfer is $14.7 million. The voter authorized property tax pays for $10.1 million of this overall retirement cost amount. The remaining expenditures will be covered by the City's General Fund and Retirement Fund reserve. The retirement tax is collected by the County Auditor Controller's Office through its annual property tax billing. The City is required to submit the attached resolution establishing the 2025-2026 retirement tax rate to the County.

Strategic Plan Goal:
Adopting a Resolution identifying the tax rate and amount of tax revenue required to fulfill the voters' intent in funding the City's retirement system meets the sustainability goal of maintaining the stability of our City's Fiscal and Human Resources.. Revenue received is deposited into the Pension Liability Fund 202 and is used to pay for the Pension Obligation Bonds.

Fiscal Impact:
Projected retirement tax revenue for FY 2025-2026 is $10.1 million.

Attachments:
1. Resolution

ATTACHMENT 1
Resolution

RESOLUTION NO. ____

A RESOLUTION IDENTIFYING THE AMOUNT OF TAX REVENUE REQUIRED TO FULFILL THE VOTERS' INTENT IN FUNDING THE CITY'S RETIREMENT SYSTEM DURING FISCAL YEAR 2025-2026 AND AUTHORIZING THE LEVY OF APPROPRIATE TAXES.

BE IT RESOLVED by the Council of the City of Monterey Park as follows:

SECTION 1: The City Council finds and declares as follows:

A. On August 20, 1946, the City's voters approved a ballot measure which authorized the City to participate in the "State Employee Retirement System" (now the California Public Employee Retirement System) and also authorized the City Council "to levy and collect, annually … a special tax sufficient to raise the amount estimated by [the City] Council to be required to provide sufficient revenue to meet the obligations of said City" to the retirement system;

B. On April 8, 1952, the City's voters approved a ballot measure which extended the City's authorization to participate in the retirement system to include fire and police personnel. That ballot measure affirmed the City Council's authority "to levy and collect taxes sufficient to pay all costs and expenses … to be paid by the City" to the retirement system;

C. In 1978, California voters amended the California Constitution through Proposition 13. That Proposition generally limits the property tax rate to 1% except for indebtedness approved by the voters before July 1, 1978 or bonded indebtedness approved by the voters after July 1, 1978;

D. In 1982, the California Supreme Court determined that a pre-1978 voter-approved pension program was an indebtedness that local officials could finance with a property tax rate outside the usual 1% limit (*Carman v. Alvord* (1982) 31 Cal.3d 318); and

E. In 1985, the Legislature capped existing tax rates at the 1982-83 or 1983-84 level, except for rates supporting general obligation bonds, water contracts, and lease purchases (AB 13, Roos, 1985).

SECTION 2: The amount of tax revenue required from taxable property within the City to pay for the retirement system during fiscal year 2025-2026, beginning July 1, 2025 is $10.1 million.

SECTION 3: The City Manager, or designee, is authorized to levy taxes as follows:

A. For the fiscal year beginning July 1, 2025, the rate for the City is fixed and is levied on all taxable property within the City using the assessed value of such property. Tax Districts are identified below and the corresponding tax collected from each District is listed in the table set forth in subsection C.

B. TAXATION DISTRICT NO. 1 consisting of all that portion of the City of Monterey Park included within the boundaries thereof as fixed by special election held August 19, 1920, (Resolution No. 245); all that territory annexed to the City of Monterey Park at annexation election held January 23, 1923, and known as Garvey Avenue Tracts (Ordinance No. 120); all that territory annexed to the City of Monterey Park at annexation election held on July 8, 1925, and known as New Avenue Tract (Ordinance No. 174); all that territory annexed to the City of Monterey Park at annexation election held July 10, 1928, and known as Keith Tract (Ordinance No. 207); all that territory annexed to the City of Monterey Park by annexation election held on April 22, 1930, and known as Midwick View Estates Tract (Ordinance No. 230); all that territory annexed to the City of Monterey Park known as Jebbia Annexation (Ordinance No. 467); all that territory annexed to the City of Monterey Park known as Midwick Country Club Annexation (Ordinance No. 468); all that territory annexed to the City of Monterey Park known as the Fitzgerald Annexation (Ordinance No. 484); all that territory annexed to the City of Monterey Park known as the Hellman Estate Annexation No. 2 (Ordinance No. 724); all that territory annexed to the City of Monterey Park known as Poteete Annexation (Ordinance No. 850); all that territory annexed to the City of Monterey Park by Ordinance No. 489 and known as the Hamilton Homes Annexation; all that territory annexed to the City of Monterey Park by Ordinance No. 510, and known as Hamilton Homes Annexation No. 2, all that territory annexed to the City of Monterey Park by Ordinance No. 520, effective October 7, 1948, known as the Jebbia Annexation; Wheeler Annexation, effective February 21, 1949, (Ordinance No. 532); Garvey Annexation, effective May 11, 1949, (Ordinance No. 537); Garvey Avenue Annexation No. 2, effective October 13, 1949, (Ordinance No. 547); Monterey Pass Annexation, effective October 13, 1949, (Ordinance No. 548); Reservoir Annexation, effective January 16, 1950, (Ordinance No. 553); Hellman Estate Annexation effective April 26,

1951, (Ordinance No. 590); Industrial Center Annexation effective October 1, 1951, (Ordinance No. 601); Wheeler Annexation No. 2, effective March 25, 1953, (Ordinance No. 638); and O'Brien Annexation, effective November 16, 1953, (Ordinance No. 649); Wheeler Annexation No. 3, effective February 27, 1959, (Ordinance No. 844).

C. TAXATION DISTRICT NO. 2 consisting of all that territory annexed to the City of Monterey Park by Ordinance No. 940, known as Southwesterly Atlantic Annexation No. 1; and Ordinance No. 1000, known as Southwesterly Annexation No. 3; and Ordinance No. 1093, known as Southeasterly Annexation No. 1; and Ordinance No. 1421, known as Southwesterly Annexation No. 4A.

D. Tax Table:

Assessed Value:	
Taxation District No. 1	$ 9,725,169,669
Taxation District No. 2	$ 472,975,012
Total	$ 10,198,144,681

	DISTRICT NO.1	DISTRICT NO.2
Retirement Fund Tax Rate	$.091175	$.091175

SECTION 4: *Limitations*. The City Council's analysis and evaluation of this Resolution is based on the best information currently available. It is inevitable that in evaluating a matter that absolute and perfect knowledge of all possible aspects of the issue will not exist. One of the major limitations on analysis of the project is the City Council's lack of knowledge of future events. In all instances, best efforts have been made to form accurate assumptions. Somewhat related to this are the limitations on the City's ability to solve what are in effect regional, state, and national problems and issues. The City must work within the political framework within which it exists and with the limitations inherent in that framework.

SECTION 5: *Summaries of Information.* All summaries of information in the findings, which precede this section, are based on the substantial evidence in the record. The absence of any particular fact from any such summary is not an indication that a particular finding is not based in part on that fact.

SECTION 6: *Electronic Signatures*. This Resolution may be executed with

electronic signatures in accordance with Government Code §16.5. Such electronic signatures will be treated in all respects as having the same effect as an original signature.

SECTION 7: *Recordation*. The Mayor, or presiding officer, is authorized to sign this Resolution signifying its adoption by the City Council of the City of Monterey Park and the City Clerk, or her duly appointed deputy, may attest thereto.

SECTION 8: *Effective Date*. This Resolution will become effective immediately upon adoption and will remain effective unless repealed or superseded.

PASSED AND ADOPTED this 6th day of August, 2025.

_____
Vinh T. Ngo, Mayor

ATTEST:

_____
Maychelle Yee, City Clerk

APPROVED AS TO FORM:
Karl H. Berger, City Attorney

By:_____
Justin A. Tamayo, Assistant City Attorney

City Council Staff Report

Date: August 6, 2025
Agenda Item Number: 9.D.

To: The Honorable Mayor and City Council

From: Martha Garcia, Director of Finance

Subject: Authorize a sub-recipient grant from the U.S. Department of Housing and Urban Development and authorize an agreement with Chinatown Service Center for environmental review

Recommendation:
It is recommended that the City Council consider:

1. Authorizing the City Manager to execute all appropriate and necessary documents to receive sub-recipient grant funding U.S. Department of Housing and Urban Development ("HUD") related to Grant No. B-24-CP-CA-0141;
2. Authorizing the City Manager to execute a contract, in a form approved by the City Attorney, with Chinatown Service Center for review, analysis, and preparation of environmental report; and
3. Taking such additional, related, action that may be desirable.

Executive Summary:
The City was approached by Chinatown Service Center, a California non-profit corporation, ("CSC") to serve as the responsible entity and conduct an environmental review regarding CSC acquisition of a two-story office building located at 365 East Garvey Avenue, Monterey Park, CA 91754 ("Subject Property"). CSC was recently awarded a federal grant (Grant No. B-24-CP-CA-0141) from the U.S. Department of Housing and Urban Development ("HUD") to support this property acquisition and future redevelopment efforts (the "Grant").

As part of the Grant, CSC, as grantee, must coordinate an environmental review pursuant to the National Environmental Protection Act ("NEPA"). CSC requested that the City conduct its environmental review and represented that it will designate the City as a sub-recipient on the Grant, and reimburse the City all of its costs and expenses in analyzing and preparing the environmental report.

The Director of Finance and Public Works Director will coordinate with CSC to ensure that the environmental review complies with applicable law and that the City's costs and expenses are timely reimbursed, including designating the City as a sub-recipient of the Grant.

A contract will be established between the City and CSC to facilitate this review process and confirm all regulatory requirements are met.

Background:
N/A

Strategic Plan Goal:
N/A

Fiscal Impact:
To facilitate this review, CSC will establish a deposit account with the City in the amount of $12,000. This deposit will be used to reimburse the City for time and expenses incurred by City personnel and consultants in reviewing and processing the environmental documentation.

Attachments:
None

City Council Staff Report

Date: August 6, 2025
Agenda Item Number: 9.E.

To: The Honorable Mayor and City Council

From: Scott Haberle, Interim Fire Chief
Rebecca Bojorquez, Principal Management Analyst

Subject: UCLA Center for Pre-Hospital Care - Authorization to Execute Agreement

Recommendation:
It is recommended that the City Council consider:

1. Authorizing the City Manager to execute an agreement with the Regents of the University of California ("UCLA"), in a form approved by the City Attorney, in an amount not to exceed $251,100; and
2. Taking such additional, related, action that may be desirable.

Executive Summary:
The University of California, Los Angeles ("UCLA") has been providing Continuing Education and Quality Improvement services to the Fire Department Paramedic and Emergency Medical Technicians since 2007. The current agreement expired June 30, 2025, and requires Council consideration for renewal.

Background:
The need for pre-hospital emergency medical services has become a major role in fire department service delivery in addition to fighting fires and hazard mitigation. This is currently evidenced by the number of emergency medical calls the Fire Department ("Department") responds to each fiscal year. In Fiscal Year 2024-25, 84% of the call volume was emergency medical calls - demonstrating the need to maintain our emergency medical service program. As required by the State of California Emergency Medical Services Agency, pre-hospital care emergency medical service providers are required by law to receive a specified amount of continuing education and update training each year. UCLA assists in ensuring those requirements are met. The current agreement with UCLA expired June 30, 2025, and staff seeks authorization to renew it.

In addition to ensuring that annual continuing education and updated training is provided, UCLA also provides the following:

- Assignment of a nurse educator to the Department
- Ensures that each shift is provided a minimum of 24 hours of continuing education for each department EMT-Paramedic and 12 hours of continuing education for EMT-basic
- UCLA ensures that all education programs meet the criteria set by the State of California and County of Los Angeles to fulfill the education and re-certification requirements. Content developed is based on Quality Improvement Services, classes as mandated by the Los Angeles County Emergency Medical Services Agency and California Code of Regulations (Title 22), and annual needs assessments and surveys. UCLA conducts the needs assessments and surveys, working with the fire personnel and includes skills practice, remediation, and verification for paramedics each year, including, without limitation:
    - Prepares sessions that review specific EMT skills, uses current skills sheets from Los Angeles County EMS and has all EMTs practice at each skill station and are tested.
    - Record and track all continuing education sessions, employees, and hours into a tracking system.
    - Conducts random audits of emergency medical reports and reviews to ensure protocol is met.
    - Conducts on-site evaluation through ride-alongs with Department paramedics to evaluate under field conditions and will then design and provide education to specific needs identified during the on-site evaluation.
    - Annually assess the Department's Emergency Medical Services Program to identify strengths and weaknesses of the continuing education program and quality improvement programs.

The cost for services by UCLA is $45,442.03 per year, billed monthly. Staff is recommending an agreement for services for the term of July 1, 2025, to June 30, 2030, unless otherwise terminated by either party. The cost per fiscal year would only increase by the change of the Consumer Price Index for the Greater Los Angeles area and be limited to not more than five percent (5%).

The services provided by UCLA have been critical to the operation and maintenance of the Department's emergency medical services program, and it has been much more efficient than employing an in-house nurse educator. UCLA also provides access to resources and other needs as required by the Department.

Strategic Plan Goal:
This contract for pre-hospital care with UCLA meets the 2025-26 Strategic Plan to ensure public safety with a modernized and community-oriented approach by providing fire suppression staff the opportunity to fulfill their required education as it relates to emergency medical services. The UCLA contract provides various support methods, ensuring fire suppression staff continue to provide the Monterey Park community safely and effectively.

Fiscal Impact:
Funds have been budgeted in Fiscal Year 2025-26 in the Emergency Medical Services Division, for a total of $45,442.03.

Attachments:
None

City Council Staff Report

Date: August 6, 2025
Agenda Item Number: 9.F.

To: The Honorable Mayor and City Council

From: Shawn Igoe, Public Works Director

Subject: Adoption of an Ordinance amending Monterey Park Municipal Code Chapter 3.100 (Public Works Contracts) and Subsection C of MPMC § 3.90.050 (Signature Authority) to add sections governing contracting to abate public nuisances and finding such actions to be exempt from further environmental review under California Environmental Quality Act Guidelines §§ 15273, 15301, and 15302

Recommendation:
It is recommended that the City Council consider:

1. Waiving the second reading, including by title, and adopting the proposed Ordinance; and
2. Taking such additional, related, action that may be desirable.

Executive Summary:
At its regular July 16, 2025 meeting, the City Council waived first reading and introduced the proposed Ordinance attached to this report. The associated staff report is attached for reference. Staff recommends that the City Council waive further reading and adopt the Ordinance, which would become effective 30 days after adoption.

Background:
N/A

Strategic Plan Goal:
This item meets City Council Strategic Goal Number 3 to Strengthen our Local Economy and Enhance Housing Opportunities by helping to eliminate blight in the City.

Fiscal Impact:
Adoption of the proposed Ordinance will not have a significant fiscal impact. Each remediation project within their scope may vary, and staff will assess and process project costs consistent with the Monterey Park Municipal Code and California law.

Attachments:

1. Draft Ordinance
2. Staff Report - 07-16-2025 Agenda Item No. 11.A (without attachments)

ATTACHMENT 1
Draft Ordinance

ORDINANCE NO. ____

AN ORDINANCE AMENDING CHAPTER 3.100 OF THE MONTEREY PARK MUNICIPAL CODE (PUBLIC WORKS CONTRACTS) AND MPMC § 3.90.050 (SIGNATURE AUTHORITY) TO ADD SECTIONS GOVERNING CONTRACTING TO ABATE PUBLIC NUISANCES

The City Council of the City of Monterey Park does ordain as follows:

SECTION 1. *Findings.* The City Council finds, determines and declares as follows:

A. Ordinarily, the City must comply with the competitive bidding requirements set forth in the Monterey Park Municipal Code and California Public Contracts Code for public works projects.

B. The purpose of such bidding requirements is to guard against favoritism, improvidence, extravagance, fraud and corruption, to prevent waste of public funds, and to obtain the best economic result for the public.

C. For nuisance abatement projects, however, competitive bids would be unavailing or would not produce an advantage, and competitive bids would thus be undesirable and impractical for the following reasons:

1. Nuisance properties may pose imminent dangers to public health, safety, and welfare, particularly when they are structurally unsound, partially constructed, or blighted with hazardous conditions conducive to crime, trespassing, and fire;

2. Nuisance structures are often the site of fires, attributable to illegal occupancy, hazardous conditions, or intentional acts (e.g., arson);

3. Nuisance properties frequently sustain further damage over time, exacerbating the above-referenced safety risks and increasing nuisance abatement costs if not promptly remediated;

4. Although the City issues notices and orders for property owners to remediate nuisances on private properties, these are often ignored. Consequently, the City is compelled to urgently abate the nuisances to protect public health, safety, and welfare.

5. This Ordinance implements regulations that helps facilitate a prompt clean-up of nuisances. Contractors secured through these regulations must still be registered with the Department of Industrial Relations (“DIR”); have required insurance and bonding; be properly licensed; and execute the City’s standard agreement for nuisance abatement projects.

D. In waiving the competitive bid requirements otherwise required by the Public Contract Code, the City Council takes note of the analysis and decisions set forth in *Graydon v. Pasadena Redevelopment Agency* (1980) Cal.App.3d 631; *Hodgeman v. City of San Diego* (1942) 53 Cal. App.2nd 610; *Orange County Water Dist. v. Bennett* (1958) 156 Cal. App.2nd 745; and *Los Angeles G&E Corp. v. City of Los Angeles* (1922) 188 Cal. 307.

SECTION 2: *Public Works Contracting Amendments.* Monterey Park Municipal Code ("MPMC") Chapter 3.100, entitled "Public Works Contracts," is amended to read as follows:

"**Chapter 3.100**

PUBLIC WORKS CONTRACTS

* * *

3.100.030 Definitions.

* * *

"Prevailing wage law" means Labor Code § 1720, *et seq*. and California Code of Regulations, tit. 8, § 16000, *et seq*., as amended.

* * *

3.100.040 Soliciting Bids and Awarding Contracts.

A. The city manager may solicit bids, award contracts up to $100,000, and execute contracts, in a form approved by the city attorney, for public projects, including without limitation, urgency abatement projects, without approval from the city council. Contracts for public projects costing more than $100,000 may be solicited by the city manager but must be awarded by the city council.

B. Should the expenditure be less than or equal to $100,000, the work (including maintenance) may be performed by the employees of the city, by force account, by informal bids from qualified contractors, or by negotiated contract.

C. Regardless of the expenditure amount, the city manager is authorized to solicit bids for projects identified in the capital improvement plan approved by the city council and included in the current operating budget without additional city council authorization. The city manager is required to bring

all recommendations for award exceeding $100,000 to the city council.

D. Beginning in January 2026, the sums set forth above will adjusted automatically in accordance with the Engineering Construction Cost Index – U.S. City Average as published by the Engineering News-Record. In the event this Cost Index is no longer available, the City Manager, or designee, must use a similar index that is standard in the industry to account for inflation in any adjustment.

3.100.110 Design Immunity.

A. Pursuant to Government Code § 830.6, the city engineer is authorized to approve standard design and construction plans for construction or maintenance projects before work commences.

B. The city engineer may also exercise discretionary approval for plans or designs for each project identified in the capital improvement plan approved by the city council in advance of the construction or improvement. Such approval must conform with the following:

1. The city engineer must determine that design and plans for the capital improvement projects are consistent with the city's standards, guidelines, practices, or otherwise comply with applicable law and engineering standards, guidelines, or practices;

2. Approval must be in writing and be stamped by the city engineer while exercising his or her discretion in accordance with California law; and

3. The design approval must occur before a solicitation of bids is issued in accordance with this code and before actual construction work construction commences.

C. The city engineer is authorized to act on the city's behalf in approving any alterations or modifications of approved design and plans.

D. The approval and authorization granted in this section is intended to avail the city of the immunities set forth in Government Code § 830.6.

3.100.120 Nuisance Abatement.

Where abatement of public nuisances constitutes rehabilitation, demolition or repair, or removal of real property including, without limitation, structures or landscaping, or other work as authorized by an abatement warrant, the city manager is authorized to directly negotiate with a qualified contractor to

expeditiously abate the nuisance. Such projects are not public works projects and, accordingly, prevailing wage need not be paid. All abatement costs will be recovered in accordance with this code."

SECTION 3: *Amendments for Signature Authority*. Subsection C is amended in MPMC § 3.90.050 to read as follows (the existing subsection C is renumbered as subsection D):

"**3.90.050 Signature Authority.**

* * *

C. The city attorney when directed to do so by the city council; to retain special counsel; retain expert witnesses in anticipation of litigation; or retain contractors for nuisance abatement in accordance with this code;

* * *"

SECTION 4: *Invalidity.* If any part of this Ordinance or its application is deemed invalid by a court of competent jurisdiction, the City Council intends that such invalidity will not affect the effectiveness of the remaining provisions or applications and, to this end, the provisions of this Ordinance are severable.

SECTION 5: *Environmental Assessment.* This Ordinance is exempt from review under the California Environmental Quality Act (Cal. Pub. Res. Code §§ 21000, *et seq*.; "CEQA") and CEQA Guidelines (14 Cal. Code Regs. §§ 15000, *et seq*.) because it authorizes the administrative approval of the repair, maintenance, permitting, licensing, or minor alteration of existing private structures, facilities, or mechanical equipment, including the rehabilitation or restoration of deteriorated or damaged structures to meet current standards of public health and safety. Nuisance abatement projects covered by this Ordinance will involve such activities and will not result in expansion of existing uses. In addition, this Ordinance authorizes the replacement or reconstruction of existing structures and facilities on the same site and with substantially the same purpose and capacity. This Ordinance, therefore, is categorically exempt from further CEQA review under CEQA Guidelines §§ 15301 (Class 1, Existing Facilities) and 15302 (Class 2 Replacement or Reconstruction).

SECTION 6: *Renumbering.* All provisions of the Monterey Park Municipal Code this Ordinance affects are appropriately renumbered.

SECTION 7: *Electronic Signatures***.** This Ordinance may be executed with electronic signatures in accordance with Government Code §16.5. Such electronic signatures will be treated in all respects as having the same effect as an original signature.

SECTION 8: *Construction.* This Ordinance must be broadly construed to achieve the purposes stated in this Ordinance. It is the City Council's intent that the provisions of this Ordinance be interpreted or implemented by the City and others in a manner that facilitates the purposes set forth in this Ordinance.

SECTION 9: *Summaries of Information*. All summaries of information in the findings herein are based on the substantial evidence in the record. The absence of any particular fact from any such summary is not an indication that a particular finding is not based in part on that fact.

SECTION 10: *Severability.* If any part of this Ordinance or its application is deemed invalid by a court of competent jurisdiction, the City Council intends that such invalidity will not affect the effectiveness of the remaining provisions or applications and, to this end, this Ordinance's provisions are severable.

SECTION 11: *Recordation*. The City Clerk, or designee, is directed to certify the passage and adoption of this Ordinance; cause it to be entered into the City of Monterey Park's book of original ordinances; make a note of the passage and adoption of this Ordinance; and cause it to be published or posted in accordance with California law.

SECTION 12: *Effective Date***.** This Ordinance will become effective 30 days after second reading and adoption.

PASSED AND ADOPTED this ____ day of _____, 2025.

_____
Vinh Ngo, Mayor

ATTEST:

_____
Maychelle Yee, City Clerk

APPROVED AS TO FORM:
KARL H. BERGER, CITY ATTORNEY

_____
Joaquin Vazquez, Deputy City Attorney

ATTACHMENT 2
Staff Report (without attachments)
07/16/2025 Agenda Item No.11A

City Council Staff Report

Date: July 16, 2025
Agenda Item Number: 11.A.

To: The Honorable Mayor and City Council

From: Shawn Igoe, Public Works Director

Subject: Adoption of an 1) Urgency Ordinance and 2) introducing a regular Ordinance amending Monterey Park Municipal Code Chapter 3.100 (Public Works Contracts) and Subsection C of MPMC § 3.090.050 (Signature Authority) to add sections governing contracting to abate public nuisances and finding such actions to be exempt from further environmental review under California Environmental Quality Act Guidelines §§ 15273, 15301, and 15302

Recommendation:
It is recommended that the City Council consider:

1. Adopting an Urgency Ordinance, by at least four-fifths (4/5) vote, to amend Monterey Municipal Park Code ("MPMC") Chapter 3.100 (Public Works Contracts) and MPMC § 3.090.050 (Signature Authority) to add sections governing contracting to abate public nuisances;
2. Introducing and waiving first reading of an Ordinance amending MPMC Chapter 3.100 entitled (Public Works Contracts) and MPMC § 3.090.050 (Signature Authority) to add sections governing contracting to abate public nuisances; and
3. Taking such additional, related, action that may be desirable.

CEQA (California Environmental Quality Act):
As set forth further in each the Urgency Ordinance and Ordinance, the proposed MPMC amendment is categorically exempt from further CEQA review under CEQA Guidelines §§ 15301 (Class 1, Existing Facilities) and 15302 (Class 2 Replacement or Reconstruction).

Executive Summary:
Amendments are proposed to MPMC Chapter 3.100 and MPMC § 3.090.050 to facilitate abatement of nuisance properties in the City. If adopted, the amendments will enable the City Manager, or designee, to award contracts up to $100,000 to repair, rehabilitate, demolish, or take other remedial action on nuisance structures, which can pose serious dangers to public health, safety, and welfare.

Background:
Generally, the City must comply with the competitive bidding requirements set forth in the MPMC and California Public Contracts Code for public works projects. Such bidding

requirements are intended to guard against favoritism and fraud, prevent waste of public funds, and obtain the best economic result for the public. For nuisance abatement projects, however, competitive bidding can be counterproductive given the time and cost for compliance, and crucial remediation time can also be lost while staff seeks City Council approval to award public works contracts for nuisance abatement projects.

It is typically less expensive and more expedient for property owners to remediate nuisances on their own properties. However, many often neglect or ignore City orders to abate nuisances on their properties. This leads to unnecessary delays, worsened property conditions, and even tighter timeframes for the City to urgently act to properly remediate the neglected nuisance properties.

The City's swift abatement of nuisances is vital since nuisances threaten public health and safety. This is particularly true when facilities are structurally unsound, partially constructed, or blighted with hazardous conditions conducive to crime, trespassing, and fire. Nuisance structures are often the site of fires, attributable to illegal occupancy, hazardous conditions, or intentional acts.

Staff proposes to amend MPMC Chapter 3.100 to expedite the City's ability to react and abate these problematic properties and protect the public (and often private properties adjacent to such properties). Here, an Urgency Ordinance proposed for immediate adoption, upon four-fifths (4/5) City Council approval, is presented to Council concurrently with the first reading of a regular Ordinance. Staff proposes that the Council consider the regular Ordinance's second reading at the next regular meeting or as soon thereafter it may be considered.

In particular, the amendments would allow the City Manager to award contracts to vendors for abating nuisances. If the project's cost is $100,000 or less, the City Manager can award the contract directly, informally bid the work to qualified contractors, or cause the City's employees to carry out the work. The City Council must approve any contract for abatement over the $100,000 threshold. As of 2026, the threshold would increase in line with CPI.

Where the City has obtained an abatement warrant to quickly remediate a nuisance, including instances where structural demolition or repair is required, the City Manager can award a contract directly to expeditiously abate the public nuisance. This authorization includes urgent abatement, where the nuisance constitutes an immediate threat or hazard or danger to persons or property.

In addition to the amendments to MPMC Chapter 3.100, a minor change is proposed for MPMC § 3.090.050 (Signature Authority). The amendment would authorize the City Attorney to execute agreements in limited circumstances, including for the retention of nuisance abatement contracts pursuant to MPMC requirements.

Strategic Plan Goal:
This item meets City Council Strategic Goal Number 3 to Strengthen our Local Economy and Enhance Housing Opportunities by helping to eliminate blight in the City.

Fiscal Impact:
Adoption of the proposed Urgency Ordinance and Ordinance will not have a significant fiscal impact. Each remediation project within their scope may vary, and staff will assess and

process project costs consistent with the MPMC and California law.

Attachments:

1. Urgency Ordinance amending Chapter 3.100 of the Monterey Park Municipal Code and MPMC § 3.090
2. Ordinance amending Chapter 3.100 of the Monterey Park Municipal Code and MPMC § 3.090

City Council Staff Report

Date: August 6, 2025
Agenda Item Number: 9.G.

To: The Honorable Mayor and City Council

From: Christine Tomikawa, Human Resources/Risk Management Director

Subject: Consideration and possible action to adopt a Resolution approving successor Memorandum of Understanding between the City of Monterey Park and the Monterey Park Police Officers' Mid-Management Association for the term of July 1, 2025 to June 30, 2028.

Recommendation:
It is recommended that the City Council consider:

1. Adopting Resolution approving successor Memorandum of Understanding ("MOU") between the City of Monterey Park and the Monterey Park Police Officers' Mid-Management Association ("MPPOMMA"); and
2. Taking such additional, related, action that may be desirable.

Executive Summary:
The City of Monterey Park's ("City") representatives met with MPPOMMA representatives to meet and confer in good faith to negotiate the terms and conditions of successor MOU. The parties reached agreement to be approved by the City Council for a term effective July 1, 2025 to June 30, 2028.

Background:
MPPOMMA's current MOU expired on June 30, 2025. MPPOMMA's membership ratified the July 1, 2025 to June 30, 2028 successor MOU on July 24, 2025. The City and MPPOMMA have agreed to the following:

- Term - three-year agreement - July 1, 2025 to June 30, 2028
- Base salary increase - 2.0% cost of living adjustment ("COLA") effective the first full pay period after July 1, 2025; 3.0% COLA to base salary effective the first full pay period after July 1, 2026; and 3.0% COLA to base salary effective the first full pay period after July 1, 2027.
- Article 21 Health Insurance - cafeteria plan increase effective the first full pay period after July 1, 2025 to $1,995/month. Increase in monthly opt-out medical insurance for

those who waive medical insurance coverage.
- Article 28 Salary and Wages - increase longevity pay starting at 5 years of service and modifying longevity language to include years of sworn officer service from other public agencies.
- Special Assignment - increase monthly incentive pay to $400/month (effective the first full pay period after July 1, 2026).
- MOU language modification(s).

Strategic Plan Goal:

The action supports the City Council's Strategic Plan Goal of maintaining stability of the City's Human Resources by strengthening workforce recruitment and retention.

Fiscal Impact:

The estimated cost for the MPPOMMA MOU is $236,345 for Fiscal Year 2025-2026; $112,881 for Fiscal Year 2026-2027; and $99,681 estimated amount for Fiscal Year 2027-2028. MOU costs will be budgeted appropriately.These amounts will be paid by the City's general fund.

Attachments:

1. Monterey Park Police Officers’ Mid-Management Association Resolution
2. Exhibit A - Monterey Park Police Officers' Mid-Management Association MOU Redline

ATTACHMENT 1
Monterey Park Police Officers' Mid-Management Association Resolution

RESOLUTION NO. ____

A RESOLUTION APPROVING THE MEMORANDUM OF UNDERSTANDING FOR CONTRACT YEARS 2025-2028 BETWEEN THE CITY OF MONTEREY PARK AND THE MONTEREY PARK POLICE OFFICERS' MID-MANAGEMENT ASSOCIATION.

THE CITY COUNCIL RESOLVES AS FOLLOWS:

SECTION 1: City representatives, approved by the City Council, and representatives from the Monterey Park Police Officers' Mid-Management Association ("POMMA") met and conferred regarding wages, hours and other terms and conditions of employment for contract years 2025-2028.

SECTION 2: Following such negotiations, the representatives drafted a successor Memorandum of Understanding ("MOU") for fiscal years 2025-2028. A copy of that MOU is attached as Exhibit "A," and is incorporated by reference.

SECTION 3: Following a vote of its membership, POMMA informed the City that its members had ratified the MOU.

SECTION 4: After reviewing the MOU, the City Council finds that it is in the public interest to approve it retroactively effective July 1, 2025. Accordingly, the City Manager is authorized to execute the MOU in a form approved by the City Attorney.

SECTION 5: *Severability*. If any part of this Resolution or its Application is deemed invalid by a court of competent jurisdiction, the City Council intends that such invalidity will not affect the effectiveness of the remaining provisions or applications and, to this end, the provisions of this Resolution are severable.

SECTION 6: *Construction*. This Resolution must be broadly construed to achieve the purposes stated in this Resolution. It is the City Council's intent that the provisions of this Resolution be interpreted or implemented by the City and others in a manner that facilitates the purposes set forth in this Resolution.

SECTION 7: *Effective Date*. This Resolution will become effective immediately upon adoption.

SECTION 8: *Electronic Signatures*. This Resolution may be executed with electronic signatures in accordance with Government Code §16.5. Such electronic signatures will be treated in all respects as having the same effect as an original signature.

SECTION 9. The Mayor, or presiding officer, is authorized to affix its signature to this Resolution signifying its adoption by the City Council, and the City Clerk, or its duly appointed deputy, is directed to attest.

PASSED AND ADOPTED this ____ day of _____, 2025.

_____
Vinh T. Ngo, Mayor

ATTEST:

_____
Maychelle Yee, City Clerk

APPROVED AS TO FORM:
Karl H. Berger, City Attorney
By:_____
Zachery A. Lopes, Deputy City Attorney

MEMORANDUM OF UNDERSTANDING

between

THE CITY OF MONTEREY PARK, CALIFORNIA

and

THE MONTEREY PARK POLICE OFFICERS' MID-MANAGEMENT ASSOCIATION

THREE~~TWO~~-YEAR AGREEMENT: 07/01/2025~~2023~~ – 06/30/2028~~2025~~

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between
THE CITY OF MONTEREY PARK, CALIFORNIA
and
THE MONTEREY PARK POLICE OFFICERS' MID-MANAGEMENT ASSOCIATION
THREE~~TWO~~ YEAR AGREEMENT **07/01/2025~~2023~~ – 06/30/2028~~2025~~**

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MEMORANDUM OF UNDERSTANDING
Between
THE CITY OF MONTEREY PARK
and
THE MONTEREY PARK POLICE OFFICERS' MID-MANAGEMENT ASSOCIATION
THREE~~TWO~~ YEAR -AGREEMENT 07/01/2025~~2023~~ - 06/30/2028~~2025~~

PREAMBLE

This Memorandum of Understanding (MOU) has been prepared in accordance with the California Government Code (Section 3500 et seq.). The City of Monterey Park, California, hereinafter referred to as the "City", and the Monterey Park Police Officers Mid-Management Association, hereinafter referred to as "MPPOMMA," have reached this Memorandum of Understanding pursuant to meeting and conferring in good faith. Unless specifically provided herein, changes in wages, hours and terms and conditions of employment shall be prospectively effective on and after City Council adoption of this MOU.

ARTICLE 1 - SCOPE OF MEMORANDUM OF UNDERSTANDING

It is the intent and purpose of this MOU to assure sound and mutually beneficial working and economic relations between the parties, to provide an orderly and peaceful means of resolving any misunderstandings or differences which may arise, and to set forth the basic and full agreement between the parties concerning wages, hours of employment, and other conditions of employment.

ARTICLE 2 - RECOGNITION

A. The City acknowledges MPPOMMA as the representative for certain employees in the Police Department of the City of Monterey Park, California, for the purpose of meeting and conferring in good faith regarding wages, hours, and other terms and conditions of employment.

B. This MOU shall cover all employees working in the classification of Police Lieutenant and Police Sergeant.

C. This MOU does not preclude employees in such employment classifications from representing themselves individually in their employment relations with the City.

ARTICLE 3 - CITY RESPONSIBILITIES AND RIGHTS

A. To insure that the City is able to carry out its statutory functions and responsibilities, the following matters will not be subject to the terms of this MOU, but shall be within the exclusive discretion of the City: to select and determine the number and types of employees required; to assign work to employees in accordance with the City; to establish and change work schedules and assignments; to hire, transfer and to promote or to lay off employees for lack of work and for all other legitimate reasons; to suspend, discipline or discharge for just cause; to expand or diminish services; to subcontract any work or operations; to determine and change at its sole discretion, the number of locations, relocations and types

of operations and the processes and materials to be employed.

B. Not withstanding the above, the City hereby agrees to Meet and Confer with MPPOMMA on any changes regarding hours, work schedules, salaries, or working conditions. The City agrees to adhere to the job specifications established for each classification.

ARTICLE 4 - EMPLOYEE AND/OR EMPLOYEE REPRESENTATIVES

A. All employees represented by MPPOMMA shall have the right to join MPPOMMA, or to refuse or refrain from joining MPPOMMA.

B. Members of MPPOMMA may, by any reasonable methods, select three (3) representatives who may or may not be City employees to meet and confer with the City Representative Committee or other management officials on subjects within the scope of representation during regular duty or working hours, provided:

1. That no employee representative shall leave his/her duty or workstation or assignment without specific approval by any authorized departmental management official.

2. That any such meeting is subject to scheduling by an authorized departmental management official so as to avoid interference with or interruption of assigned work schedules or work performance.

C. The City will deduct dues and initiation fees from those employees who voluntarily sign and have submitted to the City the necessary authorization card.

D. Deductions as are authorized in writing by the employee shall be deducted from earned wages or salaries on each payday. The City shall forward to MPPOMMA all dues and/or initiation fees deducted from the employees for any month, the first of the succeeding month.

E. MPPOMMA shall indemnify, defend and hold the City harmless against claims and any suit instituted by an employee against the City which shall arise out of any action which shall be taken by the City in accordance with the sections regarding dues deduction.

F. MPPOMMA representatives, while on City property, shall abide by the City's safety rules and regulations.

G. The Employee Representatives will include at least one employee member. Employee Representatives shall be provided reasonable release time, without loss of salary or benefits, for purposes of collective bargaining and/or processing of employee grievances. In addition, Association representatives may be granted reasonable release time to attend Association sponsored training programs, seminars, and conferences, subject to prior City approval.

H. A written list of the Officers of MPPOMMA and the Employee Representatives shall be furnished to the City immediately after their designation, and MPPOMMA shall notify the City promptly in writing of any changes of such Officers or Representatives.

ARTICLE 5 - COMMUNICATIONS

Space shall be provided on City bulletin boards for the posting of the following notices of immediate concern to the employee group members:

1. MPPOMMA recreational and social activities.

2. MPPOMMA election notices and results.

3. MPPOMMA meetings and events.

4. Such other notices as may be mutually agreed upon by MPPOMMA and the Department Director or representative.

5. All notices and materials regarding the business of the MPPOMMA.

ARTICLE 6 - CONTINUED PERFORMANCE OF CITY SERVICES AND OPERATIONS

A. MPPOMMA hereby agrees MPPOMMA represented employees and officers and/or agents of MPPOMMA shall not engage in, encourage, sanction, support, authorize or suggest any work stoppages, strikes, boycotts, slowdowns, mass resignation, mass absenteeism, or any other intentional interference of work of the City. However, information pickets, following an impasse in the labor negotiation process, are excluded from this Article and are therefore allowed as long as the picketing is not violent, does not block ingress or egress and/or does not interfere with the public health, safety or order.

B. In the event any employee, or employees, participates in any of the prohibited activities stated above, MPPOMMA shall notify such employee or employees, so engaged to cease and desist from such activities and shall instruct said person, or persons, to return to their normal work assignment and duties.

C. The employee, or employees, participating in the activities prohibited above shall be subject to disciplinary action by the City, including suspension or discharge in accordance with the City's Personnel Rules and Regulations.

ARTICLE 7 - GRIEVANCE PROCEDURE

A. DEFINITIONS

1. A "grievance" is a formal written or oral allegation by a member of MPPOMMA on behalf of specified unit members have been adversely affected by an alleged

violation of the specific provisions of this Memorandum of Understanding, the City's Personnel Rules, written Department Rules, Regulations, policies and procedures or an appeal of a disciplinary action decision by the City Manager.

2. A "disciplinary grievance" is a formal written objection or challenge to any disciplinary action as defined by the Personnel Rules and Regulations. A "disciplinary grievance" shall be filed after the written receipt of the City Manager's decision, and shall constitute the sole and exclusive process of appeal. Such appeals shall be processed at Level IV, Administrative Hearing.

3. A "grievant" is any unit member or the MPPOMMA on behalf of specified unit members adversely affected by an alleged violation within the scope of the grievance procedure as defined above.

4. A "day" is any day in which the administrative offices of the City of Monterey Park are open for regularly scheduled business.

B. GENERAL PROVISIONS

1. If an employee is receiving direction from his/her supervisor but believes the direction forms the basis for a viable grievance, the employee must still comply with the direction. If that grievance is ultimately sustained only then may the employee not comply with that directive.

2. Grievance documents shall not be placed in the personnel file, unless they relate to discipline. If they relate to discipline, they will not be placed in an employee's personnel file until after the discipline appeal process (if applicable) is completed.

3. Time limits for appeal provided at any level of this procedure shall begin the first day following receipt of the written decision by the grievant and/or MPPOMMA. Failure of the grievant to adhere to the time deadlines shall mean that the grievant is satisfied with the previous decision and waives the right to further appeal. The grievant and the City may extend any time deadline by mutual agreement. If the City fails to respond to the grievant by the deadline to respond at any step in the grievance process, that shall constitute a denial of the grievance at that step and the grievant' s time to file an appeal to the next step shall start the following day.

4. Every effort will be made to schedule meetings for the processing of grievances during the regular work schedule of the participants. If any grievance meeting or hearing must be scheduled during duty hours, any employee required by either party to participate as a witness or grievant in such meeting or hearing shall be released from regular duties without loss of pay for a reasonable amount of time.

5. Any unit member may, at any time, present grievances to the City and have such grievances resolved without the intervention of MPPOMMA, as long as the resolution is reached prior to the hearing and the resolution is not inconsistent with

the terms of this MOU; provided that the City shall not agree to a resolution of the grievance until MPPOMMA has received a copy of the grievance and the proposed resolution, and has been given the opportunity to file a response within twenty (20) days. Upon request of the grievant, the grievant may be represented at any stage of the grievance procedure by a representative of MPPOMMA, which may include the attorney of MPPOMMA. MPPOMMA may also be represented at any grievance meetings and will be notified of any such meetings.

6. This grievance procedure shall be the sole and exclusive procedure for processing objections or challenges to disciplinary actions as defined in the Personnel Rules and Regulations and shall satisfy all administrative appeal rights and protection.

7. There shall be no reprisals, interference, coercion or discrimination against any employee for processing a grievance at any level, or for assisting a grievant in the processing of a grievance.

C. PROCEDURE - Grievances will be processed in accordance with the following procedures:

1. Level I - Informal Resolution: Any unit member or MPPOMMA who believes he/she has a grievance shall present the grievance orally to the immediate supervisor within fifteen (15) workdays after the grievant knew, or reasonably should have known, of the circumstances which form the basis for the grievance. Failure to do so will mean the grievance is untimely and shall not be processed. The immediate supervisor shall hold discussions and attempt to resolve the matter within fifteen (15) days after the presentation of the grievance. It is the intent of this informal procedure that at least one personal conference be held between the aggrieved employee, their representative and the immediate supervisor.

2. Level II - Formal Written Grievance

a. If the grievance is not resolved during the informal conference and the grievant wishes to continue the grievance process, the grievant shall present the grievance in writing on the appropriate form to the Police Chief within ten (10) days after the oral decision by the immediate supervisor.

The written information shall include: (a) a description of the specific grounds of the grievance; (b) a listing of the provisions of this agreement, personnel rules, regulations or procedures alleged to have been violated; and (c) a listing of specific actions requested of the City which will remedy the grievance.

b. The Police Chief or his/her designee shall communicate the decision, in writing, to the grievant within ten (10) days after receiving the grievance.

c. Within the above time limits the parties may request a personal conference.

d. Grievances which do not allege grievable subjects as defined under Section A.1 above are not subject to review above this level.

3. Level III - Appeal to the City Manager

a. If the grievant is not satisfied with the decision at Level II, the grievant may, within ten (10) days of the receipt of the decision at Level II, appeal the decision to the City Manager. This statement shall include a copy of the original grievance and appeal, and a clear, concise statement of the reasons for the appeal.

b. The City Manager shall communicate the decision, in writing, to the grievant within ten (10) days. If the City Manager does not respond within the time limits provided, the grievant may appeal to the next level.

4. Level IV - Administrative Hearing

a. If the grievant is not satisfied with the decision at Level III, or if an employee or MPPOMMA wishes to appeal the disciplinary decision of the City Manager, the grievant/employee may, within ten (10) days of the receipt of the decision, for an administrative hearing of the dispute. Within twenty (20) days of the grievant's receipt of the decision at Level III, MPPOMMA shall inform the City, in writing, of its request to have an administrative hearing. MPPOMMA and the City shall attempt to agree upon a hearing officer.

If no agreement can be reached, they shall request that the City supply a list of seven (7) names of persons experienced in hearing grievances in cities from a panel mutually selected by MPPOMMA and the City. Each party shall alternately strike a name until only one remains. The remaining panel member shall be the Hearing Officer. The order of the striking names shall be determined by coin toss.

b. If the City requests, the Hearing Officer shall be requested to hear the merits of any issues raised regarding grievability. No hearing on the merits of the grievance will be conducted until the issue of grievability has been decided. The same Hearing Officer shall decide the issue of grievability, and if grievable, then the merits of the dispute.

c. The Hearing Officer shall, within thirty (30) days unless both parties agree otherwise, hear evidence and render a decision on the issue or issues submitted to him/her. If the parties cannot agree upon a submission agreement, the Hearing Officer shall determine the issues by referring to the written grievance and the answers thereto at each step.

d. The Hearing Officer shall hold a hearing on the issue submitted or as determined by the Hearing Officer if the parties have not mutually agreed upon the issue, and render a written decision. The conduct of the hearing proceedings shall be governed by California Code of Civil Procedure section 1280 et. seq. The Hearing Officer's decision shall be the final and binding. The Hearing Officer's decision is reviewable under California Code of Civil Procedure 1094.5.

e. The City and MPPOMMA agree that the jurisdiction and authority of the Hearing Officer so selected and the opinions the Hearing Officer expresses will be confined exclusively to the interpretation of the express provision or provisions of this MOU at issue between the parties. The Hearing Officer shall have no authority to add to, subtract from, alter, amend, or modify any provisions of this MOU or the written ordinances, resolutions, rules, regulations and procedures of the City or the Department, nor shall he/she impose any limitations or obligations not specifically provided for under the terms of this MOU. The Hearing Officer shall be without powers or authority to make any decision that requires the City or management to do an act prohibited by law.

f. In the event that this grievance procedure is used to challenge disciplinary actions, the Hearing Officer shall prepare a written decision containing findings of fact, determination of issues, and statement of the precise disciplinary penalty, if any.

g. After a hearing and after both parties have had an opportunity to make an oral closing or submit written arguments, the Hearing Officer shall submit in writing to all parties his/her findings and award. If either party requests the closing to be in writing, then both parties will submit a written argument.

h. The fees and expenses of the Hearing Officer shall be shared equally by the City and MPPOMMA. All other expenses shall be borne by the party incurring them, and neither party shall be responsible for the expense of witnesses called by the other. Either party may request a certified court reporter to record the entire hearing. The cost of the services of such court reporter shall be shared equally by the parties.

i. By filing a grievance and processing it beyond Level III, the grievant expressly waives any right to statutory remedies or to the exercise of any legal process other than as provided by this grievance/administrative hearing procedure. The processing of a grievance beyond level III shall constitute an express election on the part of the grievant that the grievance/administrative hearing procedure is the chosen forum for resolving the issues contained in the grievance, and that the grievant will not resort to any other forum or procedure for resolution or review of the issues. The parties do not intend by the provisions of this paragraph to

preclude the hearing award in any court of competent jurisdiction.

j. With regard to discipline-related hearings governed by this Section (C)(4), where the discipline subject to appeal consists of a minimum of 8.1 hours and a maximum of 24 hours, the following limitation shall apply to the amount of time available to each party to the hearing for a presentation of any individual party's case. For purposes of time-limit computation only, the Association and any one (1) employee, as well as any other entity that may properly be appearing on behalf of or with an interest similar to the Association or employee, shall be jointly deemed to be the same one party for computing the time limitation on presentations. Accordingly, the time limitation shall not be multiplied by the number of individuals or entities appearing, on behalf of, or with an interest similar to, the individual employee who has been disciplined.

Each party to the Article 7 administrative appeal shall be limited to a maximum of twelve (12) hours of presentation time during conduct of an administrative appeal pursuant to MOU Article 7(C)(4) Level IV Administrative Hearing.

"Presentation Time" against which shall be charged the twelve (12) hour presentation time limitation, shall include oral opening statement and oral closing argument, direct/redirect examination of witnesses, rebuttal and sur-rebuttal witness testimony, demonstrations, and site inspections (excluding travel time to and from the site). Cross examination shall not be counted as part of the "Presentation Time."

The hearing officer shall record and maintain account of all such hours by means of a timekeeping device suitable to the task. Absent stipulation by the parties to extend the twelve (12) hour limitation, the hearing officer shall have no authority to extend said limitation.

5. Disciplinary Proceedings (one day suspension): For purposes of this section alone, a one (1) day suspension shall be equivalent to eight (8) hours of salary, regardless of the actual hours worked in a shift. Suspensions of one (1) day shall be excluded from the arbitration appeal process. Upon receipt from the Chief of Police or his designee of a notice of intended penalty of one (1) day or less, the employee shall have ten (10) business days (Monday - Friday) to submit a written request to the City Manager requiring mediation. The matter shall then be submitted to a mediator provided by the State Mediation and Conciliation Service. Absent agreement as to identity of the mediator, the parties shall alternately strike names from a list supplied by the Los Angeles Office of SMCS. A mediation session shall then be calendared. The mediation shall not be an evidentiary hearing. Neither party shall be represented by an attorney although non-attorney representatives shall be permitted. There shall be no subpoena power, no submission of briefs, and the mediation shall conclude within the same business day that it commenced. If

the manner in which the mediation is resolved is unsatisfactory to either party, then the proceeding before the City Manager shall provide the due process mandated by Skelly v. State Personnel Board and shall not be an evidentiary hearing. The decision of the City Manager shall be the final administrative action not subject to further administrative review. The City Manager's decision is reviewable under California Code of Civil Procedure 1094.5.

ARTICLE 8 - OVERTIME

A. 7K EXEMPTION: The City of Monterey Park has exercised its ability to declare the "7K" exemption under the Fair Labor Standards Act (FLSA) for sworn police personnel. The work period for such employees shall be twenty-eight (28) days in length commencing on Saturday, April 20, 1985 at 2:00 a.m.

B. WORK HOUR PLANS: The City and the Association agree that the Department will utilize the three-twelve and a half (3/12.5) and four-ten (4/10) work hour plans during the term of this MOU. The three-twelve and a half (3/12.5) work hour plan shall cover patrol Sergeants and Lieutenants. The four-ten (4/10) work hour plan shall cover Administrative Lieutenant, Detective Lieutenant, Traffic Sergeant and Detective Sergeant. The 5/8 work hour plan may be permitted at the discretion of the Police Chief.

1. If the City Council determines in its sole discretion to cause a funded Captain's position to remain vacant (or in the alternative, to eliminate funding for a Captain's position), the consequence of such action will be a requirement that Lieutenants, including those assigned to the Patrol Division, be available at the sole discretion of the Chief of Police to perform specified tasks and duties In such cases, it will likely be necessary to modify the work schedule of the affected Lieutenants with the result being their removal from a 3/12.5 or other schedule while assigned to perform specified tasks and duties. However, in no case shall the Lieutenant be reassigned to a 5/8 schedule. If such a decision is made by the City Council, the Chief of Police will have limited time to redeploy one or more Lieutenants in order to perform specified tasks and duties. Accordingly, it is the agreement of the parties that in his sole discretion, the Chief of Police shall have authority to reschedule and redeploy Lieutenants as necessary to meet the needs of the Department as generated by Council exercise of the above discretion. However, the Chief shall also seek out input from the Association as to its recommendations for addressing the Department's service needs should the City Council exercise its discretion as indicated above. However, this shall not be a meet and confer process, shall not be subject to the impasse procedures set forth in the Municipal Code or otherwise, and the redeployment of one or more Lieutenants may, at the Chief's sole discretion, occur prior to initiation or completion of said meeting process.

In the event of an emergency, as determined by the Chief of Police in his/her sole discretion, the City may cancel, alter or amend the work schedule as necessary, and only for the duration of the emergency, immediately and without the requirement of engaging in the meet and confer process.

Unit members shall be provided twelve (12) days notice prior to any shift change, reassignment or modification. The twelve (12) day notice requirement shall not apply in the case of emergency situations. For the purpose of this rule, emergencies shall mean any unforeseen or unplanned event that impacts Department staffing needs.

C. OVERTIME: For employees assigned to the three-twelve and a half (3/12.5) work hour plan, overtime shall be defined as that time authorized and actually worked by an employee in excess of one hundred sixty (160) hours within the twenty-eight (28) day work period. All employees required to work in excess of the standard work period of one hundred and sixty (160) hours shall receive compensation at the rate of time and one-half (1 1/2) of his/her rate of pay. For employees assigned to the four-ten (4/10) and eight to five (8-5) work hour plan, overtime shall be defined as that time authorized and actually worked by an employee in excess of eighty (80) hours within the fourteen (14) day pay period. All employees required to work in excess of the standard pay period of eighty hours within the fourteen day pay period shall receive compensation at the rate of time and one-half (1 1/2) of his/her rate of pay.

All employees assigned to work the three-twelve and a half (3/12.5) work hour plan and who work in excess of one hundred and sixty (160) hours within the twenty-eight (28) day work period shall be compensated at the completion of the twenty-eight (28) day work period. Regardless of the amount of overtime hours accrued during the first half (80 hours) of the work period, employees shall be compensated eighty (80) hours for that pay period, and the balance of the hours worked shall be compensated at the completion of the twenty-eight (28) day work period. All overtime requests must have the authorization of a supervisor prior to the commencement of such overtime work. Dispatched calls beyond the end of duty time are considered as authorized. An employee's failure to obtain prior approval will result in the denial of overtime request.

All eligible employees assigned to work the four-ten (4/10) work hour plans and who work in excess of eighty (80) hours within the fourteen (14) day pay period shall be compensated for overtime at the completion of the fourteen (14) day pay period.

Determination as to whether or not overtime shall be assigned and/or worked remains in the sole discretion of a responsible supervisor. However, where in the sole discretion of the responsible supervisor, overtime can be efficiently worked by any member of the shift without regard to particular skills or abilities of any eligible employee, then said overtime shall be assigned based on seniority, except in those cases where the overtime duty arises from a case or incident involving another shift Officer. In such case, the involved Officer shall be assigned the overtime, regardless of seniority.

In those instances where overtime is made available on a Department-wide basis (such as for a movie detail), then said overtime shall be assigned on a seniority basis, unless in the sole discretion of the responsible supervisor(s), particular skills and abilities of Officers are relevant to the assignment of any individual(s) to the overtime duty.

The assignment of overtime, as designated by the Police Chief's 6/12/12 memorandum (attached as an Addendum B), will be the agreed departmental method for overtime call out procedure for replacement of Patrol Sergeants/Lieutenants assigned to Patrol as Watch Commanders or Field Supervisors when a vacancy occurs due to a non-planned event. The intent of the memorandum is to call in overtime rank-for-rank as described in said reference memorandum without limiting the Chief from exercising his management authority and rights in meeting the staffing needs of the department. The Police Chief, as departmental needs arise and pursuit his management rights, may make changes to said method of assignment of overtime. The chief will meet and confer with the POA representatives prior to implementing said changes.

In cases where seniority is utilized to make overtime assignments, the responsible supervisor shall make a reasonable attempt to advise the eligible Officer(s) of the overtime opportunity. Upon said overtime offer either being rejected or the eligible Officer not being responsive to reasonable contact, the responsible supervisor shall repeat said notification steps until the overtime opportunity is selected. Disputes as to whether or not a "reasonable attempt" was made to contact an Officer eligible for seniority-based overtime selection, shall not be subject to the grievance procedure or to any other administrative or civil method of appeal, and the determination of the responsible supervisor in this regard, shall be final, conclusive and not appealable through any means.

Regardless of the above, any responsible supervisor retains the right in his or her sole discretion to disregard seniority in rendering an overtime assignment when, in the sole discretion of the responsible supervisor, the needs of the Department and/or community so dictate. Said decision shall not be subject to any administrative or civil challenge and shall be final and conclusive.

For the purpose of determining overtime, vacation, sick leave, compensatory time off and/or other paid leave time shall be considered compensable hours of work.

D. COMPENSATORY TIME OFF: In lieu of receiving cash payment at time and a half for overtime hours worked, an employee may elect the option of earning compensatory time off. Compensatory time shall be earned at the rate of time and one-half (1 1/2) for each hour worked. The maximum amount of comp time that may be accrued is 480 hours (320 hours worked). All compensatory time on the books will be paid down to forty (40) hours as of December 1 of each year. The remaining balance will remain on the books until such time as employee utilizes the compensatory time.

E. PAID LEAVE ACCRUAL RATES: Employees assigned to the three-twelve and a half (3/12.5) and four-ten (4/10) work hour plans shall accrue vacation, holiday and sick leave in accordance with the accrual rates as outlined herein. When vacation, holidays or sick leave is used, the employee shall be charged based on actual time taken off in relation to his/her regularly assigned shift.

F. REGULAR RATE OF PAY: For the purpose of computing overtime, the employee's regular rate of pay shall include the following components, if applicable, in addition to

base salary:

1. Educational Incentive
2. Bilingual Pay
3. Special Assignment Pay
4. Longevity Pay
5. Medical Opt-Out Pay

G. COMPENSABLE HOURS OF WORK:

1. Firearms Qualification: Employees who choose to shoot at the range at times other than as required for qualification and training by the Department, will be considered to be on personal time. Such time is not counted as working time and is not compensable in any manner whatsoever.

2. Voluntary Training Time: Voluntary attendance at training schools/facilities (including the academy) which improves the performance of regular tasks and/or prepares for job advancement are not compensable for hours in excess of the employees' normal work shift. Any such time spent in excess of the normal work shift will not be counted as working time and is not compensable in any manner whatsoever. Time spent in studying and other personal pursuits is not compensable hours of work, even though the employee may be confined to campus or to barracks twenty-four (24) hours a day.

   Travel time to and from the training facility outside of an employee's normal work shift is not compensable hours of work.

   Mandatory training as required by the Department and/or POST is compensable for actual time spent in training. Travel time outside of regularly scheduled work hours for mandatory training is not compensable as work time unless approved by a supervisor. If the use of a personal vehicle is authorized for attendance at mandatory training, mileage shall be reimbursed at current IRS rates, as they exist from time to time during the term of the MOU, for actual miles traveled.

3. City Vehicle Use: Employees who are provided with a City vehicle to travel to and from work shall not be compensated in any manner whatsoever for such travel time in the City vehicle.

   This provision also applies in those situations where the radio must be left on and monitored.

   This provision does not preclude compensation in those instances where an employee is required to perform emergency law enforcement duties as required by law. In such cases, appropriate compensation shall be provided.

4. Gym Facility: The City provides a room to be used as a gym facility for the

voluntary use of employees during their off duty hours. Time spent by employees in working out at the gym facility is not considered hours worked and will not be compensated in any manner.

5. Emergency Call Back Pay: Call-back duty occurs when an employee is ordered to return to duty on a non-regularly scheduled work shift. Call-back does not occur when an employee is held over from his/her shift or is working prior to his/her regular scheduled shift. An employee called back to duty shall be credited with a minimum of three (3) hours work time commencing when he/she receives the call. An employee shall report to duty within a reasonable period of time not to exceed one (1) hour. Any hours worked in excess of three (3) hours shall be credited on a hour-for-hour basis for actual time worked. Travel time from the station to residence shall not be considered hours worked and shall not be compensated in any manner whatsoever. This provision is to be distinguished from "Court Standby" pay in Section 7 which is to be used when an employee is called back to court.

6. Court Pay: When an officer is physically called to court, he/she shall be credited on a hour-for-hour basis for the time actually spent in court, commencing one-half (1/2) hour prior to the scheduled court appearance. An employee shall be credited with a minimum of three (3) hours for each scheduled court appearance. Only one (1) minimum shall apply per payday. These three (3) hours will ultimately be paid in the pay period at time and one-half (1 1/2).

   Travel time shall not be considered hours worked and shall not be compensated in any manner whatsoever unless the employee first responds to the station.

7. Court Standby: A member of MPPOMMA who, while off duty, is on court standby status, may leave a telephone number where he/she may be reached while on court standby. Such time is not considered hours worked. However, the employee will receive credit for three (3) hours (these three (3) hours will ultimately be paid in the pay period at time and one-half (1 1/2)), provided that the employee is not actually required to be present in the court building. If any employee is required to go to court, this three (3) hour period is applied to court pay under Section 6.

   Alternatively, an employee on court standby may, with the permission of the Chief of Police or his designee, report to the police facility, in uniform, for assignment while awaiting court. An employee shall be credited on a hour-for-hour basis for time actually worked while on standby. Travel time to the police facility shall not be considered hours worked and shall not be compensated in any manner whatsoever.

8. Administrative Leave: The following members of MPPOMMA will received administrative leave hours in the following amounts the first payroll cycle after City Council contract approval and the first payroll following July 1st every fiscal year. Employees hired mid-year or employee assignments changing mid-year will require a

pro-rated amount of administrative leave either increases or decreasing an employee's administrative leave bank. Human Resources will make these calculations and adjustments. No other adjustment will be made to accrual banks besides this pro-rated calculation with mid-year assignment changes.

Detective Lieutenant (1) – 60 hours annually
Detective Sergeant (1) – 60 hours annually
Community Engagement Bureau Sergeant (2~~1~~) – 60 hours annually
Traffic Sergeant (1) – 60 hours annually
All remaining members of the MPPOMMA - 20 hours annually

Unused Administrative Leave shall not be carried over into the next fiscal year and cannot be cashed out.

E. The times during the fiscal year at which an employee may take his/her administrative leave shall be determined by the Police Chief or his/her/their designee with due regard for the wishes of the employee and the needs of the service. Eligibility for this leave shall not be predicated upon first having all vacation and sick leave exhausted. Administrative leave may be utilized at any time during the fiscal year.

H. SHIFT TRADES:

Employees in the unit have the right to trade shifts with their colleagues subject to the following conditions:

1. Both employees agree to the shift trade voluntarily.

2. A supervisor approves the shift trade. Supervisors will not unreasonably deny a trade. However, denials are not subject to being grieved.

3. The employee whose shift is worked gets credit for the shift. Thus, the employee whose shift was worked will record the time as time worked on his or her time sheet.

4. Payback of the traded shift will be the responsibility of the two employees who trade shifts and will not be monitored by the City. Traded shifts should fall in the same 28 day work period. If an employee leaves the City having not paid back a shift, it shall be the responsibility of the two employees to work out any pay back.

5. If an employee agrees to trade shifts with another employee and then calls in sick and/or does not work the shift, the employee who agreed to work the shift shall have his/her Sick Leave deducted. For example, if Police Sergeant A agrees to work the shift for Police Sergeant B and prior to the shift, Police Sergeant A calls in sick and does not work the shift, Police Sergeant A's Sick Leave is deducted and Police Sergeant B gets credit for the shift.

ARTICLE 9 - VACATION

A. Policy: It is the intent and purpose of this vacation leave policy that all employees avail themselves of accrued vacation time in order to promote a safe and productive working environment. However, the parties do recognize that personal circumstances and/or the staffing requirements of the Police Department may periodically impact the ability of an employee to utilize any or all of his/her annual vacation accrual.

B. Vacation Accrual:

1. Accrual Rate: Employees shall accrue paid vacation time on the basis of years of paid service. The accrual rate shall be as follows:

   0 - 6 years eighty-eight (88) hours per year
   7 + years Eight additional hours per year to a maximum of two-hundred sixty (260) hours per year.

2. Accrual Caps: Except as provided herein, no employee may accrue greater than four hundred (400) vacation hours.

   The total number of vacation hours accrued on or before January 14, 1995 shall not be subject to the above accrual limitation and shall be placed in a separate accrual bank (vacation hours Bank No. 1). The number of vacation hours contained within Bank No. 1 on January 14, 1995 shall not increase except as provided below.

   Concurrent with the creation of Bank No. 1, there shall be created a second vacation bank (Bank No.2) that shall have a balance of zero at its inception. Vacation hours accumulated after January 14, 1995 shall be deposited in Bank No. 2. Effective July 1, 2014, vacation hours in Bank No. 2 accrued in excess of 400 hours shall be automatically cashed out as part of the regular payroll process. Said hours shall be cashed out during the pay period in which they are earned. In no case shall an employee be allowed cash out above the cap balance if the employee has not, within the fiscal year, taken advantage of the cash-out provisions of Article 11 of this MOU or has not taken 40 hours of vacation for the year. If an employee has not cashed out as provided in Article 11 or taken forty (40) of vacation, accrual of vacation will cease once the cap is met except for the following provisions.

   Only in exceptional circumstances within the City's discretion shall an employee be allowed to exceed the maximum vacation accrual. In no case shall an employee's request to accrue vacation in excess of the accrual cap be granted if the employee has not, within the fiscal year, taken advantage of the cash-out provisions of Article 11 of this MOU. Any approval to accrue in excess of the accrual cap requires a written request from the Police Chief to the City Manager stating that the employee will not be authorized to utilize vacation prior to reaching the accrual cap because of Department staffing requirements. The City Manager's approval is required. The number of hours allowed above the cap shall be in an amount

sufficient to allow the employee 60 days to utilize vacation time prior to again reaching the cap. The approved number of hours shall be placed in bank number 1.

C. Use of Vacation Time: Probationary employees shall be authorized to utilize accrued vacation time prior to conclusion of the probationary test period.

Use of vacation time during the calendar year shall be approved by the Chief of Police or his designee, with due regard for the wishes of the employee, the employee's accumulated vacation credits, and particular regard for the needs of the Department.

ARTICLE 10 - HOLIDAY

Policy: It is the intent and purpose of this holiday leave policy that all employees avail themselves of accrued holiday time in order to promote a safe and productive working environment. However, the parties do recognize that personal circumstances and/or the staffing requirements of the Police Department may periodically impact the ability of an employee to utilize any or all of his/her annual holiday accrual.

Employees of the Police Department who are assigned to work around-the-clock shifts receive thirteen 10-hour (130 hours total) floating "holidays-in-lieu" of specific holidays off.

These holidays shall accrue on the following days:

CITY HALL CLOSED

Regular:	New Year's Day	Thanksgiving Day
	Washington's Birthday	Day After Thanksgiving Day
	Memorial Day	Christmas Eve
	Independence Day	Christmas Day
	Labor Day	New Years Eve Day
	Veteran's Day	

CITY HALL OPEN

Floating:	Admission's Day	Columbus Day

All other unit employees shall receive eleven (10-hour) paid holidays (see "Regular" holidays listed above), two (10-hour) floating holidays to replace Admission's Day and Columbus Day.

Effective January 1, 2020, all employees shall receive thirteen 10-hour (130 hours total) "holidays-in-lieu" of specific holidays off. Employees shall accrue 10.84 hours each calendar month of employment in lieu of the above-listed holidays. Except as provided herein, no employee may accrue greater than two-hundred sixty (260) holiday hours.

The total number of holiday hours accrued on or before January 14, 1995 shall not be subject to the above accrual limitation and shall be placed in a separate accrual bank (Bank No. 1). The

number of holiday hours contained within Bank No. 1 shall not increase after January 14, 1995 except as provided below.

Concurrent with the creation of Bank No. 1, there shall be created a second holiday bank (Bank No.2) that shall have a balance of zero at its inception. Holiday hours accumulated after January 14, 1995 shall be deposited in Bank No. 2. Except as provided below, if Bank No. 2 should equal 260 hours, then no holiday hours or cash equivalency shall be earned by the employee until the balance in Bank No. 2 is less than 260 hours.

Only in exceptional circumstances in the City's discretion shall an employee be allowed to exceed the maximum holiday accrual. In no case shall an employee's request to accrue holiday in excess of the accrual cap be granted if the employee has not, within the fiscal year, taken advantage of the cash-out provisions of Article 11 of this MOU. Any approval to accrue in excess of the accrual cap requires a written request from the Police Chief to the City Manager stating that the employee will not be authorized to utilize holiday prior to reaching the accrual cap because of Department staffing requirements. The City Manager's approval is required. The number of hours allowed above the cap shall be in an amount sufficient to allow the employee an opportunity to utilize holiday time prior to again reaching the cap. The approved number of hours shall be placed in bank number 1.

ARTICLE 11 - ACCRUAL CASH-OUT

Unit members may elect to, annually, during any fiscal year, cash-out up to a total of eighty (80) hours of accumulated and earned vacation time or holiday time (or a combination thereof). Requests for cash-out are to be submitted in a manner prescribed by the City.

Beginning in December 2022, and each December thereafter, employees may irrevocably choose in writing, on a form available from the Human Resources Department, to cash out up to 80 hours of vacation time and holiday time (combined) that are to be accrued and remaining unused in the following calendar year. Vacation balances and/or holiday balances rolled over from prior calendar years are not eligible for cash out. Regardless of the number of hours irrevocably elected for cash out, the cash out will only be made from hours accrued during the calendar and not otherwise used for time off or otherwise by the employee at the time of the cash out. Cash outs shall be paid in December of each year.

The payment shall be made via payroll with the last paycheck in the following December after receipt of the irrevocable election form.

Employees who do not submit an irrevocable election form by December 15th will be deemed as foregoing participation in the optional annual leave cash-out program for that following calendar year.

In the event an employee has less hours in their leave bank at the time the cash-out is to be paid than they had previously elected to cash-out, the employee shall only be paid for up to the amount that was accrued that calendar year that is remaining in their designated leave bank at the time of the actual cash-out.

If an employee makes an irrevocable election to cash-out leave in the following calendar year and uses leave during that subsequent calendar year, the leave used may come from leave the employee had earned (if any) prior to January 1st of the calendar year the employee had elected to cash-out and/or in the same calendar year. The employee's use of earned, but unused leave accumulated from previous calendar years shall not result in a reduction in the amount of leave hours the employee is eligible to cash-out.

An employee who experiences an unforeseeable emergency may be permitted to make a new irrevocable election and/or to increase the amount of a previous election, subject to the same value that was permitted at the time the annual irrevocable election forms were due.

For these purposes, an "unforeseeable emergency" means a financial hardship to the employee resulting from any of the following:

- Accident, illness, injury or death of the employee or an immediate family member. For this purpose, an "immediate family member" is restricted to a spouse, registered domestic partner, child/legal dependent, or parent; or

- Loss of extensive damage to the employee's property due to casualty; or

- Other similar extraordinary and unforeseeable circumstances arising as a result of events beyond the control of the participant.

Whether an occurrence is an unforeseeable emergency shall be solely determined by the City Manager or designee.

The City shall make a form available for employees to make their irrevocable election.

ARTICLE 12 - SICK LEAVE

A. Sick leave with pay shall be granted to every full time employee who has been continuously employed for a period of time in excess of 30 days. Such sick leave shall be granted by the City, at the rate of 8.00 hours per month (96 hours per year) for each full calendar month of continuous employment with the City, including time served in probationary status.

B. Sick leave is paid leave from work that can be used for the following:

(a) diagnosis, care, or treatment of an existing health condition of, or preventative care for, an employee or any of the following of the employee's family members: child of any age or dependency status; parent; parent-in-law; spouse; registered domestic partner; grandparent; grandchildren; or sibling; or

(b) for an employee who is a victim of domestic violence, sexual assault, or stalking to: i)

obtain or attempt to obtain a temporary restraining order or other court assistance to help ensure the health safety or welfare of the employee or his or her child; or ii) obtain medical attention or psychological counseling; services from a shelter; program or crisis center; or participate in safety planning or other actions to increase safety.

For full time employees, one-half of the employee's accrued and available annual sick leave is protected and may be used for any of the purposes stated above. However, the City permits that a total of eighty (80) hours of sick leave may be used per calendar year for family sick leave purposes.

C. Sick leave accrual and maximum:

1. On July 1, 2012, any existing sick leave balance was placed in a separate leave bank and the amount of that bank shall not be increased nor added to. The hours in the bank shall be subject to the reimbursement provisions described below in Section 12H. The employee shall be allowed to utilize this sick leave bank balance to fund future illnesses/sick leave. However, the employee shall not be required to utilize this sick leave account unless or until the employee elects to do so. Employees with sick leave hours in bank #1 who service retire from the City, may receive 50% of the hours in bank #1 paid at his/her base hourly rate of pay at the time of retirement. For example if an employee had 1,000 hours of sick leave in this account and retired for service, the employee would be provided 50% cash out upon service retirement. Accordingly, the employee has the option of utilizing the following newly created 800 hour sick leave account before utilizing this frozen account. Employees hired on or after July 1, 2012 do not have a sick leave (bank #1) as described in this paragraph.

2. Commencing on July 1, 2012, sick leave earned by bargaining unit members shall be deposited into a second sick leave account which shall be capped at a maximum of 800 hours. Upon accruing 800 hours in this sick leave account there shall be no further accrual of sick leave unless or until use results in a balance of less than 800 hours. Employees who retire from the city with more than 10 total years of city service, beginning from the date of employment, shall be eligible to cash out sick leave in the "second" sick leave account at the rate of eighteen (18) hours for each one full year (12 months) of city service at regular rate of pay.

3. Upon death of an employee prior to retirement, the City will pay to the employee's designated beneficiary the employee's accumulated sick leave accrual in an amount consistent with the above retirement-related pay-out schedules as separately set forth in C(1) and C(2) above.

D. In order to receive compensation while absent on sick leave, the employee shall notify his/her immediate supervisor, prior to the beginning of his/her daily duties or as specified by the Police Chief. A supervisor may require an employee to submit a health care provider's statement of illness or other satisfactory verification of illness regardless of the length of an employee's period of absence. Following any period of absence, a supervisor

may require of the employee that they submit a health care provider's certificate indicating that they are capable of returning to duty.

E. The City Manager may, at any time in order to receive further information with respect to the ability of the employee to perform his job duties, request such employee to submit to a medical examination, either physical or mental, at the expense of the City.

F. Refusal of any employee to submit to such a medical examination shall constitute insubordination and grounds for disciplinary action.

G. Government Code Section 21163 provides in pertinent part that the retirement of a PERS member who has been granted or is entitled to leave, shall not become effective until the expiration of sick leave with compensation, unless the member applies for, or consents to, his or her retirement as of an earlier date, *or unless, with respect to sick leave, the provisions of a local ordinance or resolution or the rules or regulations of the employer provide to the contrary.* In this regard, it is acknowledged that with regard to non-industrial disability retirements, it is the rules and regulation of the City that no employee shall be entitled to use or receive cash distribution of sick leave on or after the effective date of said retirements and that any such retirement shall be effective regardless of the employee having sick leave remaining in the employee's account. Additionally, it is acknowledged that with regard to individuals suffering from an industrial disability and/or being granted an industrial disability retirement, that the following sick leave rules and regulations shall apply:

1. In any instance where the local safety member has exhausted eligibility for benefits pursuant to Labor Code Section 4850, but is not eligible for disability retirement at said time yet remains incapacitated from performance of the essential duties of the employee's position, then the employee shall have the option of electing to receive their sick leave balance existing at the time of exhaustion of the Labor Code Section 4850 benefits in accordance with the sick leave cash-out schedule contained in Section H of this Article 12 (as eligible based on hire date), with said amounts to be distributed during each payroll period until said 50 percent amount has been exhausted. In no case shall any such distribution during one pay period exceed the gross salary to which the employee would otherwise be entitled during said pay period.

2. However, if said employee is eligible for an industrial disability retirement prior to exhaustion of benefits under Labor Code Section 4850 or simultaneous with the same, and still has sick leave remaining on account, then the retirement shall still become effective and the safety employee shall be provided a one-time cash distribution of the employee's sick leave balance as it existed on the effective date of the industrial disability retirement in accordance with the sick leave cash-out schedule contained in Section H of this Article 12 (as eligible based on hire date). Further, said employee shall then be paid the cash value of accumulated vacation, holiday, and compensatory time off in one lump sum.

H. Starting in December of 2019 and the first payroll date following December 1st of each

year, each member may elect to cash out sick time annually at 75% value (e.g., 96 hours cash-out = 72 hours pay) Upon accumulation of sick leave hours above the identified levels below, an employee may elect to cash-out accumulated sick leave hours, as long as the employee's account contains the indicated amount after the cash out. Requests for cash-out will be processed and shall be submitted in a manner prescribed by the City.

2019-2020 Fiscal Year
Cash Out Hours: 110 Minimum Sick Hours Maintained: 470

2020-2021 Fiscal Year
Cash Out Hours: 125 Minimum Sick Hours Maintained: 440

2021-2022 Fiscal Year
Cash Out Hours: 140 Minimum Sick Hours Maintained: 410

a) Members may elect to cash out less hours then the maximum allowed.
b) The number of minimum sick hours to be maintained can be the number of hours in either Bank #1, Bank #2 or a combination of the hours in both Bank #1 and Bank #2.
c) Members may elect which Sick Bank they wish to cash out hours from.
d) When a member calls in sick for duty, he/she will complete the city's employee absent form and may elect which bank (Bank 1 or Bank 2) he wishes to have his/her sick time come from. If no sick bank is elected his/her sick time will automatically come from Bank 2.

I. Catastrophic Leave Bank. Membership in the Catastrophic Leave Bank will be voluntary and require an annual sick leave contribution of 8 hours pursuant to the provisions of Administrative Policy No. 30-10.

ARTICLE 13 - BEREAVEMENT LEAVE

Each regular employee may be granted bereavement leave at the discretion of the Chief of Police whenever death occurs to a member of the employee's immediate family. Bereavement leave may not exceed three shifts, however, if travel outside the State of California, or within the State of California but extending beyond a distance of 300 miles from Monterey Park is necessary, bereavement leave may be extended to a total of five shifts. Shifts of Bereavement Leave are to be charged to an account separate from the employee's sick leave account.
Immediate family, for the purpose of bereavement leave, shall include: spouse, registered domestic partner, father, father-in-law, mother, mother-in-law, child, stepchild, grandparents, grandchildren, brother, brother-in-law, sister or sister-in-law of the employee.

ARTICLE 14 - MILITARY LEAVE

Military Leave of Absence shall be granted in accordance with provisions of the City of Monterey Park's Personnel System Rules and Regulations, Administrative Policy 30-14 and under State and Federal law.

ARTICLE 15 - JURY DUTY LEAVE

An employee who is required to serve as a trial juror, or is required to appear in court as a witness except as the litigant in the case, shall be allowed to be absent with pay, from assigned duties within the City, during the period of such service or while necessarily being present in court.

Under such circumstances, the employee shall receive regular salary while on such leave, provided that the employee remits to the City any payments or fees received as a witness, or as a juror, with the exception of travel pay, which may be retained by the employee.

The employee shall immediately advise the Department of receiving a court subpoena or governmental hearing order to serve as a witness. The employee shall be allowed leave with pay during the period of such service.

The employee shall advise the Department upon receiving a court order to appear for the initial examination as a prospective juror, or subsequently to serve as a juror. The granting of such leave with pay shall be subject to the approval of the City Manager.

ARTICLE 16 - LEAVE OF ABSENCE WITHOUT PAY

Except as modified herein, Leave of Absence shall be governed by Personnel Rule XI. Attendance and Leaves, Sec. 4 Leave of Absence, of the Personnel System Rules and Regulations of the City of Monterey Park.

A. Leave of Absence Without Pay - The City Manager may grant a regular employee a leave of absence without pay for a period not to exceed ninety (90) calendar days. However, no such leave shall be granted unless the employee's Department Director recommends and the City Manager has approved said leave prior to its commencement date. Upon a showing of good and reasonable cause, the City Manager has authority to retroactively define an unauthorized non-paid leave of absence as being approved and sanctioned.

   No such leave shall be effective except upon written request of the employee following exhaustion by the employee of all accrued paid leaves of absence (except sick leave - see below), including but not limited to vacation, holiday and compensatory time off. If the non-paid leave of absence is solely attributable to a medical condition which would allow the employee to utilize accumulated sick leave, then said sick leave shall be exhausted prior to the granting of any leave without pay status. However, those employees taking a non-paid leave of absence pursuant to the FMLA/CFRA are not required to use accrued compensatory time earned in lieu of overtime. Additionally, any such employee on a non-paid leave of absence pursuant to FMLA/CFRA, shall be required to use sick leave concurrently with said leave only if the leave is for the employee's own serious condition.

   The City Council may authorize a regular employee to utilize leave of absence without pay for a period not to exceed the accumulated total of one hundred and eighty (180) calendar days during the entire term of the employee's service on behalf of the City. For example, if during an employee's length of service with the City, said employee has been granted an

accumulated total of one hundred and eighty (180) calendar days of leave without pay, then said employee shall not be eligible for any additional leave without pay status for any duration of time.

The granting of a leave of absence without pay consistent with this policy shall be documented in writing by the City Manager and a copy of said documentation shall be filed with the Director of Human Resources and Risk Management.

In any instance where an employee is utilizing an approved leave of absence without pay for a period of time greater than fifty percent (50%) of a pay period, said employee shall accrue no leave benefits or seniority for the duration of time while in said status.

All requests for approval of leave without pay shall be initiated by the subject employee making said request on a City provided personnel action request form and said form shall become a permanent part of the employee's personnel file.

B. Maintenance of Insurance Benefits while on Leave of Absence Without Pay - It shall be the policy of the City that when an employee maintains employment status but is in a non-paid leave of absence, then the City shall make no premium or other contributions necessary to maintain in force and effect, any or all insurance coverage for which an employee would be otherwise eligible except as required by law. If such an employee desires to maintain during an authorized non-paid leave of absence, any or all insurance benefits otherwise available to an employee, then said employee shall be required to deposit any and all insurance premium payments with the City Director of Management Services on the date that the City is otherwise required to remit insurance premium payments to the carrier. Each employee shall be advised in writing of this City policy at the commencement of the authorized leave of absence without pay. There shall be no additional notices of said obligation provided to the employee.

ARTICLE 17 - FMLA/CFRA COMPLIANCE

It is the stated intent and policy of the City that should any provision within a Memorandum of Understanding, these rules and regulations, or any other policies or procedures adopted by the City or any of its subdivisions be in violation of the California Family Rights Act and/or the Federal Family and Medical Leave Act, then such provision is null and void.

ARTICLE 18 - INDUSTRIAL INJURY AND ILLNESS LEAVE

A. Except as modified herein, Industrial Injury and Illness Leave shall be governed by Personnel Rule XI, Section 4a, Industrial Injury and Illness Leave of the Personnel System Rules and Regulations of the City of Monterey Park and state law.

B. Subject to the requirement of Article 12, Section A of this Memorandum of Understanding, the City may make application for an employee's industrial disability retirement and said retirement shall not be effective without the member's consent earlier than the date upon which leave of absence without loss of salary under Section 4850 of the Labor Code

because of the disability terminates, or the earlier date during the leave as of which the disability is permanent and stationary as found by the Worker's Compensation Appeals Board. (Government Code Section 21164).

C. An employee who is absent due to an Industrial Injury for an extended period of time will be considered to be on a Monday through Friday 0800 hours - 1700 hours schedule. The employee shall not be required to be at any specific location during this time period, however, must be available by cell phone.

ARTICLE 19- MODIFIED DUTY

A. It is the policy of the City to return work related injured or ill employees to work as quickly as is medically feasible. Every effort will be made to make "modified work" available to industrially injured employees who are not medically ready to return to full duties, but are able to perform light or modified duties without the likelihood of aggravating the injury. "Modified work" is defined as the performance of limited job tasks which do not encompass all of the essential duties for that particular job class or assignment to job tasks not typically performed by the employee but that provide productive work opportunities. "Modified duty" shall only be made available until the employee's condition becomes "permanent and stationary" or reaches maximum medical improvement under the prevailing workers' compensation statute and in no case shall extend beyond the statutory benefit period afforded under Labor Code Section 4850 for safety personnel. "Modified duty" shall not be considered a reasonable accommodation since the essential duties for the job are not taken into consideration.

B. Modified duty may be allowed only if all of the following conditions are met:

1. The Chief of Police determines that he/she has productive work available, which is within the work restrictions imposed by the qualified medical specialist. Any such decision by the Chief of Police shall not be subject to administrative or court challenge.

2. The Risk Manager concurs that such work will not impose an unacceptable level of risk to the City or the employee; and

3. The City Manager concurs that the modified work assignment of the named employee is in the best interests of the City.

4. The determination of availability of a modified work assignment shall be made on a case-by-case basis and at the sole discretion of the City.

5. No modified duty assignment shall be made prior to conditions 1-3 being met;

6. There shall be no appeal of any decision which results in no assignment of modified duty being made.

C. Non-Industrial Modified Duty

1. In addition to the above, non-industrial modified duty may be assigned when the following additional criteria are met (pregnancy disability not subject to the restrictions described below):

   a. Employee meets all the criteria as stated in Section C of this article.

   b. Employee receives a medical release from the designated City doctor that modified duties may be performed.

   c. The prognosis is for the injury/illness to exceed 2 weeks (14 days).

   d. The employee is released to work a full shift (either 5/8, 4/10, or 3/12.5 schedule to be assigned based on modified duty considerations and at the sole discretion of the Police Chief).

   e. The employee's schedule is to be determined at the sole discretion of the Chief of Police. The Chief's determination shall not be subject to any administrative or court challenge.

   f. Modified duty for non-industrial injury/illness shall not exceed 30 calendar days in a rolling twelve-month period. The Police Chief, at his/her sole discretion, may grant a one-time extension of up to an additional thirty (30) calendar days based on receipt of an updated doctor's note.

   g. An individual on non-industrial modified duty may be assigned to any Division of the Police Department or any Department of the City.

   h. No more than one individual may be assigned non-industrial modified duty at any one time unless it is determined at the sole discretion of the Chief of Police that sufficient work exists to accommodate more than one individual. The Chief's determination shall not be subject to any administrative or court challenge.

   i. No individual may be assigned, or continue to be assigned, non-industrial modified duty if there is any Officer assigned modified duty for an industrial injury unless it is determined at the sole discretion of the Chief of Police that sufficient work exists to accommodate more than one individual. The Chief's determination shall not be subject to any administrative or court challenge.

   j. At all times, industrially injured individuals shall have precedence for modified duty assignments over non-industrial injured individuals.

ARTICLE 20 - UNIFORM ALLOWANCE

A. The annual uniform allowance is currently $725 and shall increase to $1,000 effective July 8, 2023. The employees will receive cash payment for the uniform allowance the first full pay period after July 1. All uniform allowance cash payments will be reported on the employee's W-2 form under "Other Compensation" to meet Internal Revenue Service requirements. Uniform allowance shall not be credited to the employee that has been absent, for any reason, from active uniformed service for any time in excess of one-half of the fiscal year. Uniform allowance shall be provided on a prorated basis for those employees.

The parties agree that this is special compensation and shall be reported as such to CalPERS for "classic members", to the extent legally permissible, pursuant to Title 2 CCR, Section 571(a)(5) and shall be reported in equal amounts per pay period, regardless of when used or paid to the employee.

B. The number of retail outlets utilized for the credit/retail account program will not exceed four locations. The selection of the outlets is to be determined by the City, after consultation with the Association.

A listing of uniform items eligible for purchase, as approved by the Chief of Police, shall be maintained in the Police Department policy manual. All equipment and uniforms must meet departmental standards and expectations. Should the Police Chief or his/her designee identify uniforms or equipment that needs to be replaced or that fails to meet the department standard, the employee will be responsible for replacing the item at his/her cost.

ARTICLE 21 - HEALTH INSURANCE

A. Medical Insurance (Active Employees)

Employees will receive insurance coverage through CalPERS under the California Public Employees' Medical and Hospital Care Act (PEMHCA). The City's contribution toward medical insurance under PEMHCA will be the minimum employer contribution (MEC) required by PEMHCA ~~(in 2023 the MEC is $151/month)~~.

B. Retiree Medical Insurance

1. Employees Hired On or After January 1, 2016

Employees who are hired into City service on or after January 1, 2016 and retire from the City, will be eligible for medical insurance provided by PEMHCA and the City will contribute the minimum employer contribution (MEC) as required under PEMHCA. ~~For 2023, this amount is $151 per month.~~ PEMHCA determines the amount annually and therefore, this is subject to change.

2. Retiree and Employees Hired Prior to January 1, 2016

Current retirees and employees who were hired on or before December 31, 2015 will be eligible for medical insurance provided by PEMHCA and when enrolled in PEMHCA, receive a City contribution equal to the MEC under PEMHCA. The City shall also make a monthly contribution to a retiree Health Reimbursement Account (HRA) for the difference between the MEC and the contribution amount set forth below (subject to the actual premium of the PEMHCA plan):

a. If the employee retired from City employment with less than 20 years of City service, and remains enrolled in PEMHCA in retirement he/she will receive up to $485/month (includes the MEC) toward the purchase of medical insurance under PEMHCA for retiree and all eligible dependents.

b. If the employee retired from City employment with 20 or more years of City service, and remains enrolled in PEMHCA in retirement he/she will receive up to $650/month (includes the MEC) toward the purchase of medical insurance under PEMHCA for retiree and all eligible dependents.

c. Medicare

Retirees must comply with the Medicare enrollment requirements set forth by PEMHCA and the City's health plan program.

C. Dental Insurance

The City will contribute up ninety-five ($95) per month. The employee will pay any and all premiums due in excess of the City's contribution under the City's Cafeteria Plan (Section 125).

D. Vision Insurance Plan

The City shall provide a vision insurance plan. The City will contribute up to twenty ($20) dollars per month for the employee and eligible dependents. The employee will pay any and all premiums due in excess of the City contribution under the City's Cafeteria Plan. The plan design shall be: Examination every 12 months; Frames and Lenses every 24 months. Deductible shall be $10.00/exam; $20.00/frame and lenses.

E. Section 125 Cafeteria Plan

1. The City agrees to maintain a premium conversion plan for all active unit members to provide for the pre-tax deduction of the employee's share of premiums toward medical coverage, and when applicable, the employee's share of premiums toward the dental plan as well as any premium payment for CalPERS Long Term Care which the employee may elect to participate in an pay through payroll deduction.

2. ~~2.~~ The City's contribution under the Section 125 Cafeteria plan for active employees shall be up to one thousand nine~~four~~ hundred and ninety-five~~seventy-five~~ dollars ($1,995~~1,475~~) per month for employees electing to enroll in a medical plan in PEMHCA, effective July 5, 2025. Effective the first pay date in December 2026, the cafeteria plan contribution for active employees will be up to two thousand one hundred dollars ($2,100.00) per month. Effective the first pay date in December 2027, the cafeteria plan contribution for active employees will be up to two thousand two hundred dollars ($2,200.00) per month. Should the City provide a greater cafeteria benefit contribution toward any other City employee group for the same term of July 1, 2025 to June 30, 2028, the contribution for the unit employees shall be increased to such greater amount.

The City's contribution will be in addition~~include~~ to the PEMHCA MEC ~~($151 per month for 2023)~~ toward the medical plan and the balance may be used for other eligible expenses. Eligible expenses include: (1) medical insurance premiums, (2) dental insurance premium, (3) vision insurance premium, and cash (as set forth below). Employees will be responsible for paying the amount of the total insurance premium that exceeds the City's contribution via the Cafeteria Plan (IRC Section 125 Plan).

3. For employees who elect to waive medical insurance from the City (opt out), the City will pay $600.00~~300~~/month in cash to the employee. In order to receive the opt-out incentive, the employee must annually certify that he/she/they has medical insurance coverage in a group plan (other than Covered California) that provides minimum essential coverage under the Affordable Care Act for the employee and all members of his/her tax family.

4. Specific details of this cafeteria plan will be contained in a plan document available for review by employees at the City's Human Resources Department.

F. Affordable Care Act Reopener

The City may reopen negotiations at any time during the term of the MOU to meet and confer over impacts of the Affordable Care Act.

ARTICLE 22 – RETIREE HEALTH SAVINGS PLAN

Beginning July 8, 2023, the City has agreed to provide contributions for full-time Unit employees toward a Retiree Health Savings Plan ("RHSP") as described in this Section.

A. The intent of the RHSP is to help participants pay eligible medical expenses during retirement using tax-deferred funds.

1. Eligible expenses include retiree health plan premiums, Medicare premiums, long-term care premiums and out of pocket health expenses.

B. The City agrees to contribute the dollar equivalent of 48 hours annually of unpaid sick time to the Unit employee's RHSP account. These contributions will be made for each complete calendar month of an employee's active City service. For example, each eligible member will receive 4 hours per month contribution equaling 48 hours annually. The employee's annual sick leave accrual will be reduced from 96 hours annually to 48 hours annually (see Article 12, page 20).

C. Contributions to the RHSP are 100% vested.

D. Contributions and earnings on the contributions to the RHSP accumulate on a tax-free basis and are not subject to tax if they are used to pay for eligible medical expenses for participants and their eligible dependent(s).

E. Participants are allowed to self-direct all account assets into one of more of the investment options available within the RHSP.

F. The RHSP shall provide for benefits to be paid to a Unit employee after separation from City service based upon contributions made on behalf of such employee and shall not define a particular benefit to be paid to such employee.

G. Unit employees, whether active or terminated, may not transfer their RSMP account to a similar plan not sponsored by the City.

H. In the event of death, the participants account will transfer ownership to a surviving spouse or tax-qualified dependent. If the participant does not have a spouse or tax-qualified dependent, the unused assets will be forfeited back to the plan and distributed to plan participants on a pro-rata basis.

I. The RHSP will be administered by the authorized plan administrator designated by the City in a manner consistent with this Agreement. Administration fee will be paid by plan participants.

J. The City may change the RHSP at any time during the term of this Agreement, provided that the amount of contributions to the RHSP specified in Section C above do not change. Any change shall not affect any contributions that have vested under Section C above.

K. Effective on July 8, 2023, each member has an option to use the second sick leave account (Article 12(C)(2)) at 75% cash value, vacation leave account, and/or holiday leave account to deposit up to 300 hours of leave on behalf of each employee in the unit in their RHSP account (i.e. 300 sick leave hours is equivalent to 225 cash hours). If the total of the balance from all 3 leave banks is less than 300 hours, then only the value of the total number of leave hours available (even if less than 300) shall be deposited on behalf of that employee in their RHSP account. This is a one-time contribution. In no event shall this contribution exceed any IRS contribution limits. Ongoing contributions shall continue per Article 22(C), subject to any IRS contribution limits. For purposes of this provision, all leave hours shall be valued at base hourly rate as of July 8, 2023.

ARTICLE 23 - DEPENDENT CARE FLEXIBLE SPENDING ARRANGEMENT & HEALTH REIMBURSEMENT ARRANGEMENT

Effective January 1, 2017, the City will offer a voluntary medical and dependent care flexible spending accounts to employees. The City will pay the administrative fee for the plans and the employee will be responsible for individual account fees.

ARTICLE 24 - LIFE INSURANCE PLANS

A. Life Insurance –The City shall provide each employee covered under this MOU a term life insurance policy in the amount of $100,000.

B. Supplemental Life Insurance may be purchased by each employee in $10,000 increments with a maximum face value of $300,000, or three times (3X) the individual's gross salary, whichever is less. Any premium cost for supplemental insurance shall be borne by the employee.

ARTICLE 25 - EDUCATIONAL INCENTIVE PAY

The City agrees to maintain an Educational Incentive Pay Plan which provides additional compensation as follows:

A. $325.00~~275.00~~ compensation per month for an Advanced POST Certificate ~~(increasing to $325.00 per month effective July 8, 2023)~~, $400.00 additional compensation per month for a Supervisorial POST Certificate, or $475 additional compensation per month for a Management POST Certificate~~, for an employee who does not otherwise qualify for the educational incentive pay as provided for in this article~~.

B. $135.00 additional compensation per month for an employee with an Associate of Arts degree or 60 units of college credit from an academic institution accredited by the Western

Association of Schools and Colleges or an accrediting organization recognized by the Council of Post Secondary Education in any major.

C. 5% of the employee's base monthly salary for ~~$275.00~~ additional compensation per month for an employee with a Bachelor's degree from an accredited academic institution as described above in a major reasonably related to the employee's work or consistent with a career objective with the City. ~~Effective July 8, 2023, this pay shall be set at five percent (5%) of the employee's base monthly salary~~.

D. 6% of the employee's base monthly salary for~~$325.00~~ additional compensation per month for an employee with a Master's degree from an accredited academic institution as described above in a major reasonably related to the employee's work or consistent with a career objective with the City. ~~Effective July 8, 2023, this pay shall be set at six percent (6%) of the employee's base monthly salary.~~

E. The above amounts shall not be cumulative. ~~except,~~ Eemployees shall be eligible for the highest level of POST certificate and Education to which they qualify.

F. The parties agree that this is special compensation and shall be reported as such to CalPERS, to the extent legally permissible, pursuant to Title 2 CCR, Section 571(a) (2) – Educational Incentive Pay.

ARTICLE 26 - EDUCATIONAL ENROLLMENT COST REIMBURSEMENT

Educational costs shall be limited to two thousand dollars ($2,000) annually per unit member for eligible reimbursement expenses as defined within this Article. The City agrees to reimburse employees for the cost of enrolling in college-level courses in an academic institution accredited by the Western Association of Schools and Colleges or an accrediting organization recognized by the Council of Post Secondary Education directly related to their employment, or compatible with a career goal with the City. Enrollment cost reimbursement is subject to approval by both the Chief of Police and the Director of Human Resources and Risk Management. In rendering a reimbursement determination, the Chief of Police and the Director of Human Resources and Risk Management shall consider whether or not the course(s) for which the reimbursement is sought is related to the employee's then existing principal duties and the availability of funds for reimbursement purposes. No employee shall be entitled to reimbursement unless pre-course enrollment written authorization for reimbursement is received from the Chief of Police and the Director of Human Resources and Risk Management. The reimbursement eligibility determinations described herein are not subject to any administrative or judicial appeal procedure and the decision of the Chief of Police and the Director of Human Resources and Risk Management shall be final.

Enrollment cost reimbursement will be paid according to the following schedule:

1. If tuition or fees are equal to or less than current California State University at Los Angeles fees, the City will pay 100% of the tuition fees.

2. If tuition or fees exceed California State University at Los Angeles fees, the City will pay an amount equal to 100% of the California State University at Los Angeles fees.

An employee will be reimbursed up to twenty-five dollars ($25.00) for books each semester or equivalent if he/she is enrolled in six (6) or less units; an employee will be reimbursed up to fifty dollars ($50.00) for books each semester or equivalent, providing he/she is enrolled in seven (7) or more units. Reimbursement shall only be for books required for the course. All requests for reimbursement shall be accompanied by valid receipts.

ARTICLE 27 - BILINGUAL PAY

The City shall pay an additional one hundred fifty dollars ($150) per month to each employee, who is capable of speaking and interpreting a foreign language as deemed useful by the City.

The parties agree that this is special compensation and shall be reported as such to CalPERS, to the extent legally permissible, pursuant to Title 2 CCR, Section 571(a)(4) – Bilingual Premium.

ARTICLE 28 – SPECIAL ASSIGNMENT PAY

A. Special Assignments

Effective July 8, 2023, the City agrees to pay three hundred ($300.00) per month as special assignment pay for employees regularly assigned to the positions of:

Police Lieutenant: Administration, Investigations, Operational Support, and Community Engagement Bureau.

Police Sergeant: Technical Services, Traffic Bureau, Detective, Neighborhood Engagement Team, and Training/Community Relations.

Effective the first full pay period after July 1, 2026, the City agrees to pay four hundred ($400.00) per month as special assignment pay for employees regularly assigned to the positions listed above.

B. Duration of Special Assignments

The term of any one (1) particular special assignment shall be for a period of forty-eight (48) consecutive months from the date of placement in the particular special assignment, with the employee having the option to elect an additional twelve (12) month period of service in the special assignment, resulting in sixty (60) consecutive months of placement within a special assignment. The employee shall notify the Office of the Chief of Police in writing not later than the end of the forty-fifth (45th) consecutive month of special assignment service, as to whether or not the employee elects an additional twelve (12) month period of service.

At the conclusion of the initial forty-eight (48) month, or the extended sixty (60) month

term, the Chief of Police may, at his/her sole discretion, extend the term of an employee's special assignment up to an additional six (6) months if the Chief of Police determines it is in the best interests of the Department to do so because of the employee's involvement in a particular project, investigation or other matter is required.

Any affected employee performing in a specialty assignment may submit a written request to the Chief of Police, proposing that the employee be assigned out of the special assignment. The decision of the Chief of Police as to whether or not such request shall be granted and if so, when the reassignment shall be effective, lies in the sole discretion of the Chief of Police, whose determination shall not be subject to administrative or civil challenge or appeal.

C. At the conclusion of the above-described term of specialty assignment, or upon being granted exit from said assignment during its term, the affected employee shall be eligible to apply for a different specialty assignment, but shall be ineligible to be appointed to the same specialty assignment which term has just been completed, or from which the employee has exited during the term, for a period of 12 months from the last date of service in the specialty assignment.

D. Reassignment in a specialty position of the same or different type than that, in which the affected employee has previously performed services, shall be subject to all applicable policies, practices and procedures utilized by the Chief of Police for selection of participants in specialty assignments.

E. All affected employees participating in a special assignment, shall be subject to the removal/appeal policies and procedures set forth below in subsection 6.

F. <u>Removal from Special Assignment</u>

<u>Appeal procedures for employees removed from specialty assignments after twelve months or more of receiving the assignment:</u>

A California Court of Appeal case has recently held that in many circumstances, reassignment from a special assignment as described above and loss of bonus compensation, can be implemented only upon the Department stating cause for the reassignment, and with the Officer then having a right to contest the reassignment through all available administrative appeal procedures. In this case, said procedures may include access to a trial-type evidentiary hearing before a hearing officer pursuant to Article 7 of the MOU. (The City does not acknowledge that said court ruling is controlling, yet it does form the basis for the compromise described in this Article.). However, the following limitation shall apply to administrative appeals conducted pursuant to Article 7 of the MOU and which regard reassignment from a special assignment as that term is used in this Article:

Each party to the Article 7 administrative appeals before a hearing officer shall be limited to a maximum of eight (8) hours of presentation time during conduct of an administrative

appeal pursuant to MOU Article 7 (C)(4) Level IV Administrative Hearing. For purposes of time-limit computation only, the Association and any one (1) employee, as well as any other entity that may properly be appearing on behalf of or with an interest similar to the MPPOMMA or employee, shall be jointly deemed to be the same one party for computing the time limitation on presentations. Accordingly, the time limitation shall not be multiplied by the number of individuals or entities appearing, on behalf of, or with an interest similar to, the individual employee who has been reassigned.

"Presentation Time" against which shall be charged the eight (8) hour presentation time limitation, shall include oral opening statement and oral closing argument, direct/redirect examination of witnesses, rebuttal and sur-rebuttal witness testimony, demonstrations and site inspections (excluding travel time to and from the site). Cross examination shall not be counted as part of the "Presentation Time."

The hearing officer shall record and maintain account of all such hours by means of a timekeeping device suitable to the task. Absent stipulation by the parties to extend the eight (8) hour limitation, the hearing officer shall have no authority to extend said limitation.

1. Appeal procedures for employees removed from specialty assignments in less than twelve (<12) months of receiving the assignment:

   The following administrative appeal process is established pursuant to Government Code § 3304.5. It shall supplement, though not replace, the disciplinary appeal processes established in other provisions of the Memorandum of Understanding ("MOU") between the City of Monterey Park and the Monterey Park Police Officers' Mid-Management Association.

   This procedure shall not apply to disciplinary actions for which officers already are entitled to receive an appeal hearing pursuant to either the Grievance Article or Special Assignment Pay Article of the Memorandum of Understanding. It shall only apply to punitive actions, as that term is defined by Government Code § 3303, for which officers do not already receive an appeal hearing under either Grievance Article or Special Assignment Pay Article of the Memorandum of Understanding. MOU Article 7 Grievance Procedure applies to disciplinary action "as defined by City Personnel Rules and Regulations." Personnel Rule XV(1) defines disciplinary actions as being limited to suspensions without pay, reduction in class position or dismissal. Thus, this particular procedure shall only apply to the removal of employees from their specialized assignment within the first twelve (12) months of receiving such an assignment.

   a. Right to Administrative Appeal

      1. Any public safety officer (as defined by Government Code § 3301) who is subjected to punitive action (as defined by Government Code § 3303) other than dismissal, demotion (reduction in class position) or suspension is entitled to an administrative appeal pursuant to this

procedure. An officer shall be entitled to appeal an action upon receiving written notification of such action.

2. Unit members subjected to dismissal, demotion, or suspension shall continue to be entitled to an appeal in accordance with existing procedures set forth in other provisions of the Memorandum of Understanding.

3. Each Party shall bear their own costs incurred under this procedure.

b. Notice of Appeal

1. Within ten (10) calendar days of receipt by a unit member of written notification of punitive action, the Lieutenant or Sergeant shall notify the Chief of Police in writing of the intent to appeal the punitive action.

2. The notice of appeal shall specify the action being appealed and the substantive grounds for the appeal.

3. Failure to timely serve written notification of an appeal shall result in waiver of any right to appeal.

c. Hearing Officer

The City Manager or designee shall act as the hearing officer. The determination of the City Manager or designee shall be administratively final and binding.

d. Burden of Proof

The City shall have the burden of proving by a preponderance of the evidence the facts which form the basis for the punitive action and the burden of proving that the punitive action was reasonable under the circumstances.

e. Conduct of Hearing

1. For the purposes of this specific hearing regarding the proposed removal of a unit member within the first 12 months of a specialized assignment the provisions of Government Code § 11513 shall apply to the hearing. The City understands that an employee cannot be compelled to testify even if the employee does not testify in the presentation of his/her case.

2. Following the presentation of evidence, if any, the parties may present verbal closing arguments and/or in the sole discretion of the hearing officer, written closing arguments, as well.

f. Record of Hearing

1. The hearing shall be audio recorded. The cost to receive a transcript of the hearing shall be borne by the party requesting the transcript.

g. Representation

The employee may be represented by a representative of his or her choice at all stages of the proceedings. The appointing authority shall also be entitled to representation at all stages of the proceedings.

h. Decision

1. The City Manager or designee shall serve the parties with written notice of his/her decision within thirty (30) calendar days of submission of the case by the parties.

2. The decision shall be served by first class mail upon the appointing authority and the officer as well as his/her attorney or representative. The decision shall advise the officer that the time within which judicial review of the decision may be sought is governed by Code of Civil Procedure § 1094.6.

3. If applicable, the decision to return the employee to his/her specialized assignment shall include back pay.

ARTICLE 29 - SALARIES AND WAGES

Effective July 5, 2025~~July 8, 2023~~, the salary ranges for all classifications in this bargaining unit shall be increased by a ~~an equity adjustment of~~ 2.0~~3.3~~%, ~~plus a~~ cost of living adjustment ("COLA") ~~increase of 7%, for a total increase in each unit member's base pay of 10.3%~~.
Effective the first full pay period after July 1, 2026, the salary ranges will be increased by 3.0% COLA. Effective the first full pay period after July 1, 2027, the salary ranges will be increased by 3.0% COLA.

Merit Steps:
MPPOMMA members are eligible for a merit increase not to exceed 5% at their normally scheduled annual evaluation until they reach the maximum of the salary range. Unit employees who receive a "meets standard" or above rating receive a 5% merit increase not to exceed the maximum of the salary range. Unit employees are eligible to receive the COLA each year for the term of the agreement and an annual merit increase.

Revised salary ranges for Police Lieutenant and Police Sergeant are listed in Addendum A. Effective July 8, 2023, all new unit members shall be placed on the salary range to ensure that the total of the following: base salary, education pay, POST pay, special pay and longevity) is 5% higher than the maximum that a top step corporal could receive for those same compensation items.

Longevity Pay:
The City will provide a monthly longevity payment to unit employees based on their years of full-time City service in addition to prior full-time sworn law enforcement service with another public agency (must provide proof of service) as follows:

Effective July 5, 2025, the longevity pay will be increased to the following non-cumulative amounts:

5 years to completion of 9 years	7% base salary per month
10 years to completion of 14 years	7% base salary per month plus $100.00/month
15 years to completion of 19 years	7% base salary per month plus $200.00/month
20 years+	7% base salary per month plus $300.00/month

~~Effective July 8, 2023, the City will provide a monthly longevity payment of two-hundred dollars ($200) per month upon completion of fifteen (15) years of continuous service, three hundred dollars ($300) upon completion of twenty (20) years of continuous service. The longevity payment will increase to four-hundred fifty dollars ($450) per month upon completion of twenty-five (25) years of continuous service.~~

The parties agree that this is special compensation and shall be reported as such to CalPERS, to the extent legally permissible, pursuant to Title 2 CCR, Section 571(a)(1).

Acting Pay: Unit members assigned by the Police Chief, or his/her designee to perform the duties of a higher level rank shall be compensated with acting pay as $50 a day extra pay for no more than $200 in a twenty-eight day scheduling period.

PERFORMANCE EVALUATIONS: No step raises, or other performance-based compensation, shall be delayed by more than sixty (60) calendar days due to the City failing to evaluate the affected employee's performance in a timely manner. However, if an employee who is due a performance evaluation that includes a possible merit increase, does not receive their performance evaluation within sixty (60) calendar days after the date of their annual evaluation date, the merit increase shall process retroactive to the date of the employee's anniversary date for merit increase consideration. The employee is to notify their supervisor and Human Resources at the time the sixty (60) calendar days have been exceeded. A personnel action form will be completed and the merit increase shall be made retroactive to the employee's anniversary date.

ARTICLE 30 - SENIORITY

Time which has been spent in a position designated by the Department as an "acting position" does not qualify as seniority for time served within the acting position rank as credit for completion of a probationary period for the acting rank, or as credit for time in rank for merit pay step increases.

ARTICLE 31 - RETIREMENT

A. Retirement Benefits - Retirement Benefits as provided in contract, dated November 1, 1952, with the Public Employees' Retirement System and as follows:

1. Effective June 24, 1989, "Single Highest Year" option;
2. Effective March 20, 1976, "Post Retirement Survivor" option;
3. Effective May 8, 1999, "1959 Survivor's Benefit" - Level 4;
4. Effective August 18, 2001, “3% @ 55” formula Retirement Plan.
5. Effective November 1, 2003, Military Service Credit as Public Service

B. All employees who are classic members under the Public Employees Retirement Law shall pay 9% of compensation earnable as the employee contribution to CalPERS.

C. Employees who are classic members have the retirement formula that existed with the City on December 31, 2012, 3%@55 with single highest year for final compensation. (Tier 1)

D. Employees who are ‘New Members’ as defined by the California Public Employees’ Pension Reform Act of 2013 (PEPRA) (e.g., an employee hired on or after 1/1/2013 who has never been a CalPERS member or member of a reciprocal system or who has had a break in CalPERS service of at least 6 months or more) will constitute a second tier and be subject to all the applicable PEPRA provisions, which include but are not limited to the following retirement benefits:

Tier 2: “New Members’ will have the retirement formula 2.7%@57 and the three year average final compensation. New members contribute one-half of the total normal cost of their retirement benefits as determined annually by CalPERS. In 2016, that contribution is 12%.

E. Cost-Sharing
Classic Employees:

Employee Paid Retirement Contribution: Classic employees currently pay the nine percent (9%) member contribution. Effective the payroll period following the 2019 CalPERS contract amendment approval, Employees shall also pay an additional three percent (3%) retirement contribution as cost sharing pursuant to Government Code section 20516(a). In accordance with IRS Code section 414(h)(2), the cost sharing will then be treated as a pre-tax deduction.

‘New Member’ Employees:

"New Member" employees pay their one-half the total normal cost as determined by CalPERS. As of July 1, 2019, that contribution is 12.25%. Effective the payroll period following the CalPERS contract amendment approval, "new members" will contribute .5% cost sharing pursuant to Government Code section 20516(a) in addition to their one-half of the total normal cost as determined by CalPERS. In accordance with IRS Code section 414(h)(2), the cost sharing will then be treated as a pre-tax deduction.

For example, if the required PEPRA contribution is 12.25%, then "new members" will contribute 12.25% (1/2 the normal cost) and .5% as cost-sharing, for a total employee contribution of 12.75%.

The parties agree to cost-sharing of the employer retirement rate as noted above. The City will pursue a contract amendment with CalPERS for the cost-sharing portion of employee contributions toward retirement. The parties agree to complete the contract amendment process. Cost sharing will begin as noted above.

If, at some future date, unit members no longer agree to cost sharing, the City will simultaneously reduce the salary range for all Unit members by 3% and reduce any impacted employees' base pay accordingly.

ARTICLE 32 - MEDICAL EXAMINATION

A medical examination of any employee may be required by the City when job related and consistent with business necessity and will be administered by a medical doctor selected by the City. The City agrees to pay the full cost of the medical examination.

ARTICLE 33 - DEFERRED COMPENSATION PLAN

A deferred compensation plan will be available to all members of the Police Officers Mid-Management Association. Participation in this deferred compensation plan is at the option of the individual employee. Effective July 8, 2023, the City will contribute a matching up to one percent (1%) of base salary per month, but under no circumstances shall exceed the contributions limitations of Internal Revenue Code section 401(a) and related regulations and guidance.

A. One-Time Deferred Compensation Special 457 Catch-up Provision:

(One-Time is defined by law as an election to "catch-up" underutilized deferrals to a 457 plan, once in a singular year or multiple years, not to exceed 3 years) Federal Law allows 457 participants a one-time catch-up provision to make deferrals to "catch-up" underutilized deferrals from prior years during any or all of the three calendar years ending before the tax year they reach the plans normal retirement age. Normal retirement age for "classic" safety members of PERS is fifty-five (55) years old and fifty-seven (57) years old

for "new" members of PERS. All 457 plans of an employer must have the same normal retirement age (NRA). For purposes of the deferred compensation special 457 catch-up provision for the City of Monterey Park, the normal retirement age range shall be considered 51 thru 62 years old.

The intent of this section is to facilitate association members in the final three (3) years prior to their stated retirement date in converting the hourly rate of accrued compensable leave to monies into their contribution to one of the City's deferred compensation providers in accordance with IRS regulations/Federal Law. After an employee defers compensable accrued leave, balances of 120 hours must remain or be maintained in both their sick and vacation accrual banks. If an employee defers compensable leave from a bank that has a formula of payout at retirement (i.e. 50% sick leave at retirement) the deferral does not recalculate the remaining balance. All sick leave hours, per MOU provisions, will be on a fifty percent basis (i.e. a conversion of 100 hours will result in the salary equivalent to 50 hours being deposited into the employees deferred compensation account). In the final three (3) years prior to an employee's stated retirement date he/she may convert the hourly rate of accrued compensable leave to monies into be included in their contribution to one of the City's deferred compensation providers in accordance with IRS regulations and the schedule outlined below:

3-year Catch-up Plan

1st year: no more than 30% of compensable accrual time of Sick Leave, Vacation Leave and Holiday Leave as allowed by Federal Law.
2nd Year: If a second year is chosen, no more than 45% of compensable leave may be deferred.
3rd Year: If a third year is chosen, no more than 60% of compensable leave may be deferred.

The City is not a party to and accepts no responsibility for the employees obligations under federal law to comply with the IRS and legal requirements of such deferrals allowing 457 participants a one-time catch-up provision to make deferrals to "catch-up" underutilized deferrals from prior years during any or all of the three calendar years ending before the tax year they reach the plans normal retirement age.

B. 401(a) Plan
Effective July 8, 2023, the City will contribute up to one percent (1%) of base salary per month to the 401(a) plan, as a match for employees' contributions to the 457 plan. Under no circumstances shall exceed the contributions limitations of Internal Revenue Code section 401(a) and related regulations and guidance. Employees shall not make contributions to the 401(a) plan.

ARTICLE 34 - EMPLOYEE SAFETY COMMITTEE

A committee of three MPPOMMA members is to be established. One of the three members will be the Association President, or the Association Vice President. This Committee will meet with appropriate Departments and City officials in matters related to on-duty safety.

Blood borne and Airborne pathogen exposure control training shall be provided to appropriate unit employees and required immunizations will be provided to employees as required at City cost.

ARTICLE 35 – PROBATIONARY PERIOD

All original and promotional appointments to the competitive service shall be tentative and subject to the following probationary periods: twelve months for promotional and lateral appointments to the positions of Police Sergeant and Police Lieutenant.

ARTICLE 36 - WRITTEN NOTICES TO POMMA

Reasonable written notice will be given to MPPOMMA of any rule, ordinance, resolution or regulation directly relating to matters within the scope of representation proposed to be adopted by the City Council. In cases where the City determines that as a result of an emergency, an ordinance, rule, resolution or regulation must be adopted immediately without prior notice or meetings with a MPPOMMA, the City shall provide such notice and opportunity to meet at the earliest practical time following the adoption of such ordinance, rule, resolution or regulation.

MPPOMMA shall be deemed to have met and conferred and agreed to any matter if within thirty days after mailing of the notice by the City regarding said matter, the employee organization fails to deliver to the City Manager a written request for a meeting.

ARTICLE 37 - GENERAL PROVISIONS

A. This MOU shall not in any way interfere with the obligation of the parties hereto to comply with the State and Federal laws, or with any rule, regulation, or order issued by such government authority pertaining to matters covered herein. If any provision, or provisions, of this MOU shall be affected by State or Federal laws, or of any rule, regulation, or order issued by such governmental authority, or if any provision, or provisions, should be held invalid by a court of record, the remainder of the MOU shall not be otherwise affected thereby.

B. The parties hereto agree to continue their long-standing policies in that there shall be no discrimination against any employee because of membership or non-membership in MPPOMMA or based on any protected class.

C. The parties hereto agree that this MOU cannot be modified, changed, and/or canceled in any way except by mutual consent of said parties in writing.

D. Nothing contained in the MOU shall act as a waiver of any rights an individual may have under the workers' compensation law.

ARTICLE 38 - SUBSTANCE ABUSE POLICY

The parties have met and conferred in good faith and reached agreement upon modifications to the City Administrative Policy No. 30-10, as regards GUIDELINES FOR CONSUMPTION OF ALCOHOL AND ILLEGAL OR CONTROLLED SUBSTANCES.

ARTICLE 39 - TERM OF MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding shall be in effect for an initial term commencing July 1, 2025~~2023~~ and ending June 30, 2028~~2025~~ and shall continue in effect from year to year thereafter unless or until terminated. Unless specifically described to the contrary herein, all changes in matters within the scope or representation shall be provided prospectively from the date of MOU implementation. The "date of MOU implementation" shall be the date of City Council adoption of the MOU.

This MOU may be terminated as of the end of the initial term or any subsequent contract period by either party giving written notice to the other not less than ninety (90) calendar days prior to the termination date. If no notice is given in accordance with the terms of this Article, the MOU shall automatically renew for an additional year without any change whatsoever.

ARTICLE 40 - CITY COUNCIL APPROVAL

It is however, the mutual understanding of all parties hereto that this Memorandum of Understanding is of no force or affect whatsoever unless or until ratified and approved by minute action duly adopted by the City Council of the City of Monterey Park.

IN WITNESS HEREOF, the parties hereto have caused this Memorandum of Understanding to be executed this 6th ~~2nd~~-day of August 2025~~2023~~.

MONTEREY PARK POLICE OFFICERS' MID-MANAGEMENT ASSOCIATION	CITY OF MONTEREY PARK
By:	By:
Yupo "Bob" Hung, President Monterey Park Police Officers' Mid-Management Association	Inez Alvarez, ~~Interim~~ City Manager
By:	By:
Gabriel Escarsega, Vice-President Monterey Park Police Officers' Mid-Management Association	Christine Tomikawa, Director of Human Resources & Risk Management

APPROVED BY:

Karl H. Berger, City Attorney

ADDENDUM A

CITY OF MONTEREY PARK
CLASSIFICATION AND BASE SALARY LIST
POLICE OFFICERS' MID-MANAGEMENT ASSOCIATION MOU

Effective July 5, 2025, a 2.0% COLA increase to the salary range:

Classification	Range	Minimum	Maximum
Police Sergeant	3	$11,591	$13,329
Police Lieutenant	4	$14,114	$16,231

Effective July 4, 2026, a 3.0% COLA increase to the salary range:

Classification	Range	Minimum	Maximum
Police Sergeant	3	$11,938	$13,729
Police Lieutenant	4	$14,537	$16,718

Effective July 3, 2027, a 3.0% COLA increase to the salary range:

Classification	Range	Minimum	Maximum
Police Sergeant	3	$12,296	$14,141
Police Lieutenant	4	$14,973	$17,220

~~**Effective retroactively to the first full pay period after July 1, 2023:**~~

~~Classification~~	~~Range~~	~~Minimum~~	~~Maximum~~
~~Police Sergeant~~	~~3~~	~~$11,363~~	~~$13,068~~
~~Police Lieutenant~~	~~4~~	~~$13,837~~	~~$15,913~~

~~2022-2023 SALARY TABLE~~

~~**Effective Beginning with the first day of the pay period in which MPPOMMA membership ratifies the tentative agreement setting forth the changes in the MOU, but no more than two (2) pay periods preceding ratification of this MOU by the City Council**~~

~~Job Classification~~	~~Range~~	~~Step 1~~	~~Step 2~~	~~Step 3~~	~~Step 4~~	~~Step 5~~
~~Police Sergeant~~	~~3~~	~~$9,345~~	~~$9,812~~	~~$10,302~~	~~$10,817~~	~~$11,358~~

~~Police Lieutenant~~	~~4~~	~~$11,379~~	~~$11,948~~	~~$12,545~~	~~$13,172~~	~~$13,831~~

ADDENDUM B

City of Monterey Park
INTEROFFICE MEMO

DATE: 6/12/2012

TO: All Police Department Staff

FROM: Jim Smith, Chief of Police

SUBJECT: Patrol Sergeant/Lieutenant Overtime Call Out Procedure

The following shall be the overtime call out procedure for replacement of Patrol Sergeants/Lieutenants assigned to Patrol as Watch Commanders or Field Supervisors when a vacancy occurs due to a non-planned event. For purposes of this memo, a "non-planned event" is considered a sick call out or other emergency.

Watch Commander

If a Sergeant/Lieutenant is unavailable for duty as the Watch Commander due to a non-planned event the initial attempt will be to fill the vacancy with on-duty supervisory personnel (Sergeant or Lieutenant) assigned to a special assignment (D.B., Traffic, Admin, etc.). If no special assignment supervisors are on-duty or if they are unavailable, then a replacement will be assigned on an overtime basis. The replacement will be at the rank of the person whose non-planned absence created the vacancy. Initially, Patrol, rank- equivalent personnel, should be contacted on an availability/seniority basis. If none are available, then special assignment, rank-equivalent, personnel should be contacted on a seniority basis. If a rank equivalent is not available, then the replacement may be the next lower rank starting with Patrol personnel by availability/seniority order and if none are available, to special assignment personnel on a seniority basis.

The following are examples:

Example #1: A Lieutenant and Sergeant are assigned to a Patrol Team. The Lieutenant is off due to a planned event (Vacation, Holiday, Training, etc.). The Sergeant is ill and calls in sick (unplanned event). If there is an on-duty supervisor assigned to a special assignment available, that person will be assigned as the Watch Commander. If there is not, then overtime will be used to fill the vacancy of the Sergeant. Sergeants assigned to Patrol will initially be contacted on an availability/seniority basis, until a replacement is found. If no replacement is found, then Sergeants assigned to a special assignment will be contacted on a seniority basis until a replacement is found. If no Sergeants are available, Lieutenants assigned to Patrol will be contacted on an availability/seniority basis will be contacted. If no one is available, Lieutenants assigned to special assignments will be contacted on a seniority basis.

Example #2: Same scenario as above, but the reasons for being off are reversed (Sergeant on vacation, Lieutenant calls in sick). The procedure above would be the same with the exception that the calls for overtime would start with the Lieutenants then work down to the Sergeants if no Lieutenants (Patrol or special assignment) are available for the overtime.

In any situation where the vacancy is in the Watch Commander's position and no Sergeant/Lieutenant desires the overtime, then the Sergeant with the least amount of seniority (regardless of assignment) will be required to work the overtime.

Field Supervisor

If a Sergeant scheduled as the field supervisor has an unplanned absence, then they will be replaced by an Agent that is assigned and scheduled to work that shift. If this leaves the staffing level below minimum, then on-duty special assignment personnel will be used to either maintain minimum patrol staffing or to replace the supervisor (Agent or

Sergeant). If there are no special assignment personnel available, then an Officer will be called in to maintain minimum staffing. If there is no Agent scheduled or if no special assignment Agent or Sergeant is available, then overtime will be used to replace the field supervisor. Call outs for this scenario will begin with Sergeants assigned to Patrol and then those assigned to special assignments. If no one is available to work overtime, then Agents will be called starting with those assigned to Patrol on a seniority basis.

If an Agent is scheduled as a field supervisor due to a Sergeant/Lieutenant being on a planned event, and the Agent calls in sick the same procedure as outlined in Example 2 will be followed. If overtime is necessary, the call out procedure will begin with the Agent level and if no Agent is available then Sergeants will be called to fill the vacancy based on seniority starting with those assigned to Patrol then to those assigned to special assignments.

If you have any questions regarding this, please contact me.

City Council Staff Report

Date: August 6, 2025
Agenda Item Number: 9.H.

To: The Honorable Mayor and City Council

From: Christine Tomikawa, Human Resources/Risk Management Director

Subject: Resolution approving the Memorandum of Understanding between the City and the Monterey Park Mid-Management & Confidential Association for the term of July 1, 2025 to June 30, 2028

Recommendation:
It is recommended that the City Council consider:

1. Adopting a Resolution approving successor Memorandum of Understanding ("MOU") between the City of Monterey Park and the Monterey Park Mid-Management & Confidential Association ("MPMMCA"); and
2. Taking such additional, related, action that may be desirable.

Executive Summary:
The City of Monterey Park representatives ("City") and MPMMCA representatives met and conferred in good faith to negotiate the terms and conditions of a new MOU. The parties reached agreement to be approved by the City Council for a term effective July 1, 2025 to June 30, 2028. MPMMCA is a new consolidated employee organization following the merger between the Monterey Park Mid-Management Association and Monterey Park Confidential Association. The City did not object to the request to consolidate.

Background:
In April 2025, the Monterey Park Mid-Management Association and Monterey Park Confidential Association submitted a request to merge the two groups into one employee organization. After reviewing the City's Municipal Code and each association's MOU unit modification articles, the City approved the consolidation and recognition of the new employee group of Monterey Park Mid-Management & Confidential Association.

MPMMCA membership ratified the July 1, 2025 to June 20, 2028 successor MOU agreement. The City and MPMMCA have agreed to the following:

- Term - three-year agreement - July 1, 2025 to June 30, 2028

- Base salary increase - 3.0% cost of living adjustment ("COLA") effective the first full pay period after July 1, 2025; 4.0% COLA to base salary effective the first full pay period after July 1, 2026; and 3.0% COLA to base salary effective the first full pay period after July 1, 2027.
- Equity adjustment for the following classifications - Deputy City Clerk (2.8%)
- Merit steps - changing 10-step range to a minimum and maximum range and unit employees are eligible for a merit increase not to exceed 5% until the maximum of the salary range.
- Classification adjustments - title changes and salary range changes for Police Administrative Assistant to Administrative Assistant, Administrative Secretary and Administrative Aide to Senior Administrative Assistant, and Police Chief's Secretary and Secretary to the City Manager to Executive Assistant. Supervisor positions will be in one salary range.
- Longevity pay - adding a 5-year level ($50.00 per month) and increasing the other levels.
- Education/Certification pay - adding certification pay for POST Dispatch Supervisor Certificate and POST Records Supervisor Certificate ($150.00 per month).
- Paid Time Off Bank - modifying the vacation leave bank and sick leave bank into a Paid Time Off ("PTO") bank.
- Uniform and Boot Allowance - increasing amount to be consistent with employees in SEIU.
- Article 22 Health Insurance - increasing Cafeteria Plan effective the first full pay period after July 1, 2025 to $1,995 per month. Increase in medical opt-out cash to $600.00 per month for those who waive medical insurance coverage.
- Retiree Health Savings Account - unit employees will contribute 10 hours of PTO to account.
- MOU language modification.

Strategic Plan Goal:
This action supports the City Council's Strategic Plan Goal of maintaining the stability of the City's Human Resources by strengthening workforce recruitment and retention.

Fiscal Impact:
The estimated cost for the MPMMCA MOU is $188,009 for Fiscal Year 2025-2026; $175,324 estimated amount for Fiscal Year 2026-2027; and $131,493 estimated amount for Fiscal Year 2027-2028. MOU costs will be budgeted appropriately. These amounts will be paid by various funds.

Attachments:
1. Monterey Park Mid-Management and Confidential Association MOU Resolution

ATTACHMENT 1
Monterey Park Mid-Management and Confidential Association Resolution

RESOLUTION NO. ____

A RESOLUTION APPROVING THE MEMORANDUM OF UNDERSTANDING FOR CONTRACT YEARS 2025-2028 BETWEEN THE CITY OF MONTEREY PARK AND THE MONTEREY PARK MID-MANAGEMENT AND CONFIDENTIAL ASSOCIATION.

THE CITY COUNCIL RESOLVES AS FOLLOWS:

SECTION 1: City representatives, approved by the City Council, and representatives from the Monterey Park Mid-Management and Confidential Association ("MPMMCA") met and conferred regarding wages, hours and other terms and conditions of employment for contract years 2025-2028.

SECTION 2: Following such negotiations, the representatives drafted a successor Memorandum of Understanding ("MOU") for fiscal years 2025-2028. A copy of that MOU is attached as Exhibit "A," and is incorporated by reference.

SECTION 3: Following a vote of its membership, MPMMCA informed the City that its members had ratified the MOU.

SECTION 4: After reviewing the MOU, the City Council finds that it is in the public interest to approve it retroactively effective July 1, 2025. Accordingly, the City Manager is authorized to execute the MOU in a form approved by the City Attorney.

SECTION 5: *Severability*. If any part of this Resolution or its Application is deemed invalid by a court of competent jurisdiction, the City Council intends that such invalidity will not affect the effectiveness of the remaining provisions or applications and, to this end, the provisions of this Resolution are severable.

SECTION 6: *Electronic Signatures*. This Resolution may be executed with electronic signatures in accordance with Government Code §16.5. Such electronic signatures will be treated in all respects as having the same effect as an original signature.

SECTION 7: *Construction*. This Resolution must be broadly construed to achieve the purposes stated in this Resolution. It is the City Council's intent that the provisions of this Resolution be interpreted or implemented by the City and others in a manner that facilitates the purposes set forth in this Resolution.

SECTION 8: *Effective Date*. This Resolution will become effective immediately upon adoption.

SECTION 9: The Mayor, or presiding officer, is authorized to affix its signature to this Resolution signifying its adoption by the City Council, and the City Clerk, or its duly appointed deputy, is directed to attest.

PASSED AND ADOPTED this ____ day of _____, 2025.

_____
Vinh T. Ngo, Mayor

ATTEST:

_____
Maychelle Yee, City Clerk

APPROVED AS TO FORM:
Karl H. Berger, City Attorney
By:_____
Zachery A. Lopes, Deputy City Attorney

City Council Staff Report

Date: August 6, 2025
Agenda Item Number: 9.I.

To: The Honorable Mayor and City Council

From: Christine Tomikawa, Human Resources/Risk Management Director

Subject: Resolution approving successor Memorandum of Understanding between the City and the Monterey Park Service Employees' International Union ("SEIU"), Local 721 for the term of July 1, 2025 to June 30, 2028

Recommendation:
It is recommended that the City Council consider:

1. Adopting a Resolution approving successor Memorandum of Understanding ("MOU") between the City of Monterey Park and the Monterey Park Service Employees' International Union, Local 721 ("SEIU"); and
2. Taking such additional, related, action that may be desirable.

Executive Summary:
The City of Monterey Park's ("City") representatives met with SEIU representatives to meet and confer in good faith to negotiate the terms and conditions of a successor MOU. The parties reached agreement to be approved by the City Council for a term effective July 1, 2025 to June 30, 2028.

Background:
SEIU's current MOU expired on June 30, 2025. SEIU's membership ratified the July 1, 2025 to June 30, 2028 successor MOU on July 28, 2025. The City and SEIU have agreed to the following:

- Term – three-year agreement – July 1, 2025 to June 30, 2028
- Base salary increase – 3.0% cost of living adjustment effective the first full pay period after July 1, 2025; 4.0% cost of living adjustment to base salary effective the first full pay period after July 1, 2026; and 3.0% cost of living adjustment to base salary effective the first full pay period after July 1, 2027.
- Equity base salary adjustment to the following classifications – Account Clerk (2.5%), Librarian (1.1%), Outreach and Housing Navigation Coordinator (24.4%), Management Analyst (0.8%), Water Production System Operator (2.7%), and Water Utility

Maintenance Worker (1.6%).

- Article 17 Health Insurance – Cafeteria plan increase effective the first full pay period after July 1, 2025 to $1,995/month. Effective the first pay period in December 2026, increase cafeteria plan to $2,175/month. Effective the first pay period in December 2027, increase cafeteria plan to $2,350/month. Increase in monthly opt-out medical insurance for those who waive medical insurance coverage.
- Article 20 Salary and Wages – change from 10 step salary range to 5 step salary range for all covered classifications.
- Article 21 Uniforms and Equipment – increase annual allowance and modify MOU language for covered uniform items and classifications.
- Article 22 Special Pay Provisions – add longevity level at 10 years of service ($50/month) and increase monthly amount at other levels. Increase bilingual pay for written/formal translation services. Increase Lead Pay and Pesticide Applicator Pay.
- MOU language modification(s).

Strategic Plan Goal:

This action supports the City Council's Strategic Plan Goal of maintaining the stability of the City's Human Resources by strengthening workforce recruitment and retention.

Fiscal Impact:

The estimated cost for the SEIU MOU is $381,925 for Fiscal Year 2025-2026; $447,340 estimated amount for Fiscal Year 2026-2027; and $335,505 estimated amount for Fiscal Year 2027-2028.

MOU costs will be budgeted appropriately. These amounts will be paid by the City's General Fund.

Attachments:

1. Monterey Park Service Employees' International Union Resolution
2. Exhibit A SEIU Redlined MOU

ATTACHMENT 1
Monterey Park Service Employees' International Union Resolution

RESOLUTION NO. ____

A RESOLUTION APPROVING THE MEMORANDUM OF UNDERSTANDING FOR CONTRACT YEARS 2025-2028 BETWEEN THE CITY OF MONTEREY PARK AND THE MONTEREY PARK SERVICE EMPLOYEES' INTERNATIONAL UNION, LOCAL 721.

THE CITY COUNCIL RESOLVES AS FOLLOWS:

SECTION 1: City representatives, approved by the City Council, and representatives from the Monterey Park Service Employees' International Union, Local 721 ("SEIU") met and conferred regarding wages, hours and other terms and conditions of employment for contract years 2025-2028.

SECTION 2: Following such negotiations, the representatives drafted a successor Memorandum of Understanding ("MOU") for fiscal years 2025-2028. A copy of that MOU is attached as Exhibit "A," and is incorporated by reference.

SECTION 3: Following a vote of its membership, SEIU informed the City that its members had ratified the MOU.

SECTION 4: After reviewing the MOU, the City Council finds that it is in the public interest to approve it retroactively effective July 1, 2025. Accordingly, the City Manager is authorized to execute the MOU in a form approved by the City Attorney.

SECTION 5: *Severability*. If any part of this Resolution or its Application is deemed invalid by a court of competent jurisdiction, the City Council intends that such invalidity will not affect the effectiveness of the remaining provisions or applications and, to this end, the provisions of this Resolution are severable.

SECTION 6: *Electronic Signatures*. This Resolution may be executed with electronic signatures in accordance with Government Code §16.5. Such electronic signatures will be treated in all respects as having the same effect as an original signature.

SECTION 7: *Construction*. This Resolution must be broadly construed to achieve the purposes stated in this Resolution. It is the City Council's intent that the provisions of this Resolution be interpreted or implemented by the City and others in a manner that facilitates the purposes set forth in this Resolution.

SECTION 8: *Effective Date*. This Resolution will become effective immediately upon adoption.

SECTION 9. The Mayor, or presiding officer, is authorized to affix its signature to this Resolution signifying its adoption by the City Council, and the City Clerk, or its duly appointed deputy, is directed to attest.

PASSED AND ADOPTED this ____ day of _____, 2025.

_____
Vinh T. Ngo, Mayor

ATTEST:

_____
Maychelle Yee, City Clerk

APPROVED AS TO FORM:
Karl H. Berger, City Attorney
By:_____
Zachery A. Lopes, Deputy City Attorney

MEMORANDUM OF UNDERSTANDING

between

THE CITY OF MONTEREY PARK

and

SERVICE EMPLOYEES INTERNATIONAL UNION

LOCAL 721

July 1, 2025~~2023~~ to June 30, 2028~~2025~~

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PREAMBLE

This Memorandum of Understanding ("MOU") has been prepared in accordance with the California Government Code §3500. The City of Monterey Park, California, hereinafter referred to as the "City", and the Service Employees International Union, Local 721, hereinafter referred to as the "Union" or "SEIU", have reached this MOU pursuant to meeting and conferring in good faith.

ARTICLE 1 – SCOPE OF MEMORANDUM OF UNDERSTANDING

It is the intent and purpose of this MOU to assure sound and mutually beneficial working and economic relations between the parties hereto to provide an orderly and peaceful means of resolving any misunderstandings or differences which may arise, and to set forth herein the basic and full agreement between the parties concerning wages, hours of employment, and other conditions of employment.

ARTICLE 2 – RECOGNITION

The City hereby exclusively recognizes and acknowledges SEIU as the recognized employee organization representing all employees in the General Unit ("Unit") for the purpose of meeting and conferring in good faith regarding wages, hours, and other terms and conditions of employment.

The classifications in the unit and hereby covered under this MOU are listed in Appendix A.

ARTICLE 3 – MANAGEMENT RIGHTS

To ensure the City is able to carry out its statutory functions and responsibilities, the following matters will not be subject to the terms of this MOU, but shall be within the exclusive discretion of the City:

- To select and determine the number and types of employees required
- To assign work to employees in accordance with the requirements determined by the City
- To establish and change work schedules and assignments
- To hire, transfer, and to promote or to lay off employees for lack of work and for all other legitimate reasons
- To suspend, discipline, or discharge employees for just cause
- To expand or diminish services
- To subcontract for any work or operations

- To determine and change methods of operations

- To determine and change at its sole discretion the number of locations, relocations and types of operations and the processes and materials to be employed

- To make, publish and enforce rules and regulations

Except in emergencies, or where the City is required to make changes in its operations because of the requirements of law, whenever the exercise of management's rights shall impact on employees of the bargaining unit, the City agrees to meet and confer with representatives of the Union, upon request by the Union, regarding the impact of the exercise of such rights, unless the matter of the exercise of such rights is provided for in this MOU, Personnel Rules and Regulations, or Salary Resolutions.

ARTICLE 4 – UNION RIGHTS

Section 4.1 Meet and Confer

The Union may, by any reasonable method, select up to five (5) employees in the unit to meet and confer with the City Representative Committee or other management officials on subjects within the scope of representation during their regular duty or work hours, without loss of time, compensation or benefits, provided that:

- No employee shall leave their duties, workstation, or assignment without specific approval by an authorized department management official.

- Any such meeting is subject to scheduling by an authorized department management official so as to avoid excessive interference with, or interruption of, assigned work schedules or work performance.

Such employees, after being excused from their regular assigned duties, will be permitted to take reasonable time to discuss terms and conditions of employment. Said employee(s), if on duty, shall be paid for such reasonable time by the City at the same rate of pay for regular work; however, no overtime will be paid for any time spent as set forth above.

Section 4.2 Access to Worksite

Union representatives, after permission is granted by the Department Director or designee (if, however, said parties are not available, then permission must be obtained from the City Manager or designee) may enter worksites for the purpose of transacting business of the Union; provided, however, that such business does not excessively interfere with the work of the employees or City operations.

Section 4.3 Union Officers, Representatives, and Stewards

A written list of the union officers, representatives, and stewards shall be furnished to the City immediately after their designation and the Union shall notify the City promptly in writing of any changes to such list.

Section 4.4 Union Membership

All employees in the unit shall have the right to join the union, or to refuse/refrain from joining said organization.

A. Union Membership Dues

Any employee of the unit who is a member of the union, or who has applied for membership, must sign an authorization for payroll deduction of membership dues for the Union. The employer will honor employee authorizations for dues deductions as required by provisions of the Government Code. The authorizations will be maintained by the Union.

B. Maintenance of Membership

Such authorization for union membership shall continue in effect for the duration of this MOU. Any employee who is or becomes a member of SEIU on or by the effective date of this MOU, or at any time subsequent to the effective date of this MOU, shall also be required to maintain such membership in good standing with SEIU, including payroll deductions for union dues, for the duration of this MOU.

Employees may opt to terminate such membership in SEIU in accordance with their sighed membership agreement with the Union~~only during the period of April 1st through April 15th in the expiration year of this MOU, by notifying the SEIU membership department at the Los Angeles regional office. Such notification must be in the form of a letter, signed and dated by the individual employee, containing the following information: employee name, employee identification number, job classification, and a clear statement of the request to cancel membership in SEIU for the Monterey Park Chapter~~.

Section 4.5 Payroll Deductions

With respect to all sums deducted by the City, whether for union membership dues or other voluntary contributions/payments as applicable, the City agrees to electronically remit such monies to the Union within seven (7) business of a payroll cycle~~thirty (30) calendar days of the close of the pay period~~. The remittance shall be accompanied by an electronic list of all current employees in the unit, which indicates the effective date(s) of the remittance, each employee's name, employee identification number, hourly rate of pay, and amount(s) being remitted on behalf of each employee. This information shall be sent in Excel format to dues@seiu721.org within seven (7) business days of each payroll cycle.

Each pay period, the Union shall provide the employer with an "authorized deduction report" which includes bargaining unit members who have authorized the deduction of Union dues, COPE amounts, and other deductions and the deduction amounts.

At the beginning of each month~~During such monthly remittance~~, the City shall also send the Union an electronic list indicating any changes in personnel, employment status (including but not limited to promotion, demotion, transfer, reclassification, retirement, or separation from service), or personal information from the most recent list provided in accordance with Section 4.6 – Reporting Requirements.

Section 4.6 Reporting Requirements

1. The Union agrees to furnish any information needed by the City to fulfill the provisions of this article.

2. Within thirty (30) days, or the first pay period of the month, following hire and in the first week of January, April, July, and October of each year, the City will provide the Union with the following information for each employee in the unit:

    - Name
    - Employee Identification Number or last four of Social Security Number
    - Job Classification
    - Salary Step
    - Rate of Pay
    - Date of Hire
    - Home Address
    - Mailing Address (if different)
    - Home Phone Number
    - Personal Cell Phone Number (if known)
    - Personal e-mail on file (if any)
    - Worksite Facility/Department
    - Work Address
    - Work Phone Number

The City agrees to provide such information to the Union in a usable electronic format (preferably Excel).

~~Section 4.7 Indemnity Clause~~

~~**The Union agrees to fully indemnify, defend, and hold harmless, the City, and its officers, employees, and agents, against any claim, action, liability, judgments, or settlements regarding the legality of the provisions or impacts of this agency shop provision or any action taken by or on behalf of the City in implementing this agency shop provision. The Union shall have the right to determine whether any such action or proceeding referred to above, shall or shall not be compromised, resisted, tried, or appealed, provided however, that the City may retain its own attorney and shall have the right to be consulted before any of the foregoing decisions are made.**~~

Section 4.7~~8~~ Committee on Political Education (COPE)

Employees may make voluntary contributions to the Union's registered political action committees. The employer shall make the deduction of the voluntary contributions in the same manner as the dues deduction process.

Every pay period the Union will notify the employer with a list of employees and the appropriate deduction amount on the "authorized deduction report" of the employees who have signed an authorization for the COPE deduction.

Employees may discontinue voluntary political deductions by providing notice of cancellation to the Union and the Union shall transmit such notice of cancellation to the employer by the next full pay period cycle.~~Employees wishing to participate shall provide written authorization on a form furnished by the Union indicating the amount to be deducted. The parties agree that the employee may revoke any such deduction at any time. The parties further agree that neither the Union nor the City will bestow any special benefit or cause any detriment as a result of an employee's voluntary choice to make, decline to make, or revoke a contribution.~~

Section 4.8 Union Benefits Trust

The employer agrees to allow voluntary payroll deductions, with a dedicated payroll code, for the SEIU Local 721 Benefits Trust (Benefits Trust), for the payment of supplemental benefits which may be offered to Union members. The amount collected on behalf of the Benefits Trust will be forwarded monthly to the Union's administrator of the Benefits Trust.

Section 4.9 Indemnity Clause

The Union agrees to fully indemnify, defend, and hold harmless, the City, and its officers, employees, and agents, against any claim, action, liability, judgments, or settlements regarding the legality of the provisions or impacts of payroll deductions authorized pursuant to this Agreement including the agency shop provision or any action take by or on behalf of the City in implementing

such payroll deductions and the agency shop provision. The Union shall have the right to determine whether any such action or proceeding referred to above, shall or shall not be compromised, resisted, tried, or appealed, provided however that the City may retain its own attorney and shall have the right to be consulted before any of the foregoing decisions are made.

Section 4.109 Communications

Space shall be provided on City bulletin boards for the posting of notices of concern to union members including, but not limited to, the following:

- Union meetings
- Union elections and results
- Recreational and social events
- Official union business

Other written material may be posted with prior approval of the Director of Human Resources/Risk Management or Department Director.

Section 4.1110 New Employee Orientations

The City shall notify the Union of all new employees entering the bargaining unit. The City shall provide the Union with no less than ten (10) business days' advance written notice of the new employee's date of orientation. Shorter notice may be provided in a specific instance where there is an urgent need that is critical to city operations that was not reasonably foreseeable. Attendance at an orientation shall be mandatory for each new employee. For the purpose of this section, new employees shall be defined to include any employee new to SEIU Local 721, including but not limited to employees entering the unit through new hire, accretion, promotion, or demotion.

The City agrees to provide each new employee with up to one (1) hour of paid release time to meet with their union representative to receive a copy of the most current MOU and be provided with an orientation on the benefits of union membership. The Union's presentation may include written, audio, and/or visual materials provided by the Union. No management representative shall be present during the Union's presentation. If no in-person new employee orientation has occurred within thirty (30) calendar days of an employee's date of hire, the Union shall be allowed to schedule an in-person meeting at the worksite during employment hours, during which a newly hired employee will have the opportunity to attend and shall be relieved of other duties for purposes of attending.

In the event an employee designated as an authorized union representative in Section 4.3 - Union Officers, Representatives, and Stewards provides the orientation, such employee shall also be provided with up to one (1) hour of paid release time per month in which to conduct such orientation. If more than one (1) new employee is hired within the same pay period, reasonable effort shall be made to schedule and conduct the orientations during the same time frame.

The Union shall provide the following for the City to include in their orientation packet to be distributed at the orientation:

- Applications for union membership and COPE
- Copy of the current MOU
- Contact information of the designated union representative(s)

Violations of this section are subject to the grievance procedure outlined in Article 7.

Section 4.12~~11~~ Use of City Facilities

The Union shall have use of City facilities for membership meetings, upon reasonable advance notice to and approval by the Director of Human Resources/Risk Management or designee. Such use is subject to applicable City regulations and availability. The City will make every reasonable effort to allow union-represented employees to attend the union's general membership meetings which occur every third Wednesday of the month. The Union agrees that general membership meetings shall last 1 hour or less unless prior authorization is received from the City's Director of Human Resources and Risk Management.

The Union agrees to address any denials or other issues of attendance of these monthly Union meetings via the Labor Management Committee.

Section 4.13~~12~~ Union Release Time

The Union shall be provided with forty (40) hours of paid release time each fiscal year to allow an employee, who has been designated as a union officer, representative or steward in accordance with Section 4.3, to attend union training and/or meetings. Any unused time at the end of each fiscal year shall not be carried over into the subsequent fiscal year.

This paid release time is for regular work hours only and employees will be required to document use of this time on their time sheet(s).

The Union shall provide the Director of Human Resources/Risk Management and the employee's supervisor with no less than ten (10) business days' advance written notice of the request to use this paid release time. Requests for release time under this section will not be unreasonably denied; however, should the request for release time result in the need for the City to pay additional overtime to provide services, the request may be denied.

ARTICLE 5 – ANTI-STRIKE CLAUSE

The Union hereby agrees that during the term of this MOU, the unit employees, officers and/or agents of the Union shall not engage in, encourage, sanction, support, authorize, or suggest any work stoppages, strikes, boycotts, slowdowns, mass resignations, mass absenteeism, picketing, or any other intentional interference of work of the City.

In the event any employee, or employees, participates in any such activities as set forth above, the Union shall notify such employee(s) so engaged, to cease and desist from such activities and shall instruct said person(s) to return to their normal work assignment and duties.

Employees participating in such activities may be subject to disciplinary action; however, informational pickets, following an impasse in the meet and confer process, are excluded from this article and are therefore allowed as long as the picketing is not violent, does not block ingress or egress, and/or does not interfere with public health, safety or order.

ARTICLE 6 – DISCIPLINARY APPEALS

Section 6.1 Definition of a Disciplinary Appeal

A disciplinary appeal shall be defined as a formal written objection or challenge to any formal disciplinary action.

Section 6.2 Definition of a Formal Disciplinary Action

A formal disciplinary action shall mean suspension without pay for a period not in excess of thirty (30) calendar days, demotion, or any combination thereof, or termination of employment of a regular employee.

Warnings and written reprimands are not considered formal discipline and therefore not subject to appeal.

Section 6.3 Just Cause for Disciplinary Action

An employee who has completed an initial probationary period has regular status. Any of the following shall be just cause for the imposition of disciplinary action:

- Incompetence in the performance of the employee's duties
- Insubordination
- Inattention to or dereliction of duty
- Discourteous, abusive, or threatening treatment of the public or other employees
- Failure to disclose material facts or the making of any false or misleading statement on any application, examination form, or other official document of the city
- Substance abuse or alcohol consumption in violation of City policy, including appearing for work under the effects of alcohol/drugs, using alcohol/drugs while on duty, habitual drunkenness, or addiction to the use of narcotics
- Negligent or willful conduct by an employee which results in, or causes, damage to public property or waste of public supplies

- Conduct during or outside duty hours which casts discredit on the service or the City or which may reasonably be expected to result in casting such discredit on the service or the City

- Garnishment of earnings for more than one (1) indebtedness

- Attendance issues, such as absence without approved leave and excessive unexcused absences or tardiness

- Failure to report for physical or mental health examination after due notice

- Dishonesty

- Soliciting, taking or accepting a fee, gift, or other thing of significant value in the course of the employee's work or in connection with it

- Final conviction of any criminal offense involving moral turpitude. A plea or verdict of guilty, or a plea of nolo contendere shall be deemed to be a final conviction within the meaning of this section

- Willful violation of any lawful or official regulation, code, rule, or order

- Violation of the Municipal Code, Personnel Rule, Department rule or any other agency rule which has been properly noticed and made available to employees during the course of their employment

Section 6.4 Progressive Discipline

The City shall use progressive discipline, with the exception of an egregious act on behalf of the employee, and the type of discipline shall be reasonably and fairly administered. Progressive discipline is described as follows:

- Warning

  A warning is generally informal and may be verbal or written. Written warnings include counseling letters issued by a supervisor, manager, or department head. Such counseling letters inform the employee of the nature of the violation and corrective action that should be taken.

  A warning is not formal discipline and not subject to appeal. If an employee objects to the counseling letter, the employee has a right to respond in writing within thirty (30) calendar days of the date of the counseling letter. The employee's response shall be attached to the counseling letter and placed in the employee's file.

- Written Reprimand

  A written reprimand is not formal discipline and not subject to appeal; however, the Department Director will meet with an employee prior to the issuance of a written

reprimand to allow the employee an opportunity to present any information which they believe pertinent and which shall be considered before the Department Director makes or authorizes any disciplinary action to be taken.

The meeting with the Department Director shall not be a formal evidentiary hearing but an informal discussion to review the circumstances prior to a decision to take any disciplinary action. The employee may request the presence of their union representative. The Department Director and/or the employee may request that the Director of Human Resources participate in any scheduled meeting.

If an employee objects to the written reprimand issued, the employee has a right to respond in writing within thirty (30) calendar days of the date of the written reprimand. The rebuttal shall not change the final disposition by the Department Director; however, the employee's response shall be attached to the written reprimand and placed in the employee's personnel file.

- Suspension Without Pay

  A suspension without pay may be either short-term or long-term.

A short-term suspension is three (3) workdays or less in duration.

A long-term suspension is four (4) or more workdays in duration. A long-term suspension shall not exceed thirty (30) working days in duration.

An employee may file an appeal if they object to the suspension.

- Demotion

  For disciplinary purposes, an employee may be demoted from their position in one classification to a position in another classification having a lower salary range.

  An employee may file an appeal if they object to the demotion.

- Termination

  Regular employees with permanent status may file an appeal if they object to the termination. Employees on initial probation may be terminated with or without cause and are not eligible for appeal.

Section 6.5 Imposition of Disciplinary Action

Disciplinary action may be imposed upon an employee only as follows:

- The Department Head shall give written notice to the employee and the City Manager of the cause or causes for such disciplinary action, together with a narrative statement of the facts purporting to establish the basis for the disciplinary action as proposed.

- The City Manager shall conduct an informal hearing to allow the Department Head and the employee to present any competent and relevant evidence to prove or disprove the facts upon which the disciplinary action is based. The City Manager shall give at least ten (10) days written notice of such hearing to the employee.

- Based upon the evidence presented at the informal hearing, if the City Manager finds there is substantial evidence to justify and support the disciplinary action as proposed, the City Manager shall approve the disciplinary action. The City Manager may also choose to modify the disciplinary action, based upon the evidence presented, by increasing or decreasing the severity of the disciplinary action as proposed.

- The City Manager shall give the employee, Department Head, and Personnel officer written notice of their decision following the hearing. Such decision shall be final and conclusive in the absence of a timely appeal filed in accordance with Section 6.6 - Appeal Process.

Section 6.6 Appeal Process

Appeals of disciplinary action shall be conducted in accordance with the provisions of this article.

An employee shall have the right to appeal the City Manager's decision on a formal disciplinary action taken against them to the Personnel Board ("Board"), in the time and manner hereinafter set forth. All such appeals shall be in writing and filed with the Personnel Officer on or before 5:00 P.M. of the tenth (10th) day following the giving of notice of the City Manager's decision. For the purpose of this article, the date of the "giving of notice" shall be either the date of personal service upon the employee, or the date that such notice was placed in the course of transmission of the United States Postal Service. Failure for any reason to file an appeal within the time permitted shall be conclusively deemed an acceptance of the City Manager's decision.

Upon receipt of a timely appeal, the Personnel Officer shall set the matter for hearing before the Board, as expeditiously as possible and shall give the appealing party and any other person requesting the same, written notice of the time and place of the hearing to be held before the Board upon such appeal.

At the time set for such hearing, the Board, de novo, shall hear and consider the evidence presented on behalf of the appointing authority which purportedly constitutes the grounds for the disciplinary action taken. The employee shall be given the right to cross-examine any witness called. The employee shall also be given a reasonable opportunity to present any competent and relevant evidence, call witnesses, and be heard, personally or through an attorney or other representative.

Proceedings before the Board need not be conducted in strict conformity with the rules of evidence as applied in a court of law, but all parties shall observe the substance of the rules of evidence, to the end that the matter may be fully heard and determined upon reliable evidentiary matter.

The City Attorney shall rule on all questions pertaining to procedure, in connection with hearings held before the Board, provided that the Board shall retain the right to overrule the City Attorney on any determination made by the City Attorney, by a majority vote.

In all such appeal hearings, the burden of proof shall be upon the employee to show that the action taken was arbitrary, unreasonable, capricious, or not in accordance with this MOU and other applicable laws.

The Board shall affirm, reverse, or modify the disciplinary action under appeal; however, the Board shall not increase the severity of the penalty imposed by the City Manager. The Secretary of the Board shall give written notice to the employee, the City Manager, and the Department Head of its determination. Such determination shall be final and conclusive.

Section 6.7 Witnesses

Any employee who is called as a witness for a disciplinary appeal will be granted paid release time, with no loss in compensation or benefits, if they are called during their regular duty hours.

ARTICLE 7 – GRIEVANCE PROCEDURE

Section 7.1 Definition of a Grievance

A grievance is defined as an alleged violation of a specific provision of this MOU, the City Personnel Rules and Regulations, or of the rules and regulations validly propagated by any department within the City. Grievances shall be processed in accordance with this article.

Matters excluded from the grievance procedure are:

- Performance evaluations
- ~~Reversion from salary Step 10 to Step 9~~
- Verbal or written warnings and reprimands
- Documentation or informal counseling regarding the employee's work performance
- Matters which have their own appeal process, such as formal disciplinary actions
- Unfair labor practices to be adjudicated by the Public Employees Relations Board ("PERB")
- Complaints within the exclusive jurisdiction of state and federal fair employment agencies
- Complaints involving the termination of an initial probationary employee

Disputes regarding jurisdiction (grievability of an issue) shall be subject to resolution by a neutral arbitrator chosen from a list of no less than seven (7) names provided by the State Mediation and Conciliation Services (SMCS). In the event the parties cannot mutually agree upon an arbitrator, the neutral shall be chosen via the striking method with the first strike given to the winner of a coin toss. Each party shall alternately strike a name until only one (1) name remains. The remaining

name shall serve as the arbitrator. In the event this person is unable to serve, the previous name remaining shall serve as the arbitrator.

Section 7.2 Procedure

When an employee feels they have been unfairly treated or do not agree with their supervisor on matters that fall within the definition of a grievance, the employee or the Union may initiate formal action to secure review of the grievance by top management. Such action should be used, however, only when informal appeal through discussion with the immediate supervisor has been unsuccessful in resolving the issue.

It is the spirit and intent of this procedure that all grievances be settled quickly and fairly, without any subsequent discrimination against employees who may seek to adjust a grievance, real or imagined.

Section 7.3 Time Limits

Time limits between the steps of the grievance procedure may be extended by written mutual agreement of the parties.

Section 7.4 Representation

The grievant may be represented by a union representative of their choice at all levels of the grievance procedure, including the informal level.

Section 7.5 Witnesses

Any employee who is called as a witness at any level of the grievance process or disciplinary appeal will be granted paid release time, with no loss in compensation or benefits, if they are called during their regular duty hours.

Section 7.6 Process Steps

1. Step 1 – Informal Meeting

   The first step of the grievance procedure shall be an informal meeting with the grievant's immediate supervisor in an effort to resolve the grievance.

   The Union, or the employee who is initiating the grievance, shall notify the immediate supervisor within fifteen (15) calendar days of becoming aware, or in the exercise of reasonable diligence should have become aware, of a grievable situation.

   The informal grievance meeting shall be scheduled at a mutually agreeable time within ten (10) calendar days of the request for an informal grievance meeting.

   The supervisor shall respond in writing to the issues raised in the informal meeting within five (5) calendar days.

2. Step 2 – File Formal Grievance

   All grievances shall be filed in writing with the immediate supervisor of the person aggrieved and with the Director of Human Resources/Risk Management, or designee, within five (5) calendar days after the employee receives a written response from the informal discussion with the supervisor described in Step 1 above.

3. Step 3 – Administrative Hearings

   If the Union or the employee does not obtain satisfactory redress from the immediate supervisor, the grievance may be progressed to the administrative level in writing through the administrative organization in the following order:

   - First to the Division Manager
   - Second to the Department Director
   - Third to the City Manager

   In each case, the grievance must be submitted within seven (7) calendar days to the subsequent hearing level and a written notice of disposition must be forwarded to the grievant within fifteen (15) calendar days of receipt at any hearing level.

   The City Manager shall be the final administrative authority in all cases, except those in which a violation of the Personnel Ordinance or Rules is alleged. The City Manager shall forward written notice of disposition of such grievances to the grievant within fifteen (15) calendar days of receipt.

4. Step 4 – Appeals

   In the case of those grievances in which a violation of the Personnel Ordinance or Rules is alleged, the Union or employee may appeal to the Personnel Board after the procedures set forth above have been exhausted.

   Such appeals shall be filed in writing with the Director of Human Resources/Risk Management within fifteen (15) calendar days of receipt of the disposition from the final administrative hearing in Step 3.

   Upon receipt of the appeal, the Personnel Board shall investigate the complaint as it may deem necessary. The hearing shall be held within twenty (20) calendar days after the appeal is filed.

   Whenever a hearing is to be held, the Personnel Officer shall notify the person(s) requesting the hearing of the date, time, and place of the hearing, and shall publicly post a notice of the hearing.

Unless incapacitated, the person(s) making the complaint shall appear personally before the Personnel Board at the hearing and may be represented by any person(s) or attorney they select.

Within thirty (30) calendar days or the next regularly scheduled Personnel Board meeting, whichever is later, after receipt of transcripts, pursuant to this section, the Personnel Board shall certify its findings and decision in writing to the City Council, City Manager, and any other official from whose action the appeal is taken, and to the affected employee.

Recommendations by the Personnel Board for redress of grievances will be addressed to the City Manager and shall be advisory in nature.

ARTICLE 8 – WORK SCHEDULES AND OVERTIME

Except as modified herein, work schedules and duty hours shall be governed by Section 5 – Hours of Work of Personnel Rule XI – Attendance and Leaves, as approved by the City Council in the City's Personnel Rules and Regulations on May 6, 2009.

Except as modified herein, overtime shall be governed by Section 3—Overtime of Personnel Rule V—Compensation, as approved by the City Council in the City's Personnel Rules and Regulations on May 6, 2009.

Section 8.1 Definition of Work Week

A workweek is a regular recurring period of one hundred sixty-eight (168) hours in the form of seven (7) consecutive twenty-four (24) hour periods.

Section 8.2 Work Schedules

Work schedules shall be defined in such a manner as to comply with Fair Labor Standards Act ("FLSA") work period requirements.

The "workweek" for FLSA overtime purposes shall be established in such a manner that no consecutive seven (7) day (168 hours) period shall exceed forty (40) hours.

Management shall maintain the right to schedule employees' workdays, start and end times, establish FLSA "work weeks," and "flex days" on alternative schedules.

The City will consider requests from employees who may request a different work schedule than assigned due to a personal hardship (i.e., childcare, school schedule, elder care, personal medical condition, etc.).

Department Directors shall maintain authority to change an employee's schedule depending on the specific needs of their Department.

1. 5/40 Schedule

   The workweek for employees working a regular "5/40" Monday-through-Friday schedule begins on Saturday at 0001 hours and terminates at the end of the following Friday at midnight. A workday is a regular recurring period of eight (8) hours within a twenty-four (24) hour period.

   Employees may request to maintain a 5/40 schedule (i.e., Monday–Friday). The decision of the Department Director to grant or deny such a request is not subject to appeal or further review.

   The Department Director shall retain the right and sole discretion to maintain an employee on a 5/40 schedule if they determine such schedule necessary for customer service.

2. 9/80 Schedule

   The "9/80" schedule provides eighty (80) scheduled hours in a fourteen (14) day cycle where the employee works:

   - A week of four (4) workdays of nine (9) hours each and one (1) workday of eight (8) hours; and

   - The subsequent week consists of four (4) workdays of nine (9) hours with one (1) day off.

   For the "flex day," the day off should be the same day of the week as the eight (8) hour workday in the other week, usually a Friday or Monday. The "workweek" for FLSA overtime purposes shall be established as four (4) hours into the shift of the eight (8) hour day.

3. 4/40 or 4/10 Schedule

   The "4/40" (commonly referred to as "4/10") work schedule provides forty (40) scheduled hours in a seven (7) day period and the employee works a period of ten (10) hours within a twenty-four (24) hour period. The "4/10" work schedule may be considered for employees assigned to the Police Department and who work in divisions that are scheduled on a 24/7 basis. Any such consideration is subject to a showing that such schedule positively impacts scheduling, overtime, and productivity. Implementation of any alternative schedule is subject to the approval of the Chief of Police and agreement by the City Manager. The Chief of Police and/or the City Manager shall have full discretion to approve, disapprove, continue, or discontinue any such alternative schedule with or without cause and with or without notice.

4. 3/12 Schedule

   The alternative "3/12" work schedule may be considered for employees assigned to the Police Department and who work in divisions that are scheduled on a 24/7 basis.

The "3/12" schedule provides eighty (80) scheduled hours in a fourteen (14) day cycle where the employee works:

- A week of three (3) workdays of twelve (12) hours each and one (1) workday of eight (8) hours; and

- The subsequent week consists of three (3) workdays of twelve (12) hours with one (1) day off.

For the "flex day," the day off should be the same day of the week as the eight (8) hour workday in the other week. The "workweek" for FLSA overtime purposes shall be established as four (4) hours into the shift of the eight (8) hour day.

Any such consideration is subject to a showing that such schedule positively impacts scheduling, overtime, and productivity. Implementation of any alternative schedule is subject to the approval of the Chief of Police and agreement by the City Manager. The Chief of Police and/or the City Manager shall have full discretion to approve, disapprove, continue, or discontinue any such alternative schedule with or without cause and with or without notice.

Section 8.3 Duty Hours

Effective April 1, 2014, City Hall shall re-open Fridays as an eight (8) hour workday, implement a 9/80 work schedule, and a forty (40) hour weekly work schedule will be restored. The actual hours for City Hall operations and off-site facilities are to be determined at the sole discretion of the Department Director as approved by the City Manager.

Each employee's duty hours will be scheduled at the sole discretion of the Department Director based on the needs of the Department.

Section 8.4 Overtime Defined

Work performed in excess of forty (40) hours during the regularly scheduled workweek shall be classified as overtime and is subject to Department Director approval.

Work performed during the workweek includes any time off in a paid status during the regularly scheduled workweek, such as vacation, sick leave, holiday, and compensatory time off.

Section 8.5 Payment for Overtime

Unless otherwise provided in this MOU, overtime worked shall be compensated one and one-half (1½) times the employee's base hourly rate.

Section 8.6 Compensatory Time

1. In lieu of cash payment, overtime worked may be compensated by compensatory time, as requested by the employee, in an amount not to exceed two hundred and forty (240) hours at any time.

2. Accumulated compensatory time in excess of forty (40) hours will be paid out in cash on the first payroll date following December 1st of each year.

3. The rate of conversion from overtime to compensatory time shall be at the appropriate rate [i.e., one and one-half (1½) time or double time (2x)] for the overtime worked.

4. Accumulated compensatory time shall be compensated at the employee's regular rate of pay at the time of the cash-out.

Section 8.7 Overtime Distribution

It shall be the policy of the departments to which unit members are assigned to distribute overtime opportunities in a fair and equitable manner which allows for as broad a number of eligible employees as possible to receive the overtime opportunity. However, the supervisor authorizing overtime shall make the final assignment determination based upon the needs of the City, the availability of employees to work the overtime, and the ability of an employee to most efficiently meet those needs.

Section 8.8 Mandatory Rest Period

To minimize the safety concerns which may result from employees working extended shifts and/or hours, employees who actually work sixteen (16) or more hours during a twenty-four (24) consecutive hour period shall be provided a mandatory rest period of no less than eight (8) consecutive hours before being required to return to work. The mandatory rest period shall be calculated from the time of the employee's last hour actually worked.

Mandatory rest periods are unpaid unless the mandatory rest period overlaps with an employee's regularly scheduled work hours. When this occurs, the employee will be paid as though they worked those regularly scheduled hours. Those hours that overlap into the regular work schedule will be documented on the employee's timesheet as Paid Rest Period Leave.

Should an employee desire or need additional time off, in excess of the eight (8) consecutive rest period hours provided, the employee must use the department leave request process to request to use vacation, holiday, or compensatory time off.

ARTICLE 9 – VACATION

Section 9.1 Use of Vacation

All employees, including probationary employees, shall be authorized to utilize vacation time upon accrual.

The times during the calendar year at which an employee may take their vacation shall be determined by the Department Director with due regard for the wishes of the employee, the employee's accumulated vacation credits, and with particular regard for the service needs of the City.

Section 9.2 Accrual

Commencing the first of the following month after initial appointment, each employee shall accrue vacation leave with pay each month in Vacation Bank II, based upon years of service with the City, for a maximum annual accrual as follows:

Years of Service	Annual Accrual
Up to five (5) years	80 hours
Six (6) years	88 hours
Seven (7) years	96 hours
Eight (8) years	104 hours
Nine (9) years	112 hours
Ten (10) years	120 hours
Eleven (11) years	128 hours
Twelve (12) years	136 hours
Thirteen (13) years	144 hours
Fourteen (14) years	152 hours
Fifteen (15) years	160 hours
Sixteen (16) years	168 hours
Seventeen (17) years	176 hours
Eighteen (18) years	184 hours
Nineteen (19) years	192 hours
Twenty (20) years	200 hours

Section 9.3 Maximum Accumulation

1. Vacation Bank I

   Vacation hours accumulated prior to September 30, 2012, were placed in Vacation Bank I.

2. Vacation Bank II

   The maximum vacation accumulation in Vacation Bank II shall be five hundred (500) hours.

   The parties recognize personal circumstances and/or department staffing requirements may periodically impact the ability of an employee to utilize any or all of their annual vacation accrual. Only in exceptional circumstances shall an employee be allowed to exceed the maximum vacation accumulation. Approval to accrue in excess of the maximum accumulation cap requires a written request from the Department Director to the City Manager stating the employee will not be authorized to utilize vacation prior to reaching the maximum accumulation cap due to Department staffing requirements.

Section 9.4 Holidays during Vacation

In the event one (1) or more designated holidays fall within an annual vacation leave, said holidays shall not be charged as vacation leave.

Section 9.5 Cash-Out of Vacation

1. Optional Annual Vacation, Sick, and/or Holiday Time Cash-Out

   A.

   In December of each calendar year, employees may irrevocably elect to cash-out up to a combined total of one hundred and sixty (160) hours of vacation and/or holiday time to be accrued in the following calendar year that are both accrued and unused at the time of the cash out. The maximum holiday time cash out is forty (40) hours per year. Employees may also cash out up to twenty-five (25) hours of to be accrued sick leave under the same conditions and requirements as for vacation and holiday time cash outs.

   The payments are made via payroll upon receipt and processing of the request.

   B. Employees may elect for distribution of cashed out vacation, sick, or holiday time once in December of the calendar year after the irrevocable election or up to two times per year; once for the first six month of the year (January to June), and once for the second six months (July to December). In order to cash out, employee must submit an irrevocable election form, by no later than December 15th of the preceding calendar year specifying the amount of hours of each kind of leave requested to cash out, and specifying how much shall occur in each of the two annual distributions. The cash-out is only for hours to be accrued in the calendar year following submission of the irrevocable election form. Regardless of the number of leave hours elected, only those hours that were accrued in the calendar year after the irrevocable election that remain unused at the time of the distribution shall be cashed out.

   The payment shall be made via payroll with the last paycheck distributed in June and December in the year after receipt of the irrevocable election form.

   Employees who do not submit an irrevocable election form by December 15th will be deemed as foregoing participation in the optional annual leave cash-out program for that following calendar year.

   If an employee makes an irrevocable election to cash-out leave in the following calendar year and uses leave during that subsequent calendar year, the leave used may come from the leave the employee had earned (if any) prior to January 1st of the calendar year the employee had elected to cash-out and/or in that same calendar year. The employee's use of earned, but unused leave accumulated from previous calendar years shall not result in a reduction in the amount of leave hours the employee is eligible to cash-out.

C. An employee who experiences an unforeseeable emergency may be permitted to make a new irrevocable election and/or to increase the amount of a previous election, subject to the same value that was permitted at the time the annual irrevocable election forms were due.

For these purposes, an "unforeseeable emergency" means a financial hardship to the employee resulting from any of the following:

- Accident, illness, injury or death of the employee or an immediate family member. For this purpose, an "immediate family member" is restricted to a spouse, registered domestic partner, child/legal dependent, or parent; or
- Loss or extensive damage to the employee's property due to casualty; or
- Other similar extraordinary and unforeseeable circumstances arising as a result of events beyond the control of the participant.

Whether an occurrence is an unforeseeable emergency shall be solely determined by the City Manager or designee.

The payment shall be made with the last paycheck in December of that same calendar year.

E. If it is subsequently determined by the City, the IRS, a court of competent jurisdiction or another governing authority that the annual cash-out provisions in place prior to January 1, 2021, or substantially similar, will not trigger constructive receipt of income from accrued leave, SEIU may, at its sole option, compel the City to reopen negotiations in order to restore the previous leave cash-out provisions in place up to December 31, 2020, or something substantially similar.

F. Any cash-out of vacation shall not cause the employee's total amount of accumulated vacation in their vacation bank(s) to fall below a forty (40) hour minimum balance. Cash-out of accumulated time shall be at the employee's option. Requests for cash-out are to be submitted in a manner prescribed by the City.

2. Separation from Service, Death or Retirement

Upon separation from service, death or retirement, all accumulated but unused vacation time in Vacation Bank I and II shall be paid out to the employee or their designated beneficiary.

3. Rate of Payment

All cash-outs shall be paid at the employee's base hourly rate of pay at the time of the payment.

ARTICLE 10 – HOLIDAYS

Except as modified herein, holidays shall be governed by Section 7 – Holidays of Personnel Rule XI - Attendance and Leaves, as approved by the City Council in the City's Personnel Rules and Regulations on May 6, 2009.

Section 10.1 Designated Holidays

Municipal offices and the Library, with exception of the Delta Plant and the Police and Fire Department facilities, shall be closed on designated holidays in accordance with Section 10.3 - Observation of Holidays.

A designated holiday shall cover a twenty-four (24) hour period beginning at 12:00 A.M. (MIDNIGHT) and ending at 11:59 P.M.

The following are the twelve (12) designated holidays:

New Year's Day January 1st	Independence Day 4th of July	Day after Thanksgiving 4th Friday in November
Martin Luther King, Jr. 3rd Monday in January	Labor Day 1st Monday in September	Christmas Eve December 24th
President's Day 3rd Monday in February	Veteran's Day November 11th	Christmas Day December 25th
Memorial Day Last Monday in May	Thanksgiving Day 4th Thursday in November	New Year's Eve December 31st

Section 10.2 Accrual

Holiday hours shall be accrued in Holiday Bank II at a rate of ten (10)~~nine (9)~~ hours per designated holiday~~, with the exception of designated holidays which land on a Saturday or Sunday which shall be at a rate of eight (8) hours~~. Holiday hours shall be credited to the employee's holiday bank during the pay period in which the designated holiday occurs.

An employee must be in a paid status on both the workday prior to, and the workday following the designated holiday, in order to receive credit for the holiday. An employee on vacation, sick, compensatory time off, or other paid leave of absence is considered to be in a paid status and therefore, would receive credit for the designated holiday.

Section 10.3 Observation of Holidays

Designated holidays falling on a Monday through Friday shall be observed by the City on the actual date of the designated holiday.

Designated holidays falling on a Saturday shall be observed by the City on the Friday preceding the holiday.

Designated holidays falling on a Sunday shall be observed by the City on the Monday following the holiday.

Since all observed holidays are ten (10)~~nine (9)~~ hours in duration, an employee who is scheduled to work a regular shift in excess of ten (10)~~nine (9)~~ hours on an observed holiday will need to use accrued vacation, compensatory time, or holiday leave to account for their full shift on the observed holiday off.

Section 10.4 Maximum Accumulation

1. Holiday Bank I

   Holiday hours accumulated prior to October 1, 2011, were placed in Holiday Bank I.

2. Holiday Bank II

   Holiday hours may be accrued in Holiday Bank II to a maximum accumulation of one hundred and thirty~~twenty~~ (130~~120~~) hours.

   Excluding approved exceptional circumstances, once reaching the maximum accumulation, no additional holiday hours shall be accrued until such time as the use or cash-out of such holiday hours reduces the bank balance below one hundred and twenty (130~~120~~) hours.

   In exceptional circumstances, an employee may request approval to exceed the maximum holiday accumulation. In no case shall an employee's request to accrue holiday in excess of the maximum accumulation cap be granted if the employee has not, within the same fiscal or calendar year (as applicable), taken advantage of the cash-out provision in this article. Any approval to accrue in excess of the maximum accumulation cap requires a written request, from the Department Director to the City Manager, stating the employee will not be authorized to utilize accrued holiday time prior to reaching the maximum accumulation cap because of department staffing requirements.

Section 10.5 Floating Holiday

All eligible employees shall receive one (1) floating holiday credited to Holiday Bank II each calendar year. Each eligible employee shall be credited with the ten (10)~~nine (9)~~ hours of floating holiday upon hire and the first full pay period after July 1~~and the first pay period in January of~~ each year thereafter.

Effective July 11, 1998, employees in the classifications of Communications Supervisor, Communications Dispatcher, Police Records Supervisor, Police Clerk, and Jailer are not eligible to receive the floating holiday.

Section 10.6 Use of Holiday Banks

Hours may be deducted from the employee's Holiday Bank I or II to cover an absence due to an observed holiday or for other paid time off.

Section 10.7 Working on a Holiday

In addition to the holiday hours accrued in accordance with Section 10.2 - Accrual, an employee who works on a designated holiday is entitled to the following compensation:

1. Working a Regular Shift

   An employee, who is regularly scheduled to work on a designated holiday and actually works their regular shift on a designated holiday, shall be compensated at one and one-half (1½) times for each regular hour worked on the designated holiday.

2. Working Overtime

   Except as otherwise provided in this MOU for callbacks in Section 22.14 - Call Back, an employee who works overtime on a designated holiday shall be compensated at one and one-half (1½) times for each hour worked on the designated holiday.

Section 10.8 Cash-Out of Holiday Banks

1. Optional Annual Cash-Out

   See Section 9.5 for procedures to cash out holiday time.

2. Separation from Service, Death or Retirement

   Upon separation from service, death or retirement, all accumulated but unused holiday time in Holiday Bank I and II shall be paid out to the employee or their designated beneficiary.

3. Rate of Payment

   All cash-outs shall be paid at the employee's base hourly rate of pay at the time of the payment.

ARTICLE 11 – SICK LEAVE

Except as modified herein, sick leave shall be governed by Section 2 – Sick Leave of Personnel Rule XI – Attendance and Leaves, as approved by the City Council in the City's Personnel Rules and Regulations on May 6, 2009 and updated as of October 16, 2024.

Section 11.1 Use of Sick Leave

Sick leave shall not be considered as a privilege which an employee may use at their discretion, but shall be allowed only in the case of necessity due to illness, injury, preventative health care, or as required by applicable law.

An employee may use accumulated sick leave for ~~absences due to personal sick leave use or to attend to a qualified family member.~~ the diagnosis, care, or treatment of an existing health condition of, or preventative care for an employee or any of the following of the employee's qualified family members.
A qualified family member, for the purpose of sick leave, shall include: spouse, domestic partner, parent (including step, in-law, and grand), child (including step, foster, adopted, grand, or employee standing in *loco parentis*), sibling (including step and in-law), designated person, and any other person as defined by law.
Should the need to attend to a qualified family member exceed six (6) working days per occurrence, the employee shall make application for leave under authority of the Family and Medical Leave Act (FMLA).

Sick leave may also be used for an employee who is a victim of domestic violence, sexual assault, or stalking to:

i) Obtain or attempt to obtain a temporary restraining order or other court assistance to help ensure the health, safety, or welfare of the employee or their child; or
ii) Obtain medical attention or psychological counseling; services from a shelter; program or crisis center; or participate in safety planning or other actions to increase safety.

Section 11.2 Accrual

Sick leave shall be accrued in Sick Leave Bank B at the rate of ninety-six (96) hours per year, which is eight (8) hours for each full month of service.

Section 11.3 Maximum Accumulation

Except as otherwise provided, there shall be no limitation on the number of sick leave hours which an employee may accumulate during their tenure of employment for the purpose of conversion to retirement service credit.

1. Sick Leave Bank A

   Sick leave hours which were accrued prior to October 1, 2011, were placed in Sick Leave Bank A.

2. Sick Leave Bank B

Sick leave hours accrued on or after October 1, 2011, shall be capped at a maximum accumulation of eight hundred (800) hours and placed in Sick Leave Bank B.

Section 11.4 Notification Requirements

In order to receive compensation while absent on sick leave, except in an emergency or due to extenuating circumstances, the employee shall notify their immediate supervisor, prior to or within two (2) hours after, the time set for the beginning of their work shift or as specified by the department head. In an emergency, the employee shall report to their supervisor as soon as the situation reasonably allows.

Section 11.5 Medical Certification

A supervisor may require an employee to submit a certificate from a health care provider or other satisfactory verification of illness after three (3) consecutive days of absence for illness. Following three (3) consecutive days of absence, a supervisor may require the employee to submit a health care provider's certificate indicating they are capable of returning to duty. In no case shall such certifications be required to disclose the specific nature of the illness or any personal medical information on the employee. The intent of the certification is only to confirm the employee's absence due to actual illness and/or that the employee is capable of performing their job duties.

The City Manager may, at any time in order to receive further information with respect to the competency of the employee to perform their job duties, request such employee to submit to a medical examination, either physical or mental, at the expense of the City. Refusal of an employee to submit to such medical examination will constitute insubordination and grounds for disciplinary action.

Section 11.6 Sick Leave Reimbursement

A. Sick Leave Bank A

1. Retirement

Upon retirement, the City will cash out the employee's accumulated sick leave in Sick Leave Bank A according to the following schedule:

Years of Service	% of Cash-Out
Up to five (5) years	No cash-out (0%)
Six (6) – ten (10) years	Fifty percent (50%)
Eleven (11) – Fifteen (15) years	Seventy-five percent (75%)
Sixteen (16) – Nineteen (19) years	Ninety percent (90%)
Twenty (20) years or more	One hundred percent (100%)

Any accumulated, but unused sick leave hours remaining after the cash-out may be converted to retirement service credit.

B. Sick Leave Bank B

1. Retirement

An employee who retires with ten (10) years or more of city service beginning from October 1, 2011, shall be eligible to cash out accumulated sick leave in Sick Leave Bank B at the rate of ten (10) hours for each one (1) full year, or twelve (12) months, of city service.

Any accumulated, but unused sick leave hours remaining after the cash-out may be converted to retirement service credit.

2. Optional Annual Cash-Out

Sick leave cash-out can be made only from hours in Sick Leave Bank B that were accrued in the calendar year of the cash-out and remain unused at the time of the cash out. See Section 9.5 for procedures to cash out sick time.

C. Conversion of Sick Leave to Retirement Service Credit

The City contracts with the California Public Employee's Retirement System (CalPERS) for the optional benefit of *Credit for Unused Sick Leave* (Government Code §20965). Any amount of accumulated, but unused sick leave not taken as cash payment will be reported to CalPERS for calculation as additional service credit upon retirement.

D. Death Prior to Retirement

Upon the death of an employee prior to retirement, the City will pay the employee's designated beneficiary for the employee's accumulated sick leave in an amount consistent with the provisions of this section.

E. Rate of Payment for Cash-Out

All cash-outs shall be paid at the employee's base hourly rate of pay at the time of the payment.

Section 11.7 Catastrophic Leave Bank

Effective July 1, 2005, all regular employees will be automatically enrolled in the Catastrophic Leave Bank (CLB), as described in Administrative Policy Number 30-10 – Catastrophic Illness or Injury Leave Bank. Probationary employees are not eligible for participation in the CLB program, but will be enrolled upon completion of probation.

Effective January 1, 2018, the City will suspend further unit employee contributions to the CLB. Unit employees shall remain eligible for participation in the CLB; however, use of the CLB by

unit employees will be capped at nine thousand five hundred (9,500) hours. In the event the CLB, which shall remain open for use by all eligible city employees in other bargaining units, falls below five thousand (5,000) hours or usage by unit employees exceeds nine thousand (9,000) hours, the parties agree to meet and consult to discuss the need, rate/amount, and effective date of restoring unit employee contributions to the CLB. Any such restoration of unit employee contributions shall not exceed eight (8) hours of sick leave annually per unit employee.

ARTICLE 12 – BEREAVEMENT LEAVE

Each employee shall~~may~~ be granted bereavement leave, ~~at the discretion of the employee's Department Director,~~ of up to five (5) working days per incident whenever death occurs to a member of the employee's immediate family, of which four (4) working days shall be paid for by the Employer. Should the employee require a fifth working day off, the employee shall be able to use sick or vacation time or shall be able to take an unpaid day.

If travel beyond a distance of three hundred (300) miles from the employee's residence is necessary, bereavement leave may be extended to a total of five (5) paid working days per incident.

Bereavement leave will be paid by the City from a separate paid leave account and shall not be charged to any of the employee's personal leave banks.

Immediate family, for the purpose of bereavement leave, shall include: spouse, domestic partner, parent (including in-law and grand), child (including biological, step, foster, adopted, grand, custodial, or employee standing in *loco parentis*), ~~and~~ sibling (including in-law), legal guardian, or the same relatives of a domestic partner of the employee.

Bereavement leave may be taken non-consecutively, for up to ninety (90) days after the passing of an immediate family member.

ARTICLE 13 – MILITARY LEAVE

A military leave of absence shall be granted in accordance with provisions of the City of Monterey Park's Personnel System Rules and Regulations, Administrative Policy 30-14 and as defined in the California Military and Veteran's Code §395 *et seq*.

An employee who is granted military leave while serving a probationary period must complete the remainder of the probationary period upon their reinstatement. The leave period will not reduce the length of the probationary period or offset any portion of the probationary period.

ARTICLE 14 – COURT APPEARANCES

Section 14.1 Jury Duty

Except as modified herein, jury duty shall be governed by Section 1 – Jury Leave of Personnel Rule XI - Attendance and Leaves, as approved by the City Council in the City's Personnel Rules and Regulations on May 6, 2009.

An employee who is required to serve as a juror or participate in the jury selection process, shall be paid up to and including ten (10) days of salary and benefits during each fiscal year while engaged in such activities.

Compensation shall extend beyond ten (10) days only upon submission of a certified court document showing trial counsel and/or the court estimated the trial for which an employee has been selected as a juror, was to have been ten (10) days or less in duration.

The employee shall receive their regular salary while on such paid jury duty leave. The employee is required to remit any payments or fees, excluding mileage reimbursement or fees paid for service during the employee's non-working hours, received as a juror or witness to the City.

The employee shall advise the Department Director or designee upon their first workday after receiving the jury duty summons to appear for the initial examination as a prospective juror or subsequently to serve as a juror.

The hours an employee is required to be present at court for jury duty should be equivalent to the number of hours required for their regularly assigned shift.

> *For example, if an employee regularly works 8:00 A.M. to 5:00 P.M. Wednesday through Sunday and the Court requires them to be present from 8:45 A.M. to 4:30 P.M., the employee is not expected to report to work either prior to or following jury duty service on that day, as the hours are basically equivalent, particularly when taking commute time into consideration. An employee so scheduled would be required to work their regular shift Saturday and Sunday, assuming court was not in session on those days.*

If the jury duty hours are not equivalent, the employee would be expected to report for duty before and/or after their scheduled shift depending upon commuting factors.

> *For example, if an employee, working an 8:00 A.M. to 5:00 P.M. Wednesday through Sunday schedule is required to report to court at 10:00 A.M., then the employee would be expected to report for duty at 8:00 A.M.*

In cases where an employee works afternoon or evening hours, such as 12:00 P.M. to 8:30 P.M., the employee may be required to report to work following their jury duty service if the hours spent on jury duty are not equivalent to their regular work shift. The hours the employee would be required to work would not exceed the number of hours required to fulfill a normally scheduled shift.

In determining the number of hours an employee spends on jury duty, actual hours present at court plus commute time should be considered.

An employee's supervisor may require periodic communication in order to determine the employee's status. Documentation may also be required from the employee regarding court report and release time.

At the manager's discretion, an employee may be allowed to utilize accumulated time (compensatory time off, vacation, or holiday) in lieu of reporting to work to complete their hours if, in the manager's opinion, that decision is more reasonable than requiring the employee to report to work.

Section 14.2 Personal Court Appearances

An employee who is subpoenaed or required to appear for a personal court matter shall be required to utilize accumulated time to cover their absence.

The employee shall advise the Department Director or designee upon their first working day after receiving a court order, or having knowledge of, the required court appearance.

Section 14.3 Court Time on Behalf of the City

Any employee who is subpoenaed or required to appear as a witness in a case involving the City, its personnel, and/or property, shall be entitled to their regular pay for those hours of absence for court time falling on a regular work shift.

If the employee is subpoenaed or required to appear on a day off, they shall be compensated at the appropriate overtime rate.

The employee shall advise the Department Director or designee upon their first workday after receiving a court order or having knowledge of the required court appearance.

ARTICLE 15 – LEAVE OF ABSENCE

Except as modified herein, such leave of absence shall be governed by Section 4 – Leave of Absence of Personnel Rule Xl – Attendance and Leaves, as approved by the City Council in the City's Personnel Rules and Regulations on May 6, 2009.

Section 15.1 Length and Approval of Unpaid Leave of Absence

All requests for approval of leave without pay shall be initiated by the employee in writing. Subject to concurrence from the Director of Human Resources/Risk Management, the Department Director may grant an employee leave of absence without pay for a period not to exceed ten (10) working days. The City Manager may grant a regular employee leave of absence without pay for a period not to exceed ninety (90) calendar days. However, no such leave shall be granted unless the employee's Department Director recommends and the City Manager has approved said leave prior to its commencement date. Upon a showing of good and reasonable cause, the City Manager has

authority to retroactively define an unauthorized non-paid leave of absence as being approved and sanctioned.

Section 15.2 Use of Accumulated Leave

No unpaid leave of absence shall be effective except upon written request of the employee following exhaustion by the employee of all accumulated paid leave banks, (except sick leave as provided below), including but not limited to vacation, holiday, and compensatory time off.

If the unpaid leave of absence is solely attributable to a medical condition which would allow the employee to utilize accumulated sick leave, then said sick leave shall be exhausted prior to the granting of any leave without pay status. However, those employees taking an unpaid leave of absence pursuant to the Family Medical Leave Act or the California Family Rights Act ("FMLA/CFRA") are not required to use accumulated compensatory time earned in lieu of overtime. Additionally, any such employee on an unpaid leave of absence pursuant to FMLA/CFRA, shall be required to use sick leave concurrently with said regulatory leave only if the leave is for the employee's own serious health condition.

Section 15.3 Maximum Unpaid Leave of Absence Allowed

Except as otherwise provided for under the City's FMLA/CFRA policy, the City Council may authorize a regular employee to utilize a leave of absence without pay for a period not to exceed the accumulated total of one hundred and eighty (180) calendar days during the entire term of the employee's service on behalf of the City.

> *For example, if during an employee's length of service with the City, said employee has been granted an accumulated total of one hundred and eighty (180) calendar days of leave without pay, then said employee shall not be eligible for any additional leave without pay status for any duration of time.*

The granting of a leave of absence without pay consistent with this policy shall be documented in writing by the City Manager and a copy of said documentation shall be filed with the Director of Human Resources/Risk Management.

Section 15.4 Accruals during Unpaid Leave of Absence

In any instance where an employee is utilizing an approved leave of absence without pay for a period of time greater than fifty percent (50%) of a pay period, said employee shall accrue no leave benefits or seniority for the duration of time while in said status.

Section 15.5 Maintenance of Insurance Benefits

When an employee maintains employment status but is in a non-paid leave of absence for a period greater than thirty (30) days, the City shall make no premium or other contributions necessary to maintain any health insurance coverage for which an employee would otherwise be eligible. If an employee desires to maintain such health insurance benefits, the employee shall be required to deposit all insurance premium payments with the Director of Management Services on the date

the City is otherwise required to remit insurance premium payments to the carrier. Each employee shall be advised in writing of this City policy at the commencement of the leave of absence without pay. There shall be no additional notices of said obligation provided to the employee.

ARTICLE 16 – INDUSTRIAL INJURY AND ILLNESS LEAVE

All full-time employees shall be allowed for each injury or illness, normal salary for the first day of absence to, and including, the last day of absence for a period not to exceed one hundred and twenty (120) calendar days that occur within a thirty-six (36) month period.

Employees on Injury on Duty ("IOD") or Temporarily Totally Disabled ("TTD") status in excess of two (2) weeks will be considered to be on a regular Monday through Friday forty (40) hour work schedule. Upon return to work, the employee will be returned to their regular schedule.

If the employee is still receiving temporary disability payments after entitlement to industrial injury or illness leave is exhausted, the employee shall be placed on regular sick leave, vacation leave, or compensatory time off. While TTD, the employee shall be entitled to use only as much other paid leave benefits (i.e., sick, vacation, compensatory time off, etc.) as needed, which when added to the temporary disability payments, provide for a normal full day's wage or salary.

However, regardless of an employee being in receipt of benefits pursuant to Labor Code §4650 *et. seq*., the City shall be authorized to make application for said employees disability retirement in those instances where the employee is either permanent, stationary, and incapacitated for the performance of their duties, or in the alternative, where there is not a reasonable medical certainty the employee, although not permanent and stationary, will recover to the extent necessary to perform the essential duties of their position regardless of whether or not any form of paid leave remains in the employee's various paid leave accounts.

During the time frame an employee is on full paid leave, the employee shall continue to accrue all fringe benefits.

The granting of industrial injury and illness leave may be withheld until the City has accepted the injury or illness as being an industrial accident or a compensable injury.

ARTICLE 17 – HEALTH BENEFITS

Section 17.1 Medical Insurance

1. City Sponsored Medical Insurance

   Effective January 1, 2016, employees may receive medical insurance coverage through CalPERS under the Public Employees Medical and Hospital Care Act ("PEMHCA").

   PEMHCA requires the City to make a monthly Minimum Employer Contribution ("MEC") toward medical insurance on behalf of each eligible employee. The MEC is adjusted annually and is solely determined by CalPERS. ~~The MEC is one hundred and fifty-one dollars ($151.00) for 2023.~~

Employees may select a medical insurance plan of their choice (i.e., single party, dual party or family coverage) from any of the plans available through CalPERS.

2. Cafeteria Plan

The City agrees to maintain and contribute to a cafeteria plan, in accordance with IRC Section 125, to provide for the pre-tax deduction of health benefit premiums. Employees may use the City's contribution for eligible expenses of Optional Benefit Coverages listed in Schedule A of the City's Section 125 Plan, as amended and restated effective January 1, 2016. Specific details of this cafeteria plan are contained in a plan document which is available for review through the City's Human Resources ~~Department; however~~Department however, Schedule A from the plan document has been attached to this MOU as Appendix B for ease of reference.

A. City Contribution

The City shall contribute the following amount each month in addition~~, which includes~~ to the MEC, on behalf of each employee:

- Effective July 5, 2025~~January 1, 2023~~, the City shall contribute one thousand nine hundred and ninety-five~~four hundred and fifty~~ dollars ($1,995.00~~1,450.00~~).

- Effective the first pay period in December 2026~~ 1, 2023~~, the City shall contribute two thousand one hundred and seventy-five~~one thousand four hundred and seventy-five~~ dollars ($2,175.00~~1,475.00~~).

- Effective the first pay period in December 2027, the City shall contribute two thousand three hundred and fifty dollars ($2,350.00).

Should the City provide greater cafeteria benefit contribution toward any other City employee group during the term of July 1, 2025 to June 30, 2028, the contribution of unit employees shall be increased to such greater amount.

B. Excess Premiums

The employee shall be required to pay the cost of medical insurance premiums, for their selected plans, which exceeds the amount of the City's monthly contribution.

C. Excess Contribution

Should the cost of the monthly medical insurance premium selected by the employee be lower than the amount of the City's monthly contribution, the employee may use the excess funds to pay excess premiums for city sponsored dental and/or vision plans.

3. Medical Waiver Option

The City shall provide a payment of six~~three~~ hundred dollars ($600.00~~300.00~~) per month to each employee who waives city sponsored medical coverage and participation in the cafeteria plan.

The employee must provide proof of enrollment in another group health insurance plan which provides minimum essential coverage. To be eligible, group coverage cannot be obtained through the individual market (whether or not obtained through Covered California) and must be obtained from a previous employer, spouse, registered domestic partner, parent, or due to military/veteran status. An employee must sign an attestation that the employee and each member of the employee's tax family has or will have such minimum essential coverage for the opt-out period. An employee must provide such attestation upon hire, during open enrollment each plan year, or by no later than thirty (30) calendar days after the start of each new plan year.

Section 17.2 Dental Insurance

1. City Sponsored Dental Insurance

Employees may select a dental insurance plan of their choice (i.e., single party, dual-party, or family coverage) from any of the city sponsored dental plans available.

2. City Contribution

The City shall contribute the following amount each month on behalf of each employee:

The City shall contribute up to a maximum of one hundred dollars ($100.00).

3. Excess Premiums

The employee shall be required to pay the cost of dental insurance premiums, for their selected plans, which exceeds the total amount of the City's monthly contributions provided in this article.

4. Excess Contributions

Should the cost of the monthly dental insurance premium selected by the employee be lower than the amount of the City's monthly contribution provided in this section, the employee shall not receive any of the remaining funds.

Section 17.3 Vision Insurance

1. City Sponsored Vision Insurance

The City shall provide a vision plan which includes the following components:

- An examination every twelve (12) months.
- Frame and lenses every twelve (12) months.
- Deductibles shall be ten dollars ($10.00) for examinations and twenty dollars ($20.00) for frame and lenses.

Employees may select a vision insurance plan of their choice (i.e., single party, dual-party, or family coverage) from any of the city sponsored vision plans available.

2. City Contribution

   The City shall contribute the following amount each month on behalf of each employee:

   - Effective January 1, 2018, the City shall contribute thirty dollars ($30.00).

3. Excess Premiums

   The employee shall be required to pay the cost of vision insurance premiums, for their selected plans, which exceeds the total amount of the City's monthly contributions provided in this article.

4. Excess Contributions

   Should the cost of the monthly vision insurance premium selected by the employee be lower than the amount of the City's monthly contribution provided in this section, the employee shall not receive any of the remaining funds.

Section 17.4 Disability Insurance

The City shall continue to provide each employee with long-term disability ("LTD") insurance, as was in effect on January 1, 2007. The City shall pay the full cost of the LTD plan on behalf of each employee.

Section 17.5 Life Insurance

The City shall provide each employee with a term life insurance policy in the amount of one hundred thousand dollars ($100,000).

The City shall provide a program which allows for the purchase of supplemental life insurance, in increments of ten thousand dollars ($10,000), of up to the lesser of three hundred thousand dollars ($300,000) or three (3) times the employee's gross annual salary.

Any premium costs for additional life insurance shall be paid by the employee.

Section 17.6 Employee Assistance Program

The City agrees to continue the Employee Assistance Program ("EAP"). The Union recognizes the City has the sole right to determine the scope of the plan, the plan carrier/delivery organization, the funding of the plan, eligibility for the plan, voluntary employee contributions toward the plan, and the duration of the plan. The City agrees to meet and consult with the Union prior to implementing any change in the current EAP.

ARTICLE 18 – EDUCATION REIMBURSEMENT

Section 18.1 Reimbursement Limits

Effective July 1, 2017, reimbursement for education expenses shall be limited to a maximum of three thousand five hundred dollars ($3,500) annually per employee for eligible expenses as defined within this Article.

Section 18.2 Eligible Expenses

College courses must be taken at an accredited college or university. Reimbursement may be provided for the cost of tuition, up to the maximum annual allowance.

An employee will be reimbursed for books required for their course(s) only, as follows:

- Up to seventy-five dollars ($75.00) for books each semester or equivalent if enrolled in six (6) or less units
- Up to two hundred dollars ($200.00) for books each semester or equivalent if enrolled in seven (7) or more units.

All requests for reimbursement shall be accompanied by valid receipts.

Section 18.3 Approval Process

An employee must have completed their initial probationary period to be eligible for reimbursement under this article.

Reimbursement for eligible education expenses is subject to written approval by both the Department Director and Director of Human Resources/Risk Management prior to course enrollment.

In rendering approval, the City shall consider whether or not the course(s) for which reimbursement is being sought meet the following criteria:

- Related to the employee's existing principal duties at the time of the request; or
- May lead to enhancing promotional opportunities

- Availability of funds for reimbursement purposes

Section 18.4 Appeal Process

Denial of reimbursement is not subject to any administrative or judicial appeal procedure. The decision of the Department Director and Director of Human Resources/Risk Management shall be final.

Section 18.5 Repayment Upon Resignation

An employee who resigns from their employment with the City shall repay the City for any reimbursement received in the twelve (12) month period immediately preceding their date of resignation.

ARTICLE 19 – RETIREMENT BENEFITS

Section 19.1 Retirement Plans

Retirement benefits will be provided through the California Public Employees' Retirement System (CalPERS).

Defined benefit miscellaneous retirement plans through CalPERS are based on the employee's date of hire with the City and/or member status with CalPERS as determined by the Public Employee's Pension Reform Act of 2013 ("PEPRA").

Each retirement plan tier also defines the retirement formula, final compensation calculation, and employee contribution/cost sharing as follows:

1. TIER I – Hired prior to January 1, 2013, and "Classic Members"

   Employees hired prior to January 1, 2013, or who are "classic members" of CalPERS.

   The retirement formula is 2.7% @ 55 years of age.

   Final compensation is calculated as the highest pensionable compensation earned during a period of twelve (12) consecutive months (Government Code §20042).

   Employees in Tier I shall contribute eight percent (8%) of compensation towards the employee's cost. The City shall pay all remaining costs, including but not limited to the full employer's cost and any unfunded liability.

2. TIER II – Hired on or after January 1, 2013, and "New Members"

   Employees hired on or after January 1, 2013, and who are "new members" of CalPERS.

   The retirement formula is 2% @ 62 years of age.

Final compensation is calculated as the average of the three (3) highest consecutive years of pensionable compensation.

Employees in Tier II shall participate in cost sharing by paying fifty percent (50%) of the normal costs, as determined by CalPERS each year. The City shall also pay fifty percent (50%) of the normal costs and any other costs required by CalPERS.

Section 19.2 CalPERS Optional Benefits

The City's contract with CalPERS includes the following enhanced optional benefit provisions:

1. Fourth Level of 1959 Survivor's Benefit

   Effective October 7, 2000, the City amended its contract with CalPERS to provide the *Fourth Level of 1959 Survivor's Benefit* (Government Code §21574). Any cost increase designated as constituting "employee" costs for this benefit shall be borne by the employee.

2. Credit for Unused Sick Leave

   Using the *Credit for Unused Sick Leave* (Government Code §20965) upon retirement, an employee may convert accumulated sick leave to additional service credit.

3. Military Service Credit as Public Service

   An employee with qualifying military service may purchase, at their own expense, up to four (4) years of *Military Service Credit as Public Service* (Government Code §21024).

4. Annual Cost-of-Living Allowance

   The minimum *Annual Cost-of-Living Allowance Increase* (Government Code §21329) of up to two percent (2%) each year during retirement.

3. Pre-Retirement Death Benefit

   This benefit allows the surviving spouse or domestic partner of a deceased member, who was eligible to retire at the time of death, the option to receive a *Pre-Retirement Option 2W Death Benefit* (Government Code §21548) in lieu of the lump sum Basic Death Benefit.

Section 19.3 Deferred Compensation Plan

A deferred compensation plan will be made available to all employees. Employees may make voluntary contributions, up to the legal limits, to such plan.

The City shall provide matching contributions, at the rate of dollar-for-dollar, up to a maximum of fifty dollars ($50.00) per pay period**.**

Section 19.4 Retiree Health Benefits

Employees must have a minimum of five (5) years of City service, retire from City service, and enroll in a city sponsored medical insurance plan to receive retiree health benefits.

City sponsored retiree medical insurance plans are provided by CalPERS under PEMHCA and the retiree may choose any available plan for themselves plus all eligible dependents. Retirees may use up to the full contribution amount provided by the City in this article to purchase a city sponsored medical insurance plan; however, the retiree shall be responsible for the payment of any premium costs which exceed the City's total contribution (MEC and/or HRA contributions).

Retirees must comply with the Medicare enrollment requirements set forth by PEMHCA and the City's health plan program. If a retiree does not qualify for Medicare and has submitted the requisite proof to CalPERS, the retiree may remain on a CalPERS basic plan until the retiree later qualifies for Medicare Part A at no cost.

There are different tiers of retiree health benefits available based upon the employee's initial date of hire with the City and vesting requirements, as follows:

1. TIER A – Hired prior to January 1, 2016, with less than Twenty Years of Service

   For employees hired prior to January 1, 2016, with less than twenty (20) years of City service upon retirement, the City agrees to contribute up to three hundred and forty dollars ($340.00) per month on behalf of each retiree. The City shall deduct the MEC required under PEMHCA from this amount. The City shall deposit the remaining contribution amount, after paying the MEC, into an individual Health Reimbursement Account ("HRA") on behalf of the retiree.

   In the event the amount of the monthly premium for the lowest cost single party HMO plan available in the Los Angeles Area Region for medical care in the United States (with Medicare Parts A and B if age 65 or older) exceeds three hundred and forty dollars ($340.00), the City agrees to increase their total contribution to the amount of such single party premium.

2. TIER B – Hired prior to January 1, 2016, with Twenty Years or More of Service

   For employees hired prior to January 1, 2016, with twenty (20) years or more of City service upon retirement, the City agrees to contribute four hundred and twenty dollars ($420.00) per month on behalf of each eligible retiree. The City shall deduct the MEC required under PEMHCA from this amount. The City shall deposit the remaining contribution amount, after paying the MEC, into an individual Health Reimbursement Account ("HRA") on behalf of the retiree.

   In the event the amount of the monthly premium for the lowest cost single party HMO plan available in the Los Angeles Area Region for medical care in the United States (with Medicare Parts A and B if age 65 or older) exceeds four hundred and twenty dollars ($420.00), the City agrees to increase their total contribution to the amount of such single party premium.

3. TIER C – Hired on or after January 1, 2016

   Employees hired into City service on or after January 1, 2016, will be eligible to purchase a medical insurance plan of their choice from those available through CalPERS. The City shall contribute a monthly amount, equal to the most current MEC required under PEMHCA, on behalf of each eligible retiree.

ARTICLE 20 – SALARIES

Section 20.1 Salary Increases

The salary ranges for each classification shall also reflect the following across-the-board salary increases:

1. The City shall provide a cost-of-living adjustment ("COLA") of 3.06.3% to all represented employees ~~except those listed below,~~ retroactive to July 58, 20252023.

   The City shall provide an equity adjustment, in addition to 2025 COLA, retroactive to July 5, 2025~~In lieu of the cost-of-living adjustment for 2023 described above the City shall provide equity adjustments~~ for the following classifications in the specified percentages ~~retroactive to July 8, 2023~~:

   - Account Clerk 2.5%~~Cross Connection Control Inspector – 14.5%~~
   - Librarian – 1.1%~~Janitor – 22.4%~~
   - Outreach and Housing Navigation Coordinator – 24.4%
   - Management Analyst – 0.8%~~18%~~
   - Water Production System Operator – 2.7%~~Police Records Management Technician – 14.6%~~
   - Water Utility Maintenance Worker – 1.6%~~Senior Management Analyst – 20%~~

2. Effective the first full pay period after July 1, 20262024, the City shall provide a COLA~~cost-of-living adjustment~~ of 4.0%4.5% to all unit employees.

~~2.~~3. Effective the first full pay period after July 1, 2027, the City shall provide a COLA of 3.0% to all unit employees.

Section 20.2 Salary Ranges

Salary ranges for each unit classification are reflected in Appendix A. Each salary range consists of five (5)~~ten (10)~~ salary steps.

Section 20.3 Salary Steps

There shall be approximately a five (5.0%)~~two and one-half percent (2.5%)~~ increase between each step of Steps 1 through 5~~9 and approximately a five percent (5.0%) increase between Steps 9 and 10~~.

Effective July 5, 2025, unit members in the 10-step range will move accordingly to a 5-step range: employees on an odd step will move up the next even step (2.5% increase) and receive the COLA increase. Employees on an even step will only receive the COLA increase.

Section 20.4 Salary Advancement

Except as modified herein, step increases and performance ratings shall be governed by Municipal Code Section 2.36.050 – Step Increase and Municipal Code Section 2.36.060 – Performance Rating System for Employees, as well as Administrative Policy Number 30-05 – Employee Performance and Appraisal Development Report and Administrative Policy Number 30-41 – 10-Step Merit Program as revised on November 7, 2016.

Advancement within the five (5)~~ten (10)~~ step salary range shall be upon a merit-based system as follows:

1. Advancement Intervals

   Municipal Code Section 2.36.050 (6) – Step Increase, based upon prior practices, shall be interpreted as follows: Any employee receiving an unsatisfactory rating report under the performance rating system set forth in Municipal Code Section 2.36.060 – Performance Rating System for Employees shall be rated once each calendar month thereafter. The receipt by any employee of three (3) consecutive unsatisfactory performance ratings shall be grounds for disciplinary action, up to and including dismissal.

   Advancement between salary steps may occur at intervals of no less than one (1) year. No multiple step increases may be granted within a twelve (12) month period.

2. Salary Placement for New Appointments

   No newly appointed person shall be hired at Step 4~~6~~ without prior approval of the City Manager. ~~No newly appointed person shall be hired above Step 6 without prior approval of the City Council. Under no circumstances shall any newly appointed employee be hired at Step 10.~~

3. Special Provision for Communications Dispatchers

   Probationary Communications Dispatcher Trainees serving an eighteen (18) month probationary period may advance as follows:

   - ~~One (1) step upon achieving a "meets job standards" evaluation at the completion of six (6) months of service; and~~

- Eligible for a merit step~~One (1) additional step~~ upon achieving a "meets job standards" evaluation at the completion of twelve (12) months of service.

Should a Probationary Communications Dispatcher successfully complete training and be certified by the Chief of Police as qualified for advancement to Communications Dispatcher prior to the completion of their initial eighteen (18) month probationary period, they will be so advanced at the appropriate step of the Communications Dispatcher range and will complete the remainder of their probationary period in that classification. Future merit adjustments will be due annually based upon the employee's anniversary date of appointment to the Communications Dispatcher range.

4. Performance Evaluation Requirements

Recommendations for a step increase or denial of a step increase must be accompanied by a performance evaluation to substantiate performance. Performance evaluations for consideration of merit adjustments shall be due annually based upon the employee's anniversary date of appointment to their current classification. An employee on a leave of absence (paid or unpaid) for more than thirty (30) workdays in a rating period shall have their annual review date adjusted accordingly.

5. Effective Date of Merit Increase

Any recommended merit increase will be effective the first of the pay period immediately following the employee's anniversary or annual review date.

6. Advancement ~~up~~ to Step Five~~Nine~~

Advancement from Step 1 through Step 5~~9~~ will be contingent upon receiving an overall performance rating of "meets job standards" or higher on the performance evaluation.

~~7. Advancement to Step Ten~~

~~Advancement to Step 10 is conditional and based on the employee achieving an overall performance rating of "meets job standards" or higher on the annual performance evaluation.~~

~~An employee will not be eligible for advancement to Step 10 if they received a "below acceptable job standards" rating on any performance factor within the performance evaluation and/or received any formal disciplinary action during the same appraisal period.~~

ARTICLE 21 – UNIFORMS AND EQUIPMENT

Section 21.1 Uniform Allowance

A. Except as otherwise provided in this MOU, unit~~regular~~ employees who are required to wear uniforms will receive an annual uniform allowance cash payment of five hundred dollars ($500.00) paid in a lump sum after the first fully pay period of each fiscal year,

commencing with Fiscal Year 2025-2026.~~and who received an initial full clothing allowance shall receive a uniform allowance credit of four hundred and fifty dollars ($450) per fiscal year.~~

Animal Control Officers and Jailers will receive an additional annual uniform allowance cash payment of four hundred and twenty-five dollars, for a total of nine hundred and twenty-five dollars ($925.00).~~Due to the nature of their job duties, an employee assigned to animal control shall receive an additional four hundred and twenty-five dollars ($425), for a total of eight hundred and seventy-five dollars ($875), per fiscal year.~~

If the City and/or specific department change the uniform vendor, the City will not require employees to purchase a new set of uniforms to replace uniforms if uniforms are within parameters of department uniform policy.

B. All uniform allowance cash payments will be reported on the employee's W-2 form under "Other Compensation" to meet Internal Revenue Service requirements. Employees who have been absent, for any reason, form active uniformed service of the fiscal year will be provided their uniform allowance on a prorated basis.

The parties agree that this is special compensation and is reported as such to CalPERS for "classic members," to the extent legally permissible, pursuant to Title 2 California Code of Regulations (CCR) Section 571(a)(5) and reported in equal amounts per pay period.

~~The City shall maintain a credit account program in said amount, with a retail outlet to be determined by the City, in lieu of cash payment of the uniform allowance.~~

C. The uniform allowance shall be used to purchase standard clothing items which include the following:

1. Police Civilian Personnel

Shirts, undershirts, pants, ~~skirts,~~ sweater, field jacket, belts, patches, shoes and other required non-safety clothing or equipment as per the department's uniform policy and as approved by the City Manager.

2. Communications Dispatcher and Police Clerk

The initial full clothing allowance, as described for police civilian personnel above, will be provided to the employee following successful completion of their initial training period as determined by the Chief of Police. Prior to the initial issuance of a uniform, these police civilian personnel may elect to obtain uniform items from existing stock maintained by the department, if any, or may elect to report in appropriate civilian attire.

3. Public Works and Parks Personnel

Collared work shirts, undershirts, work pants, belts, patches, hats, and other required non-safety clothing or equipment as per the department's uniform policy and approved by the City Manager. Jeans and T-shirts are not approved as uniform attire.

4. Fire Prevention Bureau Personnel

Shirts, undershirts, pants, skirts, jacket, sweater, shoes, patches, and belt.

5. Animal Control

Shirts, undershirts, pants, jacket, shoes, belts, patches, and other required clothing or equipment as per the department's uniform policy.

6. Recreation & Community Services

Shirt, pants, belt, jackets, and shoes, hat, or other items as per the department's uniform policy.

7. Water Division

Shirts, undershirts, work pants, belts, jackets, patches, hat, and other required non-safety clothing or equipment as per the department's uniform policy and approved by the City Manager.

Section 21.2 Uniform Services

In lieu of receiving a uniform allowance, personnel assigned to the Fleet Services Division~~Auto Shop and Water Division~~ shall have any required uniforms provided and maintained through a uniform service vendor. Selection of the uniform service vendor and uniform articles shall be at the sole discretion of the City.

Section 21.3 Mandatory Wear

Employees who are required to wear uniforms or who are provided with a uniform allowance or are required to wear safety gear or equipment must wear them while on duty unless permission to do otherwise has been received from the immediate supervisor. Employees who are on duty and do not comply with uniform requirements shall be subject to disciplinary action.

Section 21.4 Probationary Employees

A probationary employee assigned to the Public Works, Parks, Fire or Police Department, who is required to wear a uniform, will be provided with the initial full clothing issue upon hire. The initial issue for Public Works and Parks personnel is five (5) uniforms and one (1) jacket. The initial issue for non-sworn Police and Fire personnel is five (5)~~three (3)~~ uniforms, subject to the

clothing allowance designated for the probationary employee's classification. Probationary employees are not otherwise eligible for a uniform allowance.

Section 21.5 Uniform Replacement

An employee who damages or destroys their uniform while performing City services shall be reimbursed for the replacement cost of the uniform. This provision shall not be applicable to normal wear and tear on the uniform, nor shall it be applicable to items of a personal nature (i.e., non-uniform clothing, jewelry, wallets, watch, eyeglasses, etc.). An employee shall give the damaged or destroyed uniform to a supervisor prior to being authorized replacement cost.

Section 21.6 Separation from Service

An employee terminating from City service will retain uniform items. However, the City identification patches shall be removed by the employee and turned in to the appropriate Department Director or Division Manager/Supervisor.

If the employee separates service from the City during their one (1) year probationary period, the employee shall return all City issued uniform items to the City.

Section 21.7 Optional Hats

Hats are not a required item of the uniform, except where the division or department requires safety hard hats. However, an employee who is not required to wear a safety helmet may purchase and wear a poplin or wide brimmed (i.e., straw-banded outback-style) hat of a color to blend with their uniform. Any dispute as to the appropriateness of an employee's hat selection will be submitted to the Department Director for their determination and such determination shall be final.

Section 21.8 Safety Boots

Employees whose position requires safety boots, including Animal Control Supervisor/Officers, per Occupational Safety and Health Administration ("OSHA") regulations, will be provided with an annual safety boot allowance each fiscal year.

The City shall select the vendor and the quality of the boots to be provided. Safety boots will be available on August 1st of each fiscal year.

The maximum annual allowance for the purchase of appropriate safety boots is four hundred and fifty dollars ($450.00) for all eligible employees. Employees may use their annual allowance to purchase up to two (2) pairs of safety boots each fiscal year.

In cases where the nature of the employee's duty assignment causes exceptional wear, the Department Director may, in their sole discretion, authorize the replacement of one (1) additional pair of safety boots or uniform issue shoes each fiscal year.

ARTICLE 22 – SPECIAL PAY PROVISIONS

Section 22.1 Longevity Pay

Each unit employee, who has the required years of continuous service with the City in addition to prior full-time years of service with a public agency, shall receive a monthly longevity pay premium ~~on the first pay period of each month~~.

Effective July 58, 20252023, ~~there~~ the longevity pay will be increased to the following non-cumulative amounts:~~shall be longevity premiums as follows~~:

10 years to completion of 14 years	$50/month
15 years to completion of 19 years	$150/month
20 years to completion of 24 years	$250/month
25 years+	$450/month

~~One hundred dollars ($100.00) for fifteen (15) to nineteen (19) years of service.~~
~~One hundred and seventy-five dollars ($175.00) for twenty (20) to twenty-four (24) years of service.~~
~~Three hundred and fifty dollars ($350.00) for twenty-five or more years of service.~~

Section 22.2 Education Incentive Pay

Each employee who possesses a degree from an academic institution accredited by the Western Association of Schools and Colleges, or an accrediting organization recognized by the Council of Post-Secondary Education, in any major shall receive a~~n~~ monthly education incentive pay premium ~~on the first pay period of each month~~.

Effective November 16, 2017, there shall be two (2) premiums as follows:

- Fifty dollars ($50.00) for an Associate's degree.
- One hundred dollars ($100.00) for a Bachelor's or higher degree.

Each employee may only receive payment for the single highest degree held.

For example: If the employee has both an Associate's and Bachelor's degree, they shall only receive one hundred dollars ($100.00) per month as Education Incentive pay. Likewise, if the employee has an Associate's degree in both Arts and Science, they shall only receive fifty dollars ($50.00) per month as Education Incentive pay.

Section 22.3 Bilingual Pay

1. Communications Dispatchers and Jailers

   All Communications Dispatchers including trainees and Jailers, who are capable of speaking and interpreting Chinese, Spanish, or any other foreign language deemed useful by the City, shall receive one hundred seventy-five~~fifty~~ dollars ($175.00~~150.00~~) per month.

2. General Translation Services

All employees, excluding Communications Dispatchers and Jailers, who are capable of speaking, interpreting and providing limited general translation for routine correspondence on an occasional or sporadic basis (i.e., constituent letters, resident suggestions/complaints, newspaper articles, etc.) in a foreign language, deemed useful by the City, shall receive fifty dollars ($50.00) per month.

3. Formal Translation Services

Employees who are qualified to perform both verbal and written translation of formal City documents (i.e., forms, brochures, press releases, etc.) and are routinely requested to translate documents utilized in the conduct of City business for City departments, will receive fifty dollars ($50.00) for verbal translation and one hundred and twenty-five~~fifty~~ dollars ($125.00~~150.00~~) for formal ~~verbal and~~ written translation for a total of one hundred seventy-five dollars ($175.00) in lieu of the pay provided in Section 22.3(2) – General Translation Services.

The number of employees and languages qualified for this pay shall be determined at the sole discretion of the City.

4. Field Translation Services

In addition to the pay provided in Section 22.3(2) – General Translation Services or Section 22.3(3) – Formal Translation Services, regular employees assigned as Police Clerks who are required to perform translation services in the field, which means on property other than the City Hall facility and surrounding City property, shall receive thirty dollars ($30.00) per incident, up to a maximum of three (3) incidents per month. The Police Clerk must obtain approval of their unit supervisor before submitting a request for such field translation services pay.

Upon request, employees who provided field translation services for a critical incident may participate in the incident debriefing. Such employees shall also be provided adequate training on handling critical incidents and counseling services, as needed, at no cost to the employee.

5. Certification Requirements

The City shall establish qualifying tests to determine bilingual capability. Employees may apply for translation certification through the Human Resources Department. Should an employee fail the qualifying test, they must wait a minimum of ninety (90) days before re-applying for certification.

Employees who become eligible for bilingual pay for providing general translation services on or after July 1, 2000, may be required to re-certify every four (4) years.

Re-certification for employees providing formal translation services will be required on a biennial basis.

Section 22.4 Matron Duty Pay

Police Clerks and Communications Dispatchers who are required to perform body searches on female prisoners, including pat downs, will receive thirty dollars ($30.00) per incident.

Section 22.5 Training Pay

No probationary employee shall be assigned as a trainer.

1. Dispatcher Training Officer

   Experienced Communications Dispatchers who are certified by the Police Department to serve as a Dispatcher Training Officer ("DTO") shall receive fifty dollars ($50.00) each pay period assigned as a DTO for three (3) or more shifts in that pay period. Development of the criteria and selection of individuals to serve as DTO's shall be at the sole discretion of the Chief of Police.

2. Police Clerk

   If an experienced Police Clerk, other than the lead or supervising clerk, is assigned to train a new Police Clerk for the City, they shall receive fifty dollars ($50.00) for three (3) or more shifts in a pay period up to a maximum of four (4) pay cycles, or when the Police Clerk trainee is determined by the unit supervisor to be self-sufficient and not in need of additional training, whichever occurs first.

3. Jailer

   If an experienced Jailer, other than the lead or supervising jailer, is assigned to train a new Jailer for the City, they shall receive fifty dollars ($50.00) for three (3) or more shifts in a pay period up to a maximum of four (4) pay cycles, or when the Jailer trainee is determined by the unit supervisor to be self-sufficient and not in need of additional training, whichever occurs first.

Section 22.6 Lead Pay

1. Assignment

   The Chief of Police shall have sole discretion in determining the selection process for determining appointment as a Lead in the Police Department. An employee so assigned shall serve at the discretion of the Chief of Police and may be removed from the lead assignment with or without cause, with or without notice, and without right of appeal.

2. Duties

   Leads may be assigned duties within the division including, but not limited to, supervision, shift and training scheduling, preparation of performance evaluations, work activity reporting, maintaining supplies, etc.

3. Rate of Premium Pay

   Employees in eligible classifications assigned as a Lead shall receive premium pay of threetwo hundred and fifty dollars ($300.00250.00) per month for each month so assigned.

4. Eligible Classifications

   The classifications eligible in the Police Department are:

   - Communications Dispatcher
   - Police Records Clerk
   - Jailer

5. Reopener

   During the term of this MOU, the City agrees to meet and confer with the Union to discuss the reclassification of the eligible classifications listed in Section 22.6(4) above to new classifications which are indicative of the additional duties they perform on a regular basis. Such new classifications shall remain in this SEIU bargaining unit. The meet and confer shall include a discussion on the job descriptions, duties, and rates of pay for these new classifications.

Section 22.7 Public Notary

In recognition of the City's need and use of public notary services, employees who have public notary certificates, as approved by the Secretary of State for the State of California, shall receive seventy-five dollars ($75.00) per month. There shall be no more than three (3) employees authorized to receive pay under this section at any given time. The selection of employees to receive this pay shall be at the sole discretion of the City Manager.

Section 22.8 Pesticide/Herbicide Applicator Premium

Employees of the Public Works Department or Parks Division of the Recreation & Parks Department assigned to perform tasks and duties associated with the application of pesticides and/or herbicides shall be paid a premium of fiftythirty dollars ($50.0030.00) per month so assigned.

In addition to any additional selection, training and/or reporting procedures established by the City, the following provisions will apply to any employee assigned to receive a pesticide/herbicide applicator premium:

- Employees will be selected, trained, assigned and/or removed at the sole discretion of the Department Director or designee.

- The total number of employees selected and assigned shall be at the discretion of the Department Director based upon the needs of the City, but it is agreed there shall be a minimum number of eligible assignments as follows:

    - Six~~Nine~~ (6~~9~~) in the Parks Division of the Public Works Department

    - Four~~Five~~ (4~~5~~) in the Public Works Department.

- Employees will receive appropriate training in compliance with State and Federal regulations prior to performing pesticide and/or herbicide applicator duties.

- Receipt of premium pay for assignment of duties as a Pesticide/Herbicide Applicator shall not create a property interest in the assignment. Such assignment will be based upon the needs of the City as determined by the Department Director.

- Any employee receiving this premium may, at the direction of the City, be assigned to perform duties in either the Public Works Department or Parks Division ~~of the Recreation and Parks Department~~.

    For example: An employee who is normally assigned to the Streets Division of the Public Works Department may be assigned to apply herbicide and/or pesticide as part of a work crew in the Parks Division ~~of the Recreation & Parks Department~~.

The Union specifically acknowledges the City maintains the sole and exclusive right to assign personnel to receive Pesticide/Herbicide Applicator premium pay and to determine the need for such assignment. Nothing contained in this section shall create a duty upon the City to assign specific employees as Pesticide/Herbicide Applicators nor shall any employee have a right to be so assigned. The City agrees to meet and consult with the Union regarding any proposed modifications to the selection, training and/or reporting procedures established by the City for this assignment.

Section 22.9 Electrician Premiums

The City shall pay electrician premiums for up to a maximum of two (2) employees. An employee may receive payment for each of the following premiums they are qualified to receive:

1. Supervisory Control and Data Acquisition

    The Water Division has a Supervisory Control and Data Acquisition ("SCADA") system. An Electrician who possesses the following knowledge, skills and abilities shall receive premium pay of two hundred dollars ($200.00) per month:

    - Must be able to test, trouble-shoot and program Allen Bradley SIX: 500 programmable controllers. Ability to build, install, troubleshoot, analyze and repair the SCADA system and its components. This would include the knowledge to read, decipher and modify the ladder logic programming that is associated with the Allen Bradley Controls for the SCADA system.

- Ability to tune PID Loops for the Foxboro Process Controls system. Must be able to test and calibrate PID loops using signal generator. A Foxboro Process Control Technology Certificate from the Foxboro Corporation would be satisfactory evidence of this skill.

- Must have the knowledge and experience to design and draw electrical circuitry using CAD Software and utilize this ability to provide electrical schematics that are current or up to date and to update recorded plans.

- Knowledge of National Electrical Code and Safety associated practices.

- Experience in medium voltage, 2300VAC circuitry. Also must be able to use high-voltage test equipment and be familiar with Lockout/Tag out safety procedures.

- Extensive experience in AC and DC industrial controls.

- Experience in Variable-Frequency Drives 480VAC 3-Phase.

- Soft start starter experience is desirable.

- Must have a working knowledge of hydraulics valves and controllers and their components as it relates to the water industry.

- Must be computer literate in Microsoft Excel and Word.

2. Water Treatment Certification

   An Electrician who possesses a Water Treatment Grade I ("T-1") certificate shall receive premium pay of one hundred dollars ($100.00) per month.

3. Electrician Certification

   Effective January 1, 2018, an Electrician who possesses and maintains electrician certification from the California Department of Industrial Relations (DIR) shall receive premium pay of two hundred dollars ($200) per month.

   The City shall also reimburse each employee for any and all costs associated with maintaining such DIR certification, including but not limited to application fees, testing fees, and continuing education requirements.

Section 22.10 Automotive Service Excellence ("ASE") Certification Pay

1. Automotive/Light Truck Certification

   Equipment Mechanics shall receive certification premium pay of thirty dollars ($30.00) per month for each ASE Automotive/Light Truck certification held, up to a maximum of sixty dollars ($60.00) per month for two (2) such certifications.

2. Master Automotive Technician Certification

   In lieu of the premium pay provided in Section 22.10(1) — Automotive/Light Truck Certification, an employee certified as an ASE Master Automotive Technician shall receive certification premium pay of one hundred dollars ($100.00) per month.

Section 22.11 Water Certification Pay

Employees assigned to the Water Division of the Public Works Department shall receive sixty dollars ($60.00) per month certification pay for each current Department of Health Services (DHS) certification held in water treatment (T-1 through T-5) and/or distribution (D-1 through D-5), up to a maximum of four (4) such certifications.

Section 22.12 Payroll Back-Up

An employee in the Finance Division of the Management Services Department may, at the sole discretion of the Management Services Director, be assigned additional responsibilities and duties as back-up for payroll processing.

An employee so assigned shall receive premium pay of three hundred dollars ($300.00) per month for each month so assigned.

An employee so assigned may be removed from the assignment at the discretion of the Management Services Director with or without cause, with or without notice, and without right of appeal.

Section 22.13 Standby

1. Purpose

   At the discretion of the City, employees may be assigned to standby to ensure qualified employees are available for after-hours emergency response.

2. Assignment

   In addition to any additional reporting procedures established by the City, the following provisions shall apply to standby assignments:

   - For the Public Works Department t, standby duty shall be assigned to no more than three (3) employees for a period of seven (7) calendar days. Of these three (3) employees, one (1) shall be fully qualified to respond to water distribution incidents and one (1) to water production incidents.

   - Standby schedules and assignments shall be determined at the sole discretion of the City.

   - Assignment to standby shall not create a property interest in the assignment. Such assignment will be based upon the needs of the City.

- Employees shall have the option to take home a City vehicle when assigned to standby duty.

3. Rates

An employee assigned to standby shall be compensated at the following rates:

- Weekdays

  Twenty-five dollars ($25.00) per weekday. For the purpose of standby, a weekday is defined as any day which falls between 0001 hours on Monday through 2400 hours on Thursday.

- Weekends

  Forty-five dollars ($45.00) per weekend day. For the purpose of standby, a weekend day is defined as any day which falls between 0001 hours on Friday through 2400 hours on Sunday.

- Holidays

  Fifty dollars ($50.00) per holiday. For the purpose of standby, a holiday is defined as the actual date of a designated holiday listed in Section 10.1 of this MOU.

4. Requirements

While on standby, the assigned employee shall be required to:

- Carry a City provided pager, cell phone and lap-top computer (if applicable);

- Respond within no greater than five (5) minutes to any page, telephone call, or notification;

- Taking into due consideration the time of the call-out, location of the incident, weather, and safe driving conditions, physically report fit-for-duty generally within thirty (30), but no later than forty-five (45), minutes following receipt of call-out information (including picking up the City vehicle if the employee elected to forgo taking a City vehicle home);

- If applicable, begin remote trouble shooting via computer within no greater than twenty-five (25) minutes of the notification;

- Failure to abide by the provisions of this subsection may result in forfeiture of standby compensation for that twenty-four (24) hour period, removal from standby assignment, and/or disciplinary action.

5. Eligibility

To be eligible for assignment to standby, an employee must:

- Have adequate knowledge and ability to effectively perform and respond to after-hours emergency situations.
- For Public Works employees, the Public Works Maintenance Manager, Water Utility Manager and Parks Superintendent must certify the employee as having adequate knowledge of traffic control protocols; sewer, water and irrigation systems; and operation of designated equipment.
- Reside in a geographic location that allows for a response time as designated in Section 22.13(4) — Requirements.

6. Evaluation

The City agrees to evaluate the need for standby assignments annually. The evaluation will include evaluation of the effectiveness of assigning employees to standby and such measurements as: a review of the number of call-outs, response times, type of calls, ability of employee to clear calls without additional support, time to clear calls, number of calls for additional support, response times for support personnel, and any other measurements determined appropriate by the City.

The City agrees to meet and consult with the Union regarding any proposed modifications to standby assignments.

Section 22.14 Call Back

1. Call Back Defined

Call back is defined as unforeseen work performed by an employee at a time other than the employee's regular working hours. Call backs usually deal with a situation calling for immediate action, in response to a call for such work by a Department Director or any other person so authorized by the City Manager. An employee held over as an extension of a regular shift, prior to leaving the worksite and with no break in working hours, is not considered a call back.

2. Work Performed

For the purpose of this section, work performed shall include receiving and responding to a call or notification to:

- Work remotely via SCADA or other system
- Report to a worksite or facility

3. Minimum Compensation for Call Back

   A. Call back commences upon the receipt and acceptance of the call back assignment and ends upon completion of the assignment and/or return home, as applicable. This "portal-to-portal" compensation includes any required travel time to/from the employee's residence for the call back.

   B. An employee who is subject to a call back shall be guaranteed two (2) hours minimum compensation for each call back. Additional overtime worked during each call back shall be compensated in fifteen (15) minute intervals.

   C. There shall be no pyramiding of compensation for call back.

      For example: An employee receives a call back assignment at 8:00 P.M. and completes the assignment by 9:00 P.M. The employee receives an additional call back assignment at 9:30 P.M. which they complete at 10:30 P.M. Since the employee is still inside the two-hour minimum compensation time frame from the first call back until 10:00 P.M., the employee will receive those two hours (8-10 P.M.) plus an additional thirty minutes of compensation (10-10:30 P.M.).

      If the employee had received the additional call back assignment at 10:01 P.M. or later, they would have been guaranteed to receive a new two hour minimum compensation (i.e., 10:01 P.M. – 12:01 A.M. or 11:30 P.M. – 1:30 A.M., etc.).

4. Rate of Compensation for Call Back

   Compensation for call-back shall be calculated using the employee's base rate of pay. An employee may request to accumulate compensatory time, to be accrued in the same increments provided below, in lieu of cash payment.

   A. Non-Holidays

      An employee called back to work on a non-holiday shall be paid double time (2x) for the first hour of work and one and one-half (1½) times for all time worked in excess of one (1) hour.

   B. Holidays

      An employee called back to work on a designated holiday, as defined in Section 10.1 – Designated Holidays, shall be paid double time (2x) for the first two (2) hours of work and one and one-half (1½) times for all time worked in excess of two (2) hours. In addition, the employee shall still accrue the appropriate amount of holiday hours in accordance with Section 10.2 – Accrual.

Section 22.15 Acting Pay

To assure the orderly performance and continuance of municipal services, the City may be required to temporarily upgrade employees on an acting basis to positions of a higher classification.

1. Need for Acting Assignments

   For the purposes of this section, it is understood acting assignments may be required in order to temporarily fill position classification vacancies, which may exist for any of the following reasons:

   - A position classification is permanently vacant and is scheduled to be filled by a regular full-time employee and a limited period of time is required in order to proceed with and complete the normal appointment procedure.

   - A position classification is temporarily vacant, although permanently filled, because the regular employee is on an approved paid or unpaid leave of absence.

   It is not the intent of the City to circumvent or avoid the normal employment or promotion process and therefore, the City shall make every possible and reasonable effort to fill vacancies in a most expeditious manner and to keep the need for such acting assignments to a minimum.

2. Selection for Acting Assignments

   The selection of an employee for an acting assignment shall be at the sole discretion of the Department Director or designee, taking into consideration the requirements of the position to be filled and the qualifications, job performance, and seniority of those employees eligible for the acting assignment. No employee shall be appointed to an acting assignment either when on probation or into a position classification more than one (1) class level above their regular class in those instances where such an assignment would result in the acting employee being in a supervisory position in relation to an employee who is regularly the acting employee's supervisor. If a person is appointed to an acting assignment in a position classification more than one (1) class level above their regular class and if the acting position is filled, then the acting assignment shall terminate, and the employee restored to their regular position.

3. Pay for Acting Assignments

   Acting pay shall be authorized when an employee is acting in a higher-level position commencing with the start of the fifteenth (15th) working day that the employee is acting in the higher-level position within any sixty (60) day period from when the work in the higher-level position starts.

   Acting pay shall be retroactive to the first (1st) day of the acting assignment.

   Acting pay shall be authorized at Step 1 of the position classification to which the acting assignment is made, provided that Step 1 is at least five percent (5.0%) higher than the base

salary of the employee's regular assignment. If Step 1 is less than five percent (5.0%) greater, the acting appointment will be made at the first step which is greater than five percent (5.0%) but is less than ten percent (10.0%) above the base salary.

No changes in employee benefits shall be granted to employees in acting assignments.

4. Status of Employee in Acting Assignment

Time served in an acting assignment shall not be credited towards completion of a probationary test period in the acting position. Time served in an acting position shall not alter the employee's anniversary date. If the acting employee would have been eligible for a merit increase had the acting appointment not been made, then the employee shall remain eligible for such merit increase with the employee's performance in both the regular and acting positions being considered.

5. Duration of Acting Assignment

Absent exigent circumstances, a position in the competitive service shall not be filled in an acting capacity for more than six (6) consecutive months. The City shall meet and consult with the Union prior to any extension of an acting appointment beyond six (6) months.

Section 22.16 Peace Officer Standards and Training Certification

Effective January 1, 2018, each employee who possesses an eligible certificate, issued by the California Peace Officer Standards and Training ("POST"), shall receive a premium on the first pay period of each month.

Eligible POST certificates and the corresponding monthly premiums are as follows:

- Fifty dollars ($50.00) for an Intermediate Public Safety Dispatcher
- One hundred dollars ($100.00) for an Advanced Public Safety Dispatcher

Each employee may only receive payment for the single highest certificate held.

Employees seeking compensation shall submit a copy of their POST certificate(s) to the Human Resources Department for processing. The premium shall be paid retroactive to the first pay period following the date of issuance on the POST certificate or date of hire, whichever is later.

Section 22.17 Class B Certification Pay

For all employee who are not required to have a Class B certification license as part of their normal duties but receive and maintain one will receive a monthly premium of one hundred dollars ($100.00).

ARTICLE 23 – UNIT MODIFICATION

To the extent that any element of this article is inconsistent with any other provision of Chapter 2.32 – Employee Relations in the City's Municipal Code, the provisions of this article shall prevail to the extent necessary to cause the article to be operative.

Section 23.1 Determination of Appropriate Units

The policy objectives in determining the appropriateness of units shall regard the effect of a proposed unit on:

- Efficient operations of the City and its compatibility with the primary responsibility of the City and its employees to effectively and economically serve the public; and

- Providing employees with effective representation based on recognized community of interest considerations.

These policy objectives require that the appropriate unit shall be the broadest feasible grouping of positions that share an identifiable community of interest. Factors to be considered shall be:

- Similarity of the general kinds of work performed, types of qualifications required, and the general working conditions.

- History of representation in the City and in similar employment; except however, that no unit shall be deemed to be an appropriate unit solely on the basis of the extent to which employees in the proposed unit have organized.

- Consistency with the organizational patterns of the City.

- Number of employees and classifications, and the effect on the administration of employer-employee relations because of the fragmentation of classifications and/or proliferation of units.

- Effect on the classification structure and impact on the stability of the employer-employee relationship because of dividing a single or related classification among two (2) or more units.

Notwithstanding the foregoing provisions of the section, managerial, supervisory and confidential responsibilities, as defined in this article, are determinative factors in establishing appropriate units hereunder. Therefore, such managerial, supervisory and confidential employees may not represent any employee organization which represents other employees and may not be represented by the same.

The Director of Human Resources/Risk Management shall, after notice to and consultation with affected employee organizations, allocate new classifications or positions, delete eliminated classifications or positions, and retain, reallocate, or delete modified classifications or positions, from units in accordance with the provisions of this section.

Section 23.2 Definitions

The following definitions apply to this article:

- "Appropriate Unit" means a unit of employee classes or positions, established pursuant to Section 23.1 - Determination of Appropriate Units.

- "Management Employee" means any employee having responsibility for formulating, administering or managing the implementation of City policies and programs.

- "Supervisory Employee" means any employee having authority, in the interest of the City, to hire, suspend, lay off, recall, promote, discharge, assign, reward, or discipline other employees, or responsibility to direct them, or to adjust their grievances, or effectively to recommend such action if, in connection with the foregoing, the exercise of such authority is not of a merely routine or clerical nature, but requires the use of independent judgment.

- "Confidential Employees" means any employee who assists and acts in a confidential capacity to person(s) who formulate, determine, and effectuate management policies in the field of employee relations and/or who has access in the course and scope of employment to any information that is or may be utilized in formulating such management policies.

Section 23.3 Procedure for Modification of Established Appropriate Units

1. Requests by Employee Organizations

   Requests by employee organizations for modification of established appropriate units shall be considered by the Director of Human Resources/Risk Management. Such requests shall be submitted in the form of a petition for recognition and, in addition to the requirements set forth in Municipal Code Section 2.32.050 – Petition for Recognition, shall contain a complete statement of all relevant facts and citations in support of the proposed modified unit in terms of the policies and standards set forth in Section 23.1 – Determination of Appropriate Units. The Director of Human Resources/Risk Management shall process such petition as recognition petitions are processed under this Chapter.

2. Proposal by Human Resources

   The Director of Human Resources/Risk Management may on their own motion propose that an established unit be modified. The Director of Human Resources/Risk Management shall give written notice of the proposed modification(s) to any affected employee organization. Any affected employee organization, may, within seven (7) calendar days after service of notice, request a meeting with the Director of Human Resources/Risk Management by which to contest the proposal(s).

3. Request for Meeting

   Not later than seven (7) calendar days after receipt of a request to meet, the Director of Human Resources/Risk Management shall conduct such meeting at which time all affected

employee organizations shall be heard. Thereafter, the Director of Human Resources/Risk Management shall determine the composition of the appropriate unit or units in accordance with Section 23.1 – Determination of Appropriate Units and shall give written notice of such determination by depositing the same in U.S.P.S. mail, addressed to the affected employee organizations. The Director of Human Resources/Risk Management's determination may be appealed as provided in Section 23.4 –Appeals. However, if a unit is modified pursuant to the motion of the Director of Human Resources/Risk Management, employee organizations may thereafter file petitions of recognition seeking to become the exclusively recognized employee organization for such new appropriate unit(s) pursuant to Municipal Code Section 2.32.050 – Petition for Recognition.

The "meeting" described herein shall be informal and shall consist of the participating employee organization providing verbal and/or written input regarding its position.

Section 23.4 Appeals

An employee organization aggrieved by an appropriate unit determination of the Director of Human Resources/Risk Management pursuant to this article may, within ten (10) calendar days of mailing by the Director of Human Resources/Risk Management of notice thereof, appeal such determination to the City Manager for final decision.

Appeals to the City Manager shall be filed in writing with the City Manager's secretary and a copy shall be provided to the Director of Human Resources/Risk Management by the appellant. The written appeal shall be received by the City Manager's secretary no later than ten (10) calendar days after the Director of Human Resources/Risk Management's decision was mailed.

A unit designated by the Director of Human Resources/Risk Management need not be "most appropriate" or "more appropriate," but need only be "appropriate." If "appropriate," then the City Manager shall affirm the Director of Human Resources/Risk Management's decision. If not "appropriate," then the City Manager shall determine which unit is "appropriate."

An employee organization's appeal shall state the complete basis for the appeal and shall be confined to a determination of whether or not the unit resulting from the Director of Human Resources/Risk Management's decision was "appropriate" pursuant to the guidelines of Section 23.1 – Determination of Appropriate Units. The City Manager shall conduct the appeal hearing within fifteen (15) calendar days of receipt of the appeal and shall issue their written decision within fifteen (15) calendar days after conclusion of the hearing. The City Manager's decision shall be served upon the appellant(s) by depositing the same in the U.S.P.S. mail and shall be administratively final and binding.

ARTICLE 24 – GENERAL PERSONNEL PROVISIONS

Section 24.1 Probationary Period

All unit employees, excluding classifications of Communications Dispatcher, who are newly hired or promoted shall serve a probationary period of twelve (12) months.

Employees appointed as a Communications Dispatcher Trainee or an initial hire Communications Dispatcher shall serve a probationary period of eighteen (18) months.

Employees on probation should be evaluated quarterly in order to determine their performance, with a minimum of two evaluations conducted during their probationary period. However, if the probationary employee does not receive the suggested number of evaluations or any evaluation is not given on the suggested schedule, the probationary employee gains no property rights to their employment nor are they entitled to any due process rights if released from probation.

Section 24.2 Performance Evaluations

Except as modified herein, performance evaluations shall be governed by Municipal Code Chapter 2.36 – Salaries and Administrative Policy Number 30-05 – Employee Performance and Appraisal Development Report as revised on November 7, 2016.

It is the intent of the City that employees shall receive routine performance appraisals. Merit increases are earned for meritorious performance and in accordance with Section 20.4 – Salary Advancement in this MOU. However, if an employee who is due a performance evaluation that includes a possible merit increase, does not receive their performance evaluation within sixty (60) calendar days after the date of their annual evaluation date, the merit increase shall process retroactive to the date of the employee's anniversary date for merit increase consideration. The employee is to notify their supervisor and Human Resources at the time the sixty (60) calendar days has been exceeded. A personnel action form will be completed and the merit increase shall be made retroactive to the employee's anniversary date.

ARTICLE 25 – UNIT VACANCIES

Per California Government Code 3502.3, the City is required to present the status of vacancies and recruitment and retention efforts during a public hearing before the governing board at least once per fiscal year.

The City shall provide the Union with at least twenty (20) calendar days' notice of the date of the public hearing. The notice will specify the number of job vacancies for each represented job classification, as well as the total number of authorized full-time positions within the bargaining unit and total vacancies overall for the bargaining unit. If the public hearing is during unit employees' regular working hours, the City shall provide paid release time for two (2) employees to participate in the public hearing.

ARTICLE 2625 – LABOR-MANAGEMENT COMMITTEE

In the interest of fostering and continuing a spirit and atmosphere of harmonious employer-employee relationships, a Labor-Management Committee (LMC) shall meet at least three times a year, every four months for the purpose of discussing employee relations matters as they relate to the best implementation of this MOU. The Union shall be responsible for setting up these meetings and sending out invitation. The recommendations of the LMC shall be advisory only. The LMC

shall consist of the Director of Human Resources/Risk Management, the Union and employee representative(s). Other members of the City's Executive Management team may be invited to attend. Additional ad hoc meetings may be scheduled at the written request of either party and meetings shall be scheduled to occur within ten business days of the written request.

ARTICLE 2726 – SAVINGS CLAUSE

This MOU shall not in any way interfere with the obligations of the parties hereto to comply with the State and Federal laws, or of any rule, regulation, or order issued by such government authority pertaining to matters covered herein. If any provision, or provisions, of the MOU should be in conflict or inconsistent with State or Federal laws, or if any rule, regulation, or order issued by such governmental authority, or if any provision, or provisions, should be held invalid by a court of record, only such provision(s) shall be suspended and superseded by such applicable law or regulations, and the remainder of the MOU shall not otherwise be affected thereby.

ARTICLE 2827 – FULL UNDERSTANDING, MODIFICATIONS AND WAIVER

The parties acknowledge that during the meeting and conferring in good faith, which resulted in this MOU, each had the unlimited right and opportunity to make demands and proposals with respect to any and all subjects or matters not removed by law from the area of meeting and conferring, and that the understanding and agreement arrived at by the parties after the exercise of that right and opportunity is set forth in this MOU.

Therefore, the City and the Union, for the life of this MOU, each voluntarily and unqualifiedly waives the right, and each agrees, that the other party shall not be obligated to meet and confer with respect to any subject or matter referred to or covered in this MOU, or with respect to any subject or matter not specifically referred to or covered in this MOU, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time they met and conferred or signed this MOU.

The parties hereto agree to continue their long-standing policies in that there shall be no discrimination against any employee because of membership or non-membership in the Union, race, age, sex, religious creed, color, physical disability, mental disability, medical condition, marital status, sexual orientation, national origin, ancestry, political/union activity, or any other protected class.

The parties hereto agree this MOU cannot be modified, changed, and/or canceled in any way, except by mutual written consent of said parties as set forth below or in Article 29 - TERM.
The parties acknowledge the provisions of the MOU require a close degree of cooperation between the parties. The need to modify the MOU and/or clarify the intent or application of some MOU provisions may arise during the term of this MOU. If such need arises, the parties may make such modifications, refinements and/or adjustments through the use of a Side Letter or a Letter of Agreement ("LOA"). The use and content of any such Side Letter or LOA must be mutually agreed upon by the parties, executed in writing, attached to this MOU as an addendum, and become a part hereof.

LOA's will be used for the purpose of clarification of existing MOU provisions with no substantive or economic change to the MOU. LOA's may be executed on behalf of the City by the Director of Human Resources and the City Manager.

Side Letter's will be used to amend the MOU. Such amendments may or may not have a substantive and/or economic impact. Side letters with insignificant or no economic impact to the City, as determined by the City Manager after consultation with the City Attorney, may be executed on behalf of the City by the Director of Human Resources and the City Manager. Side letters with a significant economic impact to the City, as determined by the City Manager, may be tentatively agreed to by the Director of Human Resources and the City Manager, in a form approved by the City Attorney, but will have no force and effect whatsoever unless or until approved by City Council.

Should the City grant a wage increase or modify benefits for any other recognized employee group not contained in that group's existing MOU on or before the end of this MOU, the City agrees that said changes will be discussed between the parties hereto.

This agreement constitutes the sole and entire existing agreement between the parties and supersedes all prior agreements, commitments, and practices.

ARTICLE 2928 – SUBCONTRACTING

The City agrees to make a good faith effort to find and recruit bargaining unit employees before subcontracting any work.

The City agrees to comply with the provisions of the Meyers-Milias-Brown Act, Government Code Section 3500 et. esq., before it contracts out work or transfers out work to non-bargaining unit employees.

ARTICLE 3029 – TERM

This MOU shall be in effect for an initial term commencing July 1, 20252023, and ending June 30, 20282025. It is, however, the mutual understanding of all parties hereto that this MOU is of no force or effect whatsoever unless or until ratified by the members of SEIU in the unit and the City Council of the City of Monterey Park. This MOU shall continue in effect from year-to-year thereafter, unless amended.

This MOU may be amended at the end of the initial term, or any subsequent contract period, by either party giving written notice to the other not less than sixty (60) calendar days prior to the end of the applicable term. Bargaining shall begin within thirty (30) calendar days following the receipt of such notice, unless mutually agreed to otherwise.

Following the expiration of the MOU, the MOU shall continue in effect until a successor MOU is agreed upon.

ARTICLE 3130 – CITY COUNCIL APPROVAL

It is, however, the mutual understanding of all parties hereto that this Memorandum of Understanding is of no force or effect whatsoever unless or until ratified by the City Council of the City of Monterey Park.

IN WITNESS HEREOF, the parties here to have caused this Memorandum of Understanding to be executed this 6th day of AugustSeptember 20252023.

SEIU LOCAL 721	CITY OF MONTEREY PARK
By: _____	By: _____
John LieuJesus Hernandez, Chapter President	Inez Alvarez, Interim City Manager
By: _____	By: _____
Javier EliasLauren Frazier, Chapter Vice-President	Christine Tomikawa, Director of Human Resources & Risk Management
By: _____	
Deborah TakahashiJohn Lieu, Chapter Secretary	
By: _____	
Jocelin ChavezDavid Zapata, Negotiating Team Member	
By: _____	
Christian Moore, Negotiating Team Member	
By: _____	
Frankie Dominguez, Negotiating Team Member	
By: _____	
Robert Feria, Chief Negotiator	

APPROVED AS TO FORM:

_____

Karl H. Berger
City Attorney

SEIU 2025-2026~~2023-2024~~ SALARY TABLE

The following salary tables are effective July 5~~8~~, 2025~~2023~~:

FY 2025-2026~~23-2024~~
Effective date:
07/05/2025~~07/08/2023~~

Job Classification	Range	Step 1	Step 2	Step 3	Step 4	Step 5
Account Clerk	24	$4,427	$4,542	$4,771	$5,013	$5,395
Accountant	34	$6,235	$6,551	$6,884	$7,231	$7,783
Administrative Aide	11	$5,439	$5,714	$6,003	$6,307	$6,788
Animal Services Officer	8	$4,715	$4,954	$5,205	$5,468	$5,885
~~Animal Services Supervisor~~	~~13~~	~~$5,492~~	~~$5,629~~	~~$5,770~~	~~$5,915~~	~~$6,063~~
Assistant Deputy City Clerk	39	$5,688	$5,976	$6,279	$6,596	$7,101
Assistant Planner	14	$6,420	$6,746	$7,086	$7,446	$8,013
Associate Planner	43	$7,288	$7,657	$8,045	$8,453	$9,097
Auto Shop Technician	22	$4,725	$4,965	$5,216	$5,480	$5,898
Building Inspector	42	$7,182	$7,545	$7,927	$8,329	$8,964
Building Trades Technician	29	$5,598	$5,881	$6,179	$6,491	$6,986
Child Care Assistant	6	$4,322	$4,542	$4,771	$5,013	$5,395
~~Child Care Coordinator~~	~~11~~	~~$4,930~~	~~$5,053~~	~~$5,179~~	~~$5,309~~	~~$5,442~~
Civil Engineering Assistant	16	$6,972	$7,325	$7,696	$8,085	$8,701
Civil Engineering Technician	13	$6,059	$6,366	$6,688	$7,026	$7,563
Code Enforcement Officer	12	$5,739	$6,029	$6,334	$6,655	$7,163
Communication Dispatcher	37	$5,924	$6,225	$6,540	$6,871	$7,394
Communications Dispatcher Trainee	33	$4,896	$5,144	$5,404	$5,678	$6,110
~~Community Communications Coordinator~~ Retitled Media Specialist II	~~18~~					
Community Service Officer	45	$4,708	$4,946	$5,197	$5,460	$5,876
Consumer Service Representative	23	$5,294	$5,562	$5,843	$6,139	$6,607
Crew Leader	29	$5,598	$5,881	$6,179	$6,491	$6,986
Cross Connection Control Inspector	1	$7,105	$7,464	$7,843	$8,239	$8,967
Dial-A-Ride Dispatcher	45	$4,708	$4,946	$5,197	$5,460	$5,876
Dial-A-Ride Driver	17	$3,174	$3,335	$3,503	$3,681	$3,962
Economic Development Specialist	16	$6,972	$7,325	$7,696	$8,085	$8,701
Electrician	13	$6,059	$6,366	$6,688	$7,026	$7,563
Equipment Mechanic	29	$5,598	$5,881	$6,179	$6,491	$6,986
Equipment Service Specialist	22	$4,725	$4,965	$5,216	$5,480	$5,898
Evidence Officer	44	$5,083	$5,340	$5,611	$5,895	$6,344
Fire Prevention Permit Technician	10	$5,172	$5,434	$5,709	$5,997	$6,455
Fire Safety Specialist	15	$6,804	$7,149	$7,511	$7,890	$8,493
Fire Recruit	1S	$5,553				
Irrigation Specialist	22	$4,725	$4,965	$5,216	$5,480	$5,898
Information Technology Technician I	12	$5,739	$6,029	$6,334	$6,655	$7,163
Information Technology Technician II	15	$6,804	$7,149	$7,511	$7,890	$8,493
Jailer	3	$4,977	$5,228	$5,493	$5,771	$6,211
~~Janitor~~	~~2~~	~~$3,313~~	~~$3,396~~	~~$3,480~~	~~$3,567~~	~~$3,657~~
Lead Equipment Mechanic	38	$6,438	$6,763	$7,106	$7,466	$8,034
Librarian	7	$6,489	$6,818	$7,162	$7,525	$8,098
Library Circulation Service Supervisor	9	$4,934	$5,184	$5,446	$5,721	$6,159
Library Assistant	6	$4,322	$4,542	$4,771	$5,013	$5,395

Library Technician	9	$4,934	$5,184	$5,446	$5,721	$6,159
Maintenance Worker	20	$4,498	$4,725	$4,965	$5,216	$5,614
Management Aide	28	$5,467	$5,742	$6,034	$6,338	$6,821
Management Analyst	36	$6,932	$7,283	$7,651	$8,038	$8,651
Media Specialist I	10	$5,172	$5,434	$5,709	$5,997	$6,455
Media Specialist II	18	$5,711	$6,000	$6,304	$6,623	$7,128
Office Assistant (Senior Clerk Typist)	6	$4,322	$4,542	$4,771	$5,013	$5,395
Outreach and Housing Navigation Coord.	46~~45~~	$5,823	$6,118	$6,428	$6,753	$7,268
Park Maintenance Crew Leader	29	$5,598	$5,881	$6,179	$6,491	$6,986
Park Maintenance Lead Worker	26	$5,205	$5,468	$5,745	$6,036	$6,496
Park Maintenance Worker	20	$4,498	$4,725	$4,965	$5,216	$5,614
Permit Technician I	10	$5,172	$5,434	$5,709	$5,997	$6,455
Permit Technician II	12	$5,739	$6,029	$6,334	$6,655	$7,163
Plan Checker	41	$7,689	$8,078	$8,487	$8,917	$9,597
Planning Technician	11	$5,439	$5,714	$6,003	$6,307	$6,788
Police Clerk	4	$4369	$4,591	$4,823	$5,067	$5,454
Police Officer Recruit	1S	$5,553				
~~Police Records Management Technician~~	~~5~~	~~$5,608~~	~~$5,748~~	~~$5,891~~	~~$6,039~~	~~$6,190~~
Pool Maintenance Worker	20	$4,498	$4,725	$4,965	$5,216	$5,614
Program Coordinator	11	$5,439	$5,714	$6,003	$6,307	$6,788
Public Works Inspector	35	$6,424	$6,749	$7,091	$7,449	$8,018
Public Works Technician	11	$5,439	$5,714	$6,003	$6,307	$6,788
Recreation Specialist	6	$4,322	$4,542	$4,771	$5,013	$5,395
Secretary (non-conf)	10	$5,172	$5,434	$5,709	$5,997	$6,455
Senior Account Clerk (non-conf)	10	$5,172	$5,434	$5,709	$5,997	$6,455
Senior Code Compliance Officer	14	$6,420	$6,746	$7,086	$7,446	$8,013
Senior Library Assistant	8	$4,715	$4,954	$5,205	$5,468	$5,885
Senior Maintenance Worker	33	$4,896	$5,144	$5,404	$5,678	$6,110
Senior Management Analyst	19	$8,227	$8,644	$9,082	$9,542	$10,270
Senior Water Production System Operator	40	$6,596	$6,930	$7,281	$7,649	$8,232
Support Services Supervisor	15	$6,804	$7,149	$7,511	$7,890	$8,493
~~Water Distribution Crew Supervisor~~	~~40~~	~~$5,978~~	~~$6,128~~	~~$6,280~~	~~$6,438~~	~~$6,599~~
Water Distribution Lead Worker	27	$5,692	$5,980	$6,283	$6,601	$7,104
Water Production System Operator	25	$5,841	$6,136	$6,447	$6,774	$7,290
Water Utility Maintenance Worker	21	$4,879	$5,126	$5,385	$5,658	$6,089

SEIU 2026-2027~~2024-2025~~ SALARY TABLE

The following salary tables are effective the first full pay period after July 1, 2026~~2024~~:

FY 2026-2027
Effective date: 07/04/2026

Job Classification	Range	Step 1	Step 2	Step 3	Step 4	Step 5
Account Clerk	24	$4,604	$4,723	$4,962	$5,214	$5,611
Accountant	34	$6,485	$6,813	$7,159	$7,521	$8,094
Administrative Aide	11	$5,656	$5,943	$6,243	$6,560	$7,060
Animal Services Officer	8	$4,903	$5,152	$5,413	$5,687	$6,121
Assistant Deputy City Clerk	39	$5,916	$6,215	$6,530	$6,860	$7,385
Assistant Planner	14	$6,677	$7,016	$7,370	$7,744	$8,333
Associate Planner	43	$7,580	$7,963	$8,367	$8,791	$9,461
Auto Shop Technician	22	$4,914	$5,163	$5,424	$5,699	$6,134
Building Inspector	42	$7,469	$7,847	$8,244	$8,662	$9,323
Building Trades Technician	29	$5,822	$6,116	$6,426	$6,751	$7,266
Child Care Assistant	6	$4,495	$4,723	$4,962	$5,214	$5,611
Civil Engineering Assistant	16	$7,251	$7,618	$8,004	$8,408	$9,049
Civil Engineering Technician	13	$6,301	$6,621	$6,956	$7,307	$7,865
Code Enforcement Officer	12	$5,969	$6,270	$6,588	$6,921	$7,450
Communication Dispatcher	37	$6,161	$6,474	$6,801	$7,146	$7,690
Communications Dispatcher Trainee	33	$5,092	$5350	$5,621	$5,905	$6,355
Community Service Officer	45	$4,896	$5,144	$5,405	$5,678	$6,111
Consumer Service Representative	23	$5,505	$5,785	$6,077	$6,384	$6,871
Crew Leader	29	$5,822	$6,116	$6,426	$6,751	$7,266
Cross Connection Control Inspector	1	$7,389	$7,763	$8,156	$8,568	$9,222
Dial-A-Ride Dispatcher	45	$4,896	$5,144	$5,405	$5,678	$6,111
Dial-A-Ride Driver	17	$3,301	$3,468	$3,643	$3,828	$4,120
Economic Development Specialist	16	$7,251	$7,618	$8,004	$8,408	$9,049
Electrician	13	$6,301	$6,621	$6,956	$7,307	$7,865
Equipment Mechanic	29	$5,822	$6,116	$6,426	$6,751	$7,266
Equipment Service Specialist	22	$4,914	$5,163	$5,424	$5,699	$6,134
Evidence Officer	44	$5,286	$5,553	$5,835	$6,131	$6,598
Fire Prevention Permit Technician	10	$5,379	$5,651	$5,937	$6,237	$6,713
Fire Safety Specialist	15	$7,076	$7,435	$7,811	$8,206	$8,832
Fire Recruit	1S	$5,775				
Irrigation Specialist	22	$4,914	$5,163	$5,424	$5,699	$6,134
Information Technology Technician I	12	$5,739	$6,029	$6,334	$6,655	$7,163
Information Technology Technician II	15	$7,076	$7,435	$7,811	$8,206	$8,832
Jailer	3	$5,176	$5,437	$5,713	$6,002	$6,459
Lead Equipment Mechanic	38	$6,696	$7,034	$7,391	$7,765	$8,355
Librarian	7	$6,749	$7,091	$7,449	$7,826	$8,422
Library Circulation Service Supervisor	9	$5,131	$5,391	$5,663	$5,950	$6,405
Library Assistant	6	$4,495	$4,723	$4,962	$5,214	$5,611
Library Technician	9	$5,131	$5,391	$5,663	$5,950	$6,405
Maintenance Worker	20	$4,678	$4,914	$5,163	$5,424	$5,839
Management Aide	28	$5,686	$5,971	$6,275	$6,591	$7,094
Management Analyst	36	$7,209	$7,574	$7,957	$8,360	$8,997
Media Specialist I	10	$5,379	$5,651	$5,937	$6,237	$6,713
Media Specialist II	18	$5,939	$6,240	$6,556	$6,888	$7,413
Office Assistant	6	$4,495	$4,723	$4,962	$5,214	$5,611

Outreach and Housing Navigation Coord.	46	$6,056	$6,362	$6,685	$7,023	$7,559
Park Maintenance Crew Leader	29	$5,822	$6,116	$6,426	$6,751	$7,266
Park Maintenance Lead Worker	26	$5,413	$5,687	$5,975	$6,278	$6,756
Park Maintenance Worker	20	$4,678	$4,914	$5,163	$5,424	$5,839
Permit Technician I	10	$5,379	$5,651	$5,937	$6,237	$6,713
Permit Technician II	12	$5,739	$6,029	$6,334	$6,655	$7,163
Plan Checker	41	$7,996	$8,401	$8,826	$9,274	$9,981
Planning Technician	11	$5,656	$5,943	$6,243	$6,560	$7,060
Police Clerk	4	$4,544	$4,775	$5,016	$5,270	$5,672
Police Officer Recruit	1S	$5,775				
Pool Maintenance Worker	20	$4,678	$4,914	$5,163	$5,424	$5,839
Program Coordinator	11	$5,656	$5,943	$6,243	$6,560	$7,060
Public Works Inspector	35	$6,681	$7,019	$7,375	$7,747	$8,338
Public Works Technician	11	$5,656	$5,943	$6,243	$6,560	$7,060
Recreation Specialist	6	$4,322	$4,542	$4,771	$5,013	$5,395
Secretary (non-conf)	10	$5,379	$5,651	$5,937	$6,237	$6,713
Senior Account Clerk (non-conf)	10	$5,379	$5,651	$5,937	$6,237	$6,713
Senior Code Compliance Officer	14	$6,677	$7,016	$7,370	$7,744	$8,333
Senior Library Assistant	8	$4,903	$5,152	$5,413	$5,687	$6,121
Senior Maintenance Worker	33	$5,092	$5350	$5,621	$5,905	$6,355
Senior Management Analyst	19	$8,556	$8,989	$9,445	$9,924	$10,681
Senior Water Production System Operator	40	$6,860	$7,207	$7,572	$7,955	$8,561
Support Services Supervisor	15	$7,076	$7,435	$7,811	$8,206	$8,832
Water Distribution Lead Worker	27	$5,920	$6,219	$6,534	$6,865	$7,388
Water Production System Operator	25	$6,075	$6,382	$6,705	$7,045	$7582
Water Utility Maintenance Worker	21	$5,074	$5,331	$5,601	$5,885	$6,333

SEIU 2027-2028 SALARY TABLE

The following salary tables are effective the first full pay period after July 1, 2027:

FY 2027-2028
Effective date: 07/03/2027

Job Classification	Range	Step 1	Step 2	Step 3	Step 4	Step 5
Account Clerk	24	$4,742	$4,865	$5,111	$5,370	$5,779
Accountant	34	$6,679	$7,018	$7,374	$7,746	$8,337
Administrative Aide	11	$5,826	$6,121	$6,431	$6,756	$7,272
Animal Services Officer	8	$5,051	$5,307	$5,576	$5,857	$6,304
Assistant Deputy City Clerk	39	$6,093	$6,402	$6,726	$7,066	$7,606
Assistant Planner	14	$6,878	$7,226	$7,591	$7,976	$8,583
Associate Planner	43	$7,807	$8,202	$8,618	$9,054	$9,745
Auto Shop Technician	22	$5,062	$5,318	$5,587	$5,870	$6,318
Building Inspector	42	$7,693	$8,082	$8,491	$8,922	$9,602
Building Trades Technician	29	$5,996	$6,299	$6,619	$6,953	$7,484
Child Care Assistant	6	$4,630	$4,865	$5,111	$5,370	$5,779
Civil Engineering Assistant	16	$7,469	$7,846	$8,244	$8,660	$9,321
Civil Engineering Technician	13	$6,490	$6,819	$7,164	$7,527	$8,101
Code Enforcement Officer	12	$6,148	$6,458	$6,785	$7,129	$7,673
Communication Dispatcher	37	$6,346	$6,668	$7,005	$7,360	$7,921
Communications Dispatcher Trainee	33	$5,245	$5,510	$5,789	$6,082	$6,545
Community Service Officer	45	$5,043	$5,298	$5,567	$5,849	$6,294
Consumer Service Representative	23	$5,671	$5,958	$6,259	$6,576	$7,077
Crew Leader	29	$5,996	$6,299	$6,619	$6,953	$7,484
Cross Connection Control Inspector	1	$7,611	$7,996	$8,401	$8,825	$9,498
Dial-A-Ride Dispatcher	45	$5,671	$5,958	$6,259	$6,576	$7,077
Dial-A-Ride Driver	17	$3,400	$3,572	$3,753	$3,943	$4,244
Economic Development Specialist	16	$7,469	$7,846	$8,244	$8,660	$9,321
Electrician	13	$6,490	$6,819	$7,164	$7,527	$8,101
Equipment Mechanic	29	$5,996	$6,299	$6,619	$6,953	$7,484
Equipment Service Specialist	22	$5,062	$5,318	$5,587	$5,870	$6,318
Evidence Officer	44	$5,444	$5,720	$6,010	$6,314	$6,796
Fire Prevention Permit Technician	10	$5,540	$5,821	$6,115	$6,424	$6,914
Fire Safety Specialist	15	$7,288	$7,658	$8,046	$8,452	$9,097
Fire Recruit	1S	$5,948				
Irrigation Specialist	22	$5,062	$5,318	$5,587	$5,870	$6,318
Information Technology Technician I	12	$6,148	$6,458	$6,785	$7,129	$7,673
Information Technology Technician II	15	$7,288	$7,658	$8,046	$8,452	$9,097
Jailer	3	$5,331	$5,600	$5,884	$6,182	$6,653
Lead Equipment Mechanic	38	$6,897	$7,245	$7,612	$7,998	$8,606
Librarian	7	$6,951	$7,303	$7,672	$8,061	$8,675
Library Circulation Service Supervisor	9	$5,285	$5,553	$5,833	$6,129	$6,597
Library Assistant	6	$4,630	$4,865	$5,111	$5,370	$5,779
Library Technician	9	$5,285	$5,553	$5,833	$6,129	$6,597
Maintenance Worker	20	$4,818	$5,062	$5,318	$5,587	$6,014
Management Aide	28	$5,856	$6,150	$6,463	$6,789	$7,307
Management Analyst	36	$7,425	$7,801	$8,195	$8,611	$9,267
Media Specialist I	10	$5,540	$5,821	$6,115	$6,424	$6,914
Media Specialist II	18	$6,117	$6,427	$6,753	$7,095	$7,635
Office Assistant	6	$4,630	$4,865	$5,111	$5,370	$5,779

Outreach and Housing Navigation Coord.	46	$6,238	$6,553	$6,886	$7,234	$7,785
Park Maintenance Crew Leader	29	$5,996	$6,299	$6,619	$6,953	$7,484
Park Maintenance Lead Worker	26	$5,576	$5,857	$6,154	$6466	$6,958
Park Maintenance Worker	20	$4,818	$5,062	$5,318	$5,587	$6,014
Permit Technician I	10	$5,540	$5,821	$6,115	$6,424	$6,914
Permit Technician II	12	$6,148	$6,458	$6,785	$7,129	$7,673
Plan Checker	41	$8,236	$8,653	$9,091	$9,552	$10,280
Planning Technician	11	$5,826	$6,121	$6,431	$6,756	$7,272
Police Clerk	4	$4,681	$4,918	$5,167	$5,428	$5,842
Police Officer Recruit	1S	$5,948				
Pool Maintenance Worker	20	$4,818	$5,062	$5,318	$5,587	$6,014
Program Coordinator	11	$5,826	$6,121	$6,431	$6,756	$7,272
Public Works Inspector	35	$6,881	$7,230	$7,596	$7,980	$8,588
Public Works Technician	11	$5,826	$6,121	$6,431	$6,756	$7,272
Recreation Specialist	6	$4,630	$4,865	$5,111	$5,370	$5,779
Secretary (non-conf)	10	$5,540	$5,821	$6,115	$6,424	$6,914
Senior Account Clerk (non-conf)	10	$5,540	$5,821	$6,115	$6,424	$6,914
Senior Code Compliance Officer	14	$6,878	$7,226	$7,591	$7,976	$8,583
Senior Library Assistant	8	$5,051	$5,307	$5,576	$5,857	$6,304
Senior Maintenance Worker	33	$5,245	$5,510	$5,789	$6,082	$6,545
Senior Management Analyst	19	$8,813	$9,259	$9,728	$10,221	$11,001
Senior Water Production System Operator	40	$7,066	$7,423	$7,799	$8,193	$8,818
Support Services Supervisor	15	$7,288	$7,658	$8,046	$8,452	$9,097
Water Distribution Lead Worker	27	$6,097	$6,405	$6,730	$7,071	$7,610
Water Production System Operator	25	$6,257	$6,573	$6,906	$7,256	$7,809
Water Utility Maintenance Worker	21	$5,226	$5,491	$5,769	$6,061	$6,523

SCHEDULE A

OPTIONAL BENEFIT COVERAGES

Optional Benefit Coverages shall consist of coverages under the following plans maintained by the Employer:

- City of Monterey Park Medical Plans
- City of Monterey Park Dental Plan
- City of Monterey Park Vision Plan

Election of cash in lieu of benefits:

An Employee who has completed a waiver of coverage form shall receive a monthly taxable opt-out in the amount in the amount of $300.00.

The plan documents for the above-referenced plans are hereby incorporated into this Plan by reference.

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City Council Staff Report

Date: August 6, 2025
Agenda Item Number: 9.J.

To: The Honorable Mayor and City Council

From: Robert Aguirre, Director of Recreation & Community Services

Subject: Consideration and possible action to adopt a resolution approving the City of Monterey Park, Parks System Master Plan

Recommendation:
It is recommended that the City Council consider:

1. Adopting a Resolution approving the City of Monterey Park, Parks System Master Plan; and
2. Taking such additional, related, action that may be desirable.

Executive Summary:
Since January of 2024, the Recreation & Community Services Director has been working in collaboration with City Fabrick to develop a comprehensive Parks System Master Plan. This strategic plan is designed to support Monterey Park's elected officials, staff, and stakeholders in making informed decisions to enhance and sustain the City's parks, facilities, programs, and projects over the next ten years. Serving as a guiding framework, the plan offers direction and insight for future planning and funding opportunities while not binding the City to specific projects or commitments. It establishes a foundation to align community goals with available resources and long-term priorities.

Background:
Funded by Los Angeles County Measure A, the Parks System Master Plan reflects an 18-month planning effort involving extensive community engagement and data-driven analysis to understand the needs and wants of community members. This process included community surveys, park site assessments, open houses, focus groups, stakeholder meetings, and a review of industry trends and best practices. Additionally, through collaboration between City Fabrick and City staff, an evaluation of the City of Monterey Park's existing parks and recreation system was conducted to identify opportunities for enhancement, expansion, and innovation.

Community input played a central role in shaping the plan, ensuring the recommendations outlined align with local values, needs, and priorities. The insights gathered, combined with the

existing conditions analysis, provided a set of strategic recommendations to improve the City's parks, facilities, programs, and services. The resulting plan provides a flexible, forward-looking framework to guide decision-making around development, funding, and long-term management of the City's recreation and park resources over the next ten years.

Strategic Plan Goal:
The adoption of the Parks System Master Plan meets the City's goal of maintaining, building, and modernizing infrastructure and facilities to support the current and future needs of our city and community, as it provides a guiding tool for the future planning of parks and recreational projects, programs, and policies.

Fiscal Impact:
There is no fiscal impact associated with the adoption of the Parks System Master Plan. Implementation of certain priorities will have costs, which will be planned and budgeted for in future budgets. At the May 28, 2025, City Council meeting, the Council voted to assign $250,000 to projects within the Parks System Master Plan.

Attachments:
1. Resolution for Park System Master Plan
2. Exhibit A - Parks System Master Plan

ATTACHMENT 1
Resolution

RESOLUTION NO.

A RESOLUTION ADOPTING THE CITY OF MONTEREY PARK'S PARK SYSTEM MASTER PLAN

BE IT RESOLVED by the Council of the City of Monterey Park as follows:

SECTION 1: The City Council finds as follows:

A. The Park System Master Plan establishes a foundation to align community goals with available resources and long-term priorities;

B. The Parks System Master Plan is funded by Los Angeles County Measure A, and reflects an 18-month planning effort involving extensive community engagement and data-driven analysis to understand the needs and wants of community members; and

C. This Resolution and its findings are made based upon the entire administrative record including, without limitation, testimony and evidence presented to the City Council at its August 6, 2025, meeting including the written staff report submitted by the Director of Recreation and Community Services.

SECTION 2: *Environmental Assessment.* The City reviewed the environmental impacts of the proposed Resolution pursuant to CEQA and the CEQA Guidelines. CEQA Guidelines §§ 15060(c)(2), 15061(b)(3), 15378, and 15308 exempt activities that will not result in a direct or reasonably foreseeable indirect physical change in the environment, activities where there is possibility that it may have a significant effect on the environment, activities that do not constitute a "project" as defined, and actions to protect the environment, respectively. This activity is for general policies and procedure- making intended to promote environmental sustainability and protect the environment. Any subsequent construction or development will be evaluated separately under the CEQA Guidelines. Accordingly, this Resolution and the Plan are exempt from further review.

SECTION 3: *Approval*. The City Council adopts the Park System Master Plan Attached as Exhibit "A" and incorporated by reference.

SECTION 4: *Severability*. If any part of this Resolution or its application is deemed invalid by a court of competent jurisdiction, the City Council intends that such invalidity will not affect the effectiveness of the remaining provision or application and, to this end, the provisions of this Resolution are severable.

SECTION 5: *Electronic Signatures*. This Resolution may be executed with electronic signatures in accordance with Government Code §16.5. Such electronic signatures will be treated in all respects as having the same effect as an original signature.

SECTION 6: *Recordation*. The Mayor, or presiding officer, is authorized to sign this Resolution signifying its adoption by the City Council of the City of Monterey Park and the City Clerk, or her duly appointed deputy, may attest thereto.

SECTION 7: *Effective Date.* This Resolution will become effective immediately upon adoption and will remain effective unless repealed or superseded.

(Mayor signature and attestation must be on the same page.)

PASSED AND ADOPTED this ___ day of _____, 2025.

_____
Vinh T. Ngo, Mayor

Attest:

_____
Maychelle Yee, City Clerk

Approved as to Form:
Karl H. Berger, City Attorney

By:_____
Justin A. Tamayo, Assistant City Attorney

Exhibit A—Park System Master Plan

CITY OF MONTEREY PARK

GROW MONTEREY PARK

PARK SYSTEM MASTER PLAN

GROW memories. GROW strong. GROW in-place. GROW community.

Vinh Ngo Mayor
Elizabeth Yang Mayor Pro Tem
Henry Lo Council Member
Jose Sanchez Council Member
Thomas Wong Council Member

Inez Alvarez City Manager

Robert Aguirre Director of Recreation & Community Services
Christina Alatorre Recreation Manager

city fabrick

Brian Ulaszewski Executive Director + Principal
Alexander Jung Director - Urban Design & Planning
Mina Emamifar Roades Director - Landscape Architecture
Wanxing (Vesper) Lin Designer I
Hannah Moon Designer II
Esequiel Ramirez Planner I
Cassidy Hart Designer II

Yamilet Lara Designer I
Yancy Gamboa Designer I
Hudson Handel Intern
Aishwarya Sriram Intern
Ashley Elias Intern
Kaitlynn Keang Intern
Sanaa Johnson Intern

Acknowledgments

The City of Monterey Park Parks System Master Plan was financially supported by the Los Angeles County Regional Park and Open Space District through Measure A grant funding.

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3. Community 146
4. Opportunities 200
5. Implementation 218

GROW
Monterey Park
Parks System Master Plan

INTRODUCTION

MPK

OVERVIEW

Monterey Park is entering an exciting time with several new and revitalized open spaces and recreation amenities planned for development over the next few years.

The City of Monterey Park proudly presents its first comprehensive parks system master plan, named "GROW". The GROW Master Plan serves as a guiding document, directing the future design and development of the Monterey Park open space network to meet the recreational needs of residents for the next decade. The GROW Master Plan will also assist the City of Monterey Park with the strategic planning necessary for future resources; while at the same time positioning the City for anticipated growth in demand for green space and recreational opportunities. The City of Monterey Park Recreation & Community Services Department is committed to implementing the GROW Master Plan and ensuring that the Monterey Park community continues to enjoy outstanding recreation opportunities through diverse programs, events, facilities, and dedicated personnel.

The purpose of the GROW Master Plan is to provide clear and actionable recommendations and implementation strategies covering various facets of the Monterey Park open space system, such as short and long-term park planning, property acquisition, recreation facilities, maintenance, staffing, operations, and funding. The development of the GROW Master Plan involved an assessment and prioritization of recreational needs and opportunities through a data-equity and community-centered approach to planning and engagement.

The data-equity approach to planning, summarized in the "Context" section of the GROW Master Plan, involved a comprehensive and multidisciplinary study to understand the conditions of the Monterey Park open space network. Given the importance of community engagement, the findings from the public outreach are summarized and presented in the "Community" section of this Plan. The "Opportunities"section then presents an overview of the community vision, and the projects, programs, and policy opportunities that have been identified and prioritized as part of the existing conditions study and the community engagement findings. Finally, the GROW Master Plan outlines steps towards strategically implementing the community's vision for the future Monterey Park open space network.

In addition to serving as a roadmap for future open space projects and recreation programs in Monterey Park, the GROW Master Plan serves as a mechanism to establish a planning and policy framework for sustainably improving and expanding the larger open space network. The Parks Master Plan is a valuable tool for the City of Monterey Park Recreation & Community Services Department as well as other relevant government agencies to identify opportunities for future open space development, infrastructure investment, and recreational programming throughout the city.

CHAPTER OVERVIEW

Introduction

A framework of the Plan's purpose, scope, and function

Context

A profile of the Monterey Park open space network and its current planning conditions

Community

The community's knowledge and feedback captured as part of the community-led planning process

Opportunities

An overview of the Plan's open space and recreational opportunities considering existing constraints

Implementation

Recommendations and implementation strategies

Appendix

Additional information that supports the main document

WHO DOES THE GROW PLAN SERVE?

The City of Monterey Park GROW Plan adopts an equity-centered approach to ensure that its benefits reach a diverse array of target populations within the community. Embracing the principles of inclusivity and social justice, the Master Plan is designed to serve the existing residents of Monterey Park, with a keen focus on addressing social disparities and enhancing accessibility for historically marginalized and underserved groups.

Monterey Park, a city characterized by its dynamic and diverse population of approximately 61,000 residents, encompasses a rich tapestry of cultures, ethnicities, and socio-economic backgrounds. The equity-centered approach recognizes the importance of understanding the unique needs of various demographic groups, including but not limited to low-income families, immigrants, seniors, individuals with disabilities, and youth.

For low-income families, the GROW Master Plan aims to create affordable and accessible recreational opportunities, ensuring that economic barriers do not hinder participation in vital community activities. Immigrant communities, often navigating the challenges of acculturation, will benefit from initiatives that promote cultural inclusivity, fostering a sense of belonging. Special considerations for seniors and individuals with disabilities involve the development of facilities and programs that are age-friendly and accessible, promoting health and well-being for all.

Youth, as the future of the Monterey Park community, are a central focus of the equity-centered approach. The GROW Master Plan endeavors to provide them with safe and enriching spaces, recreational programs, and educational opportunities that contribute to their holistic development. By identifying and addressing the unique needs of these target populations, the City of Monterey Park seeks to create a more equitable and inclusive park system that truly serves the diverse fabric of its community.

Engagement with community stakeholders is a key component of this equity-centered strategy. The GROW Master Plan strategically incorporated particular public outreach tools for inclusive community input, actively seeking perspectives from residents of different backgrounds, languages, and experiences. This participatory approach aimed to empower community members, giving them a voice in shaping the future of the park system and ensuring that their unique needs are considered in the decision making process. The findings from the public outreach is presented in the "Community" section of this Master Plan.

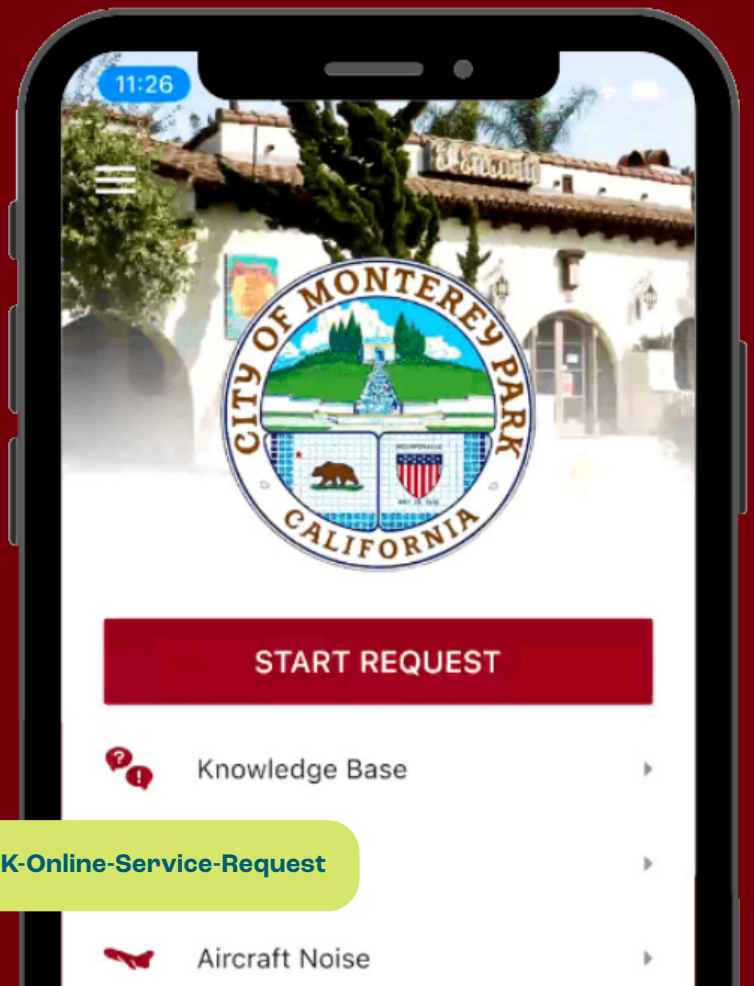
Ultimately, the GROW Master Plan is a testament to the City of Monterey Park's commitment to social equity, striving to create a park system that not only serves the immediate recreational needs of its residents but also contributes to the broader goals of inclusivity, diversity, and community well-being. By prioritizing the voices and experiences of all community members, the plan endeavors to foster a sense of belonging and shared ownership, making the benefits of the park system accessible to everyone, regardless of background or circumstance.

WE NEED YOUR HELP! Download the GoMPK app & help report issues

Have you heard about the GoMPK app for your phone?

Now it is easier than ever to report neighborhood issues and contact the City of Monterey Park. Download the GoMPK app now to:

- **Access Information about the City**
- **Submit Service Requests**
- **Receive Notifications**
- **and more!**



Don't have a smartphone?

No problem!
You can use the

GoMPK website below:

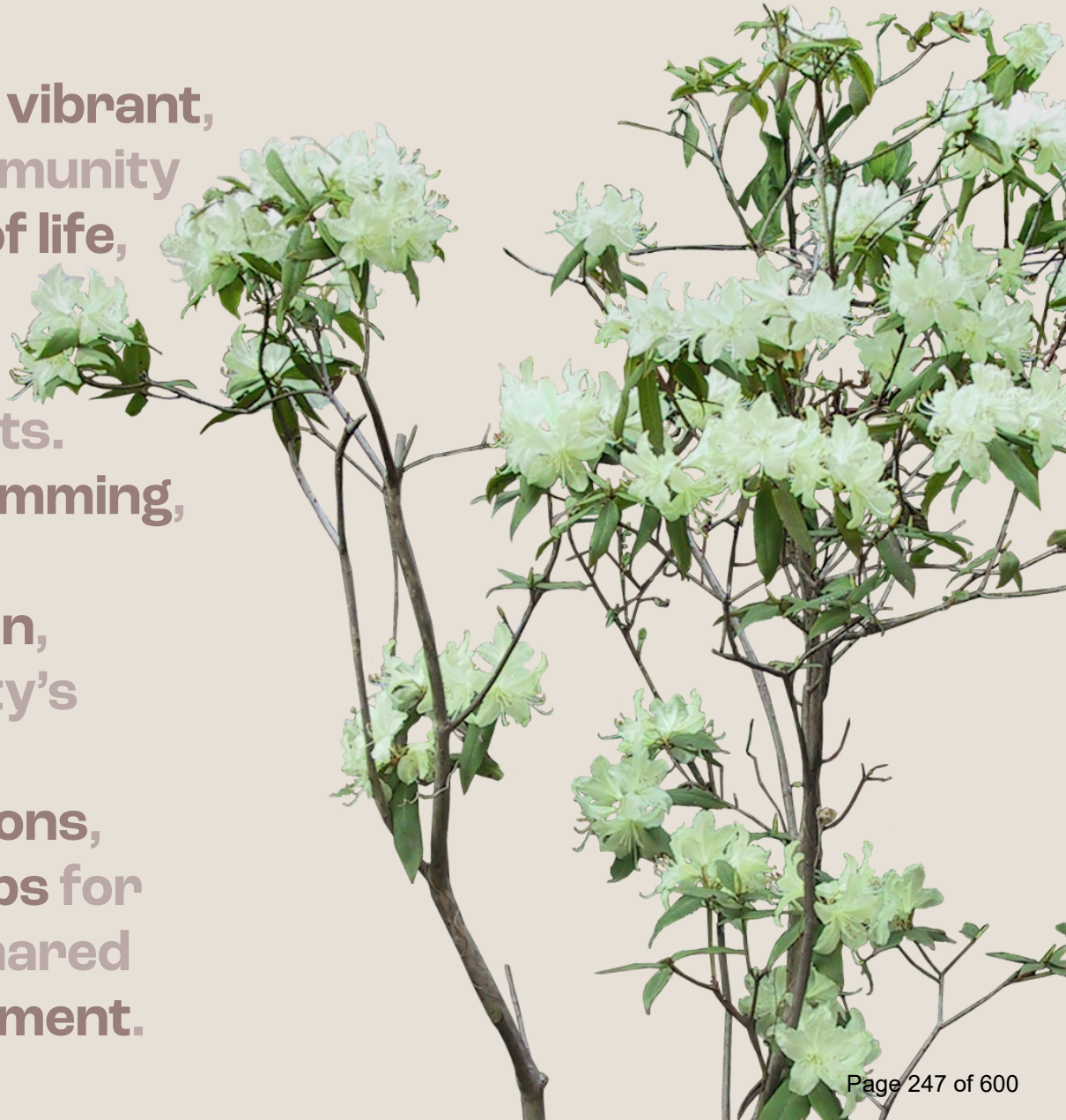
montereypark.ca.gov/876/GoMPK-Online-Service-Request

HOW WILL THIS PLAN BE IMPLEMENTED?

The GROW Master Plan is to be implemented incrementally over time as resources become available over a 10-year period, with the understanding that some larger or more complex ideas may require longer timelines to realize. The most publicly visible method of implementation is when the Master Plan is used to increase or consolidate land, programs, or services and support funding to develop new or expanded open spaces in Monterey Park. The Parks System Master Plan will provide a bridge between different administrations, ensuring that incremental development of open space remains consistent within the larger open space network in the city.

COMMUNITY VISION

Over the next decade, **Monterey Park**'s parks and open spaces will evolve into **vibrant**, **inclusive**, and **resilient** community spaces that enrich **quality of life**, foster **joy** and **belonging**, and support the **health** and **well-being** of all residents. Through intentional **programming**, thoughtful **maintenance**, and meaningful **participation**, our parks will reflect the city's **cultural richness**, nurture **intergenerational connections**, and serve as **welcoming hubs** for **learning**, **recreation**, and shared stewardship of the **environment**.



This vision statement reflects the collective voices of the Monterey Park community, shaped through feedback gathered across three phases of robust community engagement. It captures the aspirations, values, and priorities shared by residents, stakeholders, and park users, and serves as a guiding expression of what the community hopes the parks system will become over the next decade. Rooted in lived experiences and forward-looking ideas, this vision is meant to inspire and inform future investments, improvements, and programs that reflect the diverse needs of Monterey Park.

GROW MONTEREY PARK: GUIDING PLANNING PRINCIPLES

Upgrades
Enhance existing facilities before considering new park facilities

Health
Improve and expand the availability of healthy park and recreational activities

Safety
Improve safety inside and getting to parks

Equity
Increase park access to underserved communities

Sustainability
Plan and design parks for the health and safety of the natural environment

Culture
Enhance the cultural programs being offered and the spaces for them

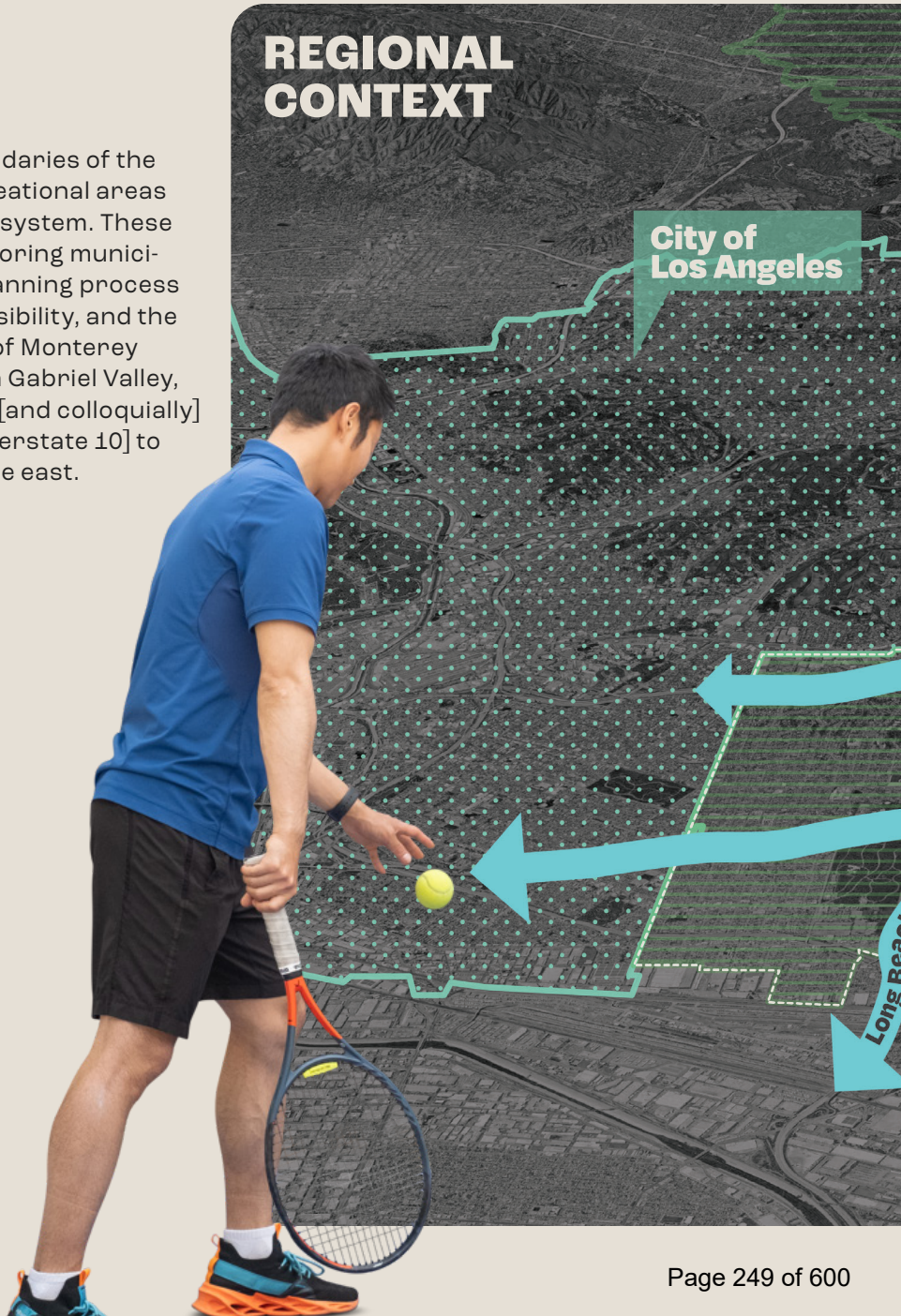
Quality
Use designs and materials that are low-maintenance but high in quality

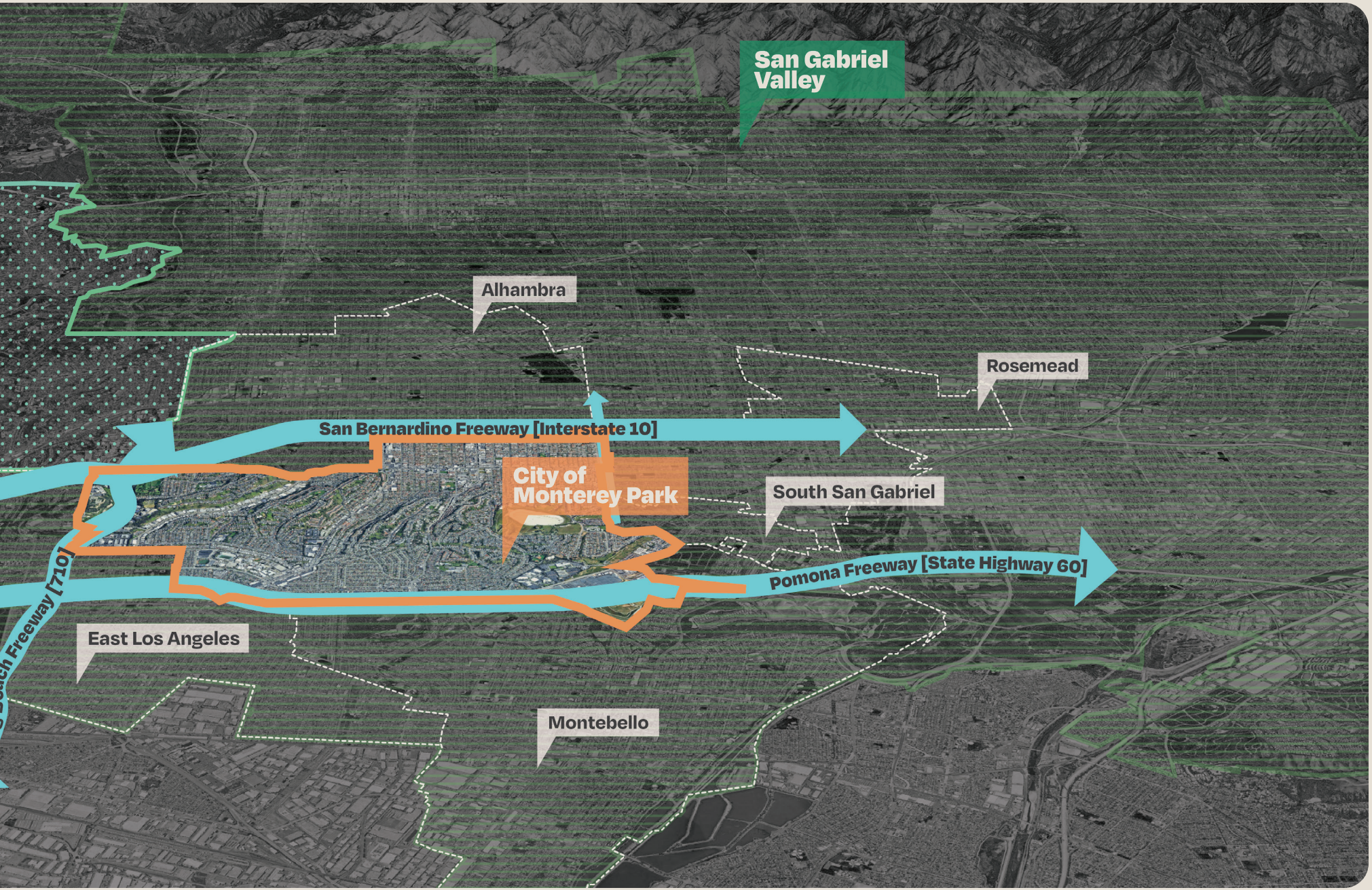
Education
Consider parks as a place to learn and teach about nature and history

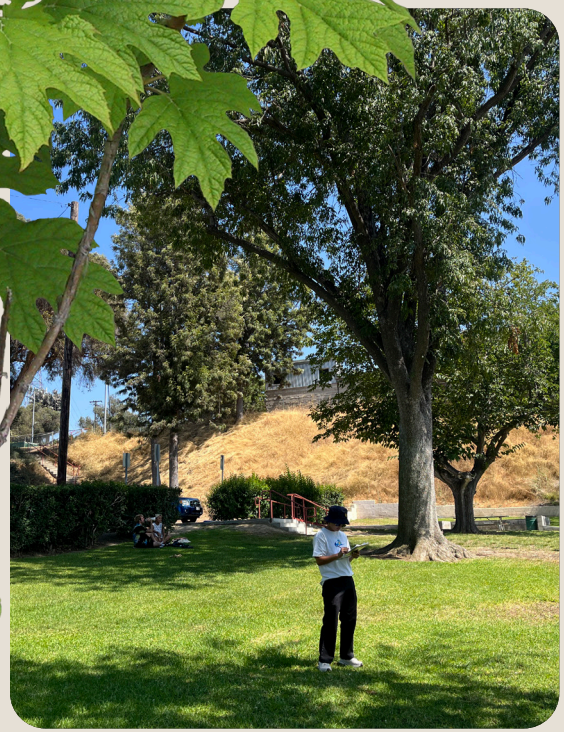
(As prioritized by the Monterey Park community; Phase One)

PROJECT BOUNDARIES

The scope of the GROW Master Plan is defined primarily within the municipal boundaries of the City of Monterey Park. However, it also considers adjacent open spaces and recreational areas that, while outside the city's jurisdiction, influence and enhance the overall parks system. These areas may include properties owned and managed by Los Angeles County, neighboring municipalities, or other public agencies. Incorporating these external spaces into the planning process ensures a cohesive and comprehensive approach to regional connectivity, accessibility, and the enrichment of recreational opportunities for Monterey Park residents. The City of Monterey Park itself is 7.73 square miles in size and is located at the western edge of the San Gabriel Valley, just seven miles east of the City of Los Angeles. The city boundaries are generally [and colloquially] defined by the Long Beach Freeway [710] to the west, San Bernardino Freeway [Interstate 10] to the north, Pomona Freeway [State Highway 60] to the south, and New Avenue to the east.




San Gabriel Valley
Alhambra
Rosemead
San Bernardino Freeway [Interstate 10]
City of Monterey Park
South San Gabriel
Pomona Freeway [State Highway 60]
East Los Angeles
Montebello



Related to open space development, this Master Plan takes into consideration improvements to existing park space and recreation facilities. In total, there are approximately 107.64 acres of park space throughout the city, which amounts to approximately two acres of open space per 1,000 residents. In comparison, the Los Angeles countywide average is approximately 3.3 acres of open space per 1,000 residents, which is also below the recognized standard of 4 acres of open space per 1,000 residents.

LOCAL PARK NETWORK

Mini Parks

- **Beth Ryan Park** — Park Score: 55.0/100
- **Demonstration Garden** — Park Score: 42.7/100
- **Pine Tree Park** — Park Score: 42.6/100

Neighborhood Parks

- **Sierra Vista Park** — Park Score: 58.3/100
- **Bella Vista Park** — Park Score: 45.4/100
- **Sequoia Park** — Park Score: 49.8/100
- **Sunnyslopes Park** — Park Score: 40/100
- **La Loma Park** — Park Score: 47.7/100
- **Cascades Park** — Park Score: 33.2/100
- **Highlands Park** — Park Score: 46.5/100

Community Parks

- **Garvey Ranch Park** — Park Score: 64.6/100
- **George Elder Park** — Park Score: 58.9/100
- **Edison Trails Park** — Park Score: 37.8/100

City-wide Parks

- **Barnes Park** — Park Score: 80.0/100
- **Langley Center** — Park Score: 69.5/100

Park Need Category

- Very High
- High
- Moderate
- Low
- No Populatio

Source: Los Angeles Countywide Comprehensive Park & Recreation Needs Assessment

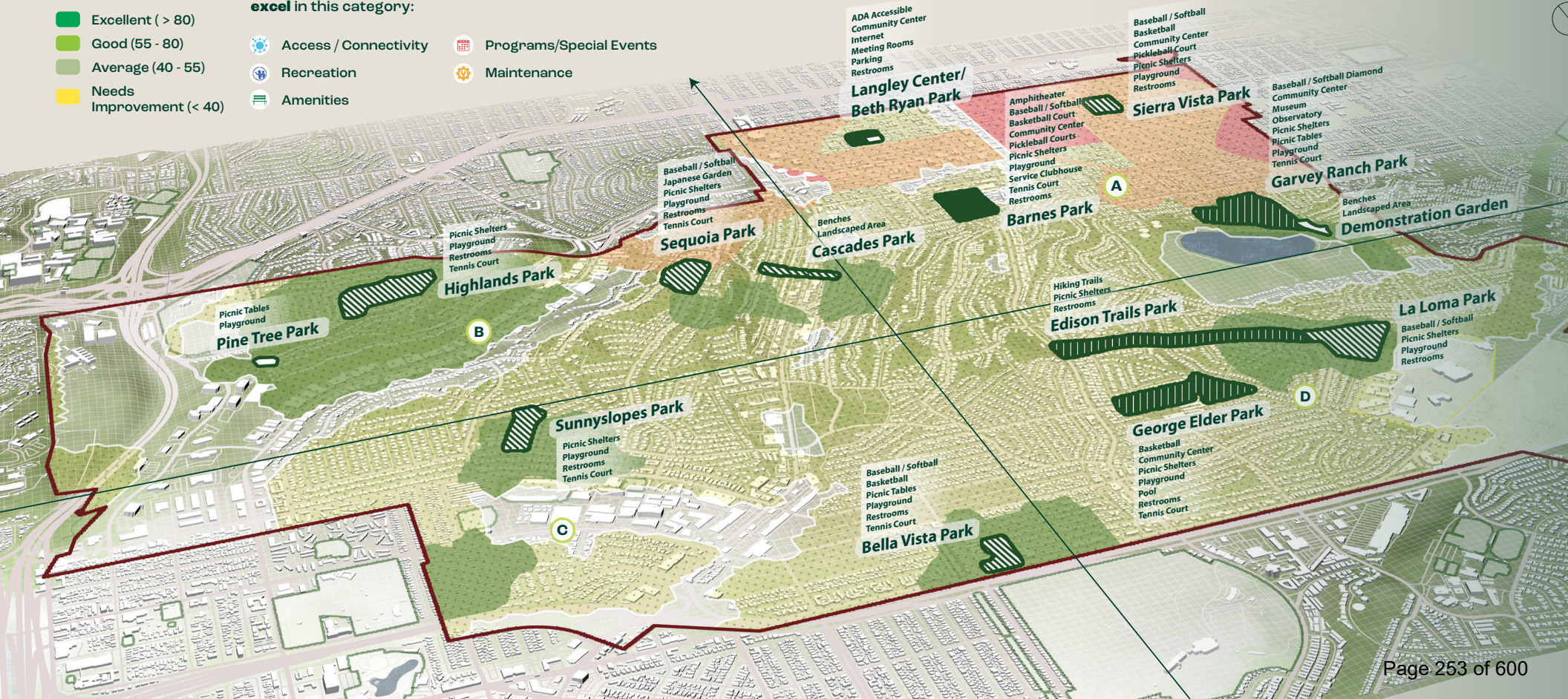
0 500 1000 1500 200

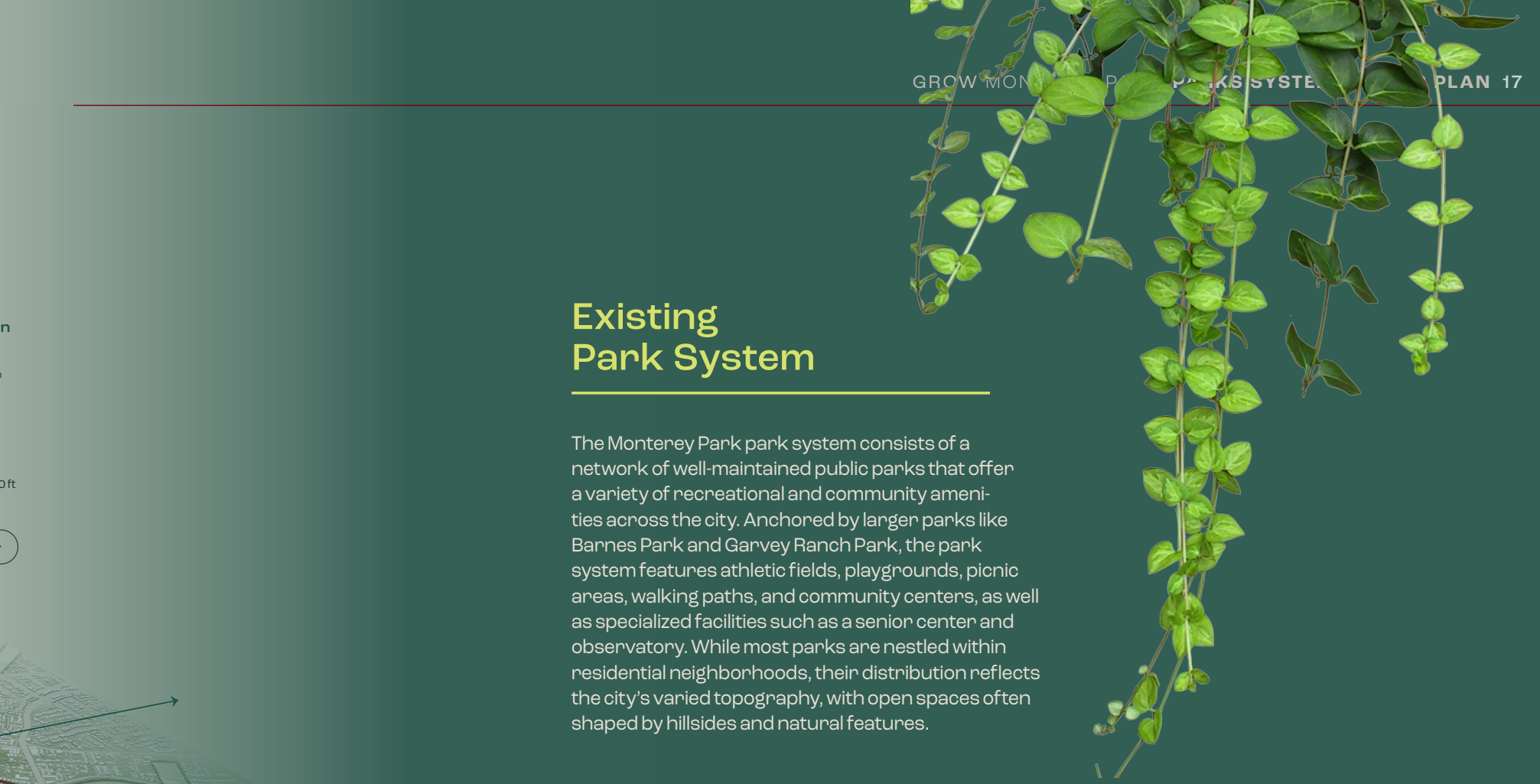
Park Score

- Excellent (> 80)
- Good (55 - 80)
- Average (40 - 55)
- Needs Improvement (< 40)

Parks with the following icons **excel** in this category:

- Access / Connectivity
- Recreation
- Amenities
- Programs/Special Events
- Maintenance





Existing Park System

The Monterey Park park system consists of a network of well-maintained public parks that offer a variety of recreational and community amenities across the city. Anchored by larger parks like Barnes Park and Garvey Ranch Park, the park system features athletic fields, playgrounds, picnic areas, walking paths, and community centers, as well as specialized facilities such as a senior center and observatory. While most parks are nestled within residential neighborhoods, their distribution reflects the city's varied topography, with open spaces often shaped by hillsides and natural features.

MONTEREY PARK
107.6 acres
of total park space

MONTEREY PARK
1.8 acres
of park space per 1,000 residents

Barnes Park

350 S. MCPHERRIN AVENUE

Park Size

10.86 ACRES

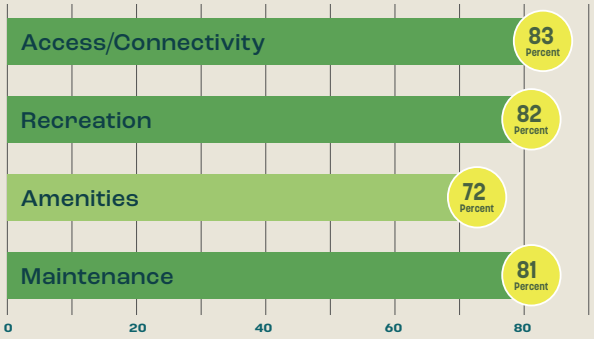
Park Type

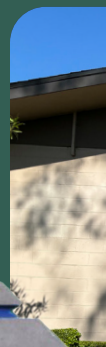
- Mini
- Neighborhood
- Community
- **Citywide/Special**

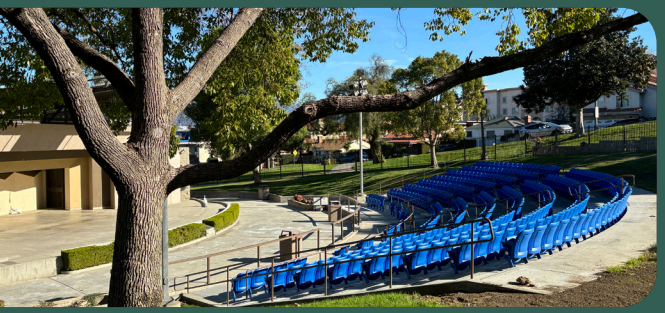
Park Amenities

- Amphitheater
- Baseball/Softball
- Gymnasium
- Community Center
- Pickleball Courts
- Picnic Shelters
- Picnic Tables
- Playground
- Service Clubhouse
- Tennis Courts
- Fitness Court

Park Assessment







Overview

Barnes Park is a 10.86-acre city-wide park that is located on 350 South McPherrin Avenue. This park is the city's most widely used park, as it provides various events and recreational activities. It is located within a residential community and provides access to city hall, police department, fire station, and the Barnes Park service club house. There are various recreational activities available such as tennis courts, fitness court, walking loop, baseball/softball field, and a pool (although it is currently inaccessible).

Barnes Park scored an excellent park audit score, receiving an 80 out of 100. Its two highest scores were within access/connectivity and recreation. These are especially important as residents access this park daily and host some of the biggest community events for the city.

Desired Improvements

- Improve park signage for easier navigation
- Reopen and upgrade indoor basketball gymnasium
- Activate and improve amphitheater for events and programming
- Resurface tennis and pickleball courts
- Add indoor pickleball courts and ping pong tables
- Install functional and modern fitness equipment
- Add stretching equipment for running, Tai Chi, and general exercise
- Offer more classes in Chinese
- Redevelop Aquatic Center
- Upgrade Service Club facilities
- Add more restrooms and improve cleanliness
- Provide shade near the baseball field
- Repair Barnes Park sprinklers to prevent flooding between baseball and tennis areas
- Retrofit community center to include a backup generator for use as a cooling center

Langley Center

400 W. EMERSON AVENUE

Park Size

1.35 ACRES

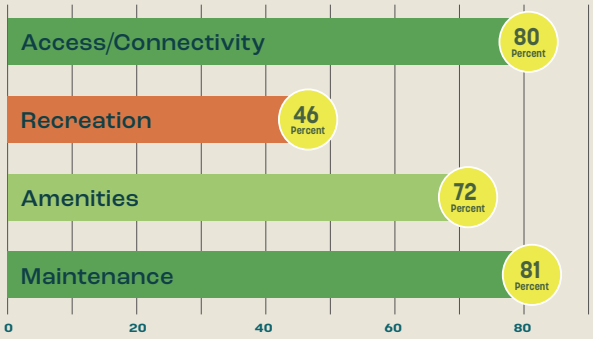
Park Type

- Mini
- Neighborhood
- Community
- **Citywide/Special**

Park Amenities

- ADA Accessible
- Community Center
- Internet
- Meeting rooms
- Parking
- Restrooms
- Billiards
- Ping Pong
- Fitness Center

Park Assessment



Overview

Langley Center is a 1.35-acre city-wide park that is located on 400 West Emerson Avenue. This center is heavily used by seniors, both locally and regionally and provides various activities. The center provides learning classes for personal growth and development, and activities such as senior lunch programs, fitness gym, ping-pong, free health screenings, and leisure classes.

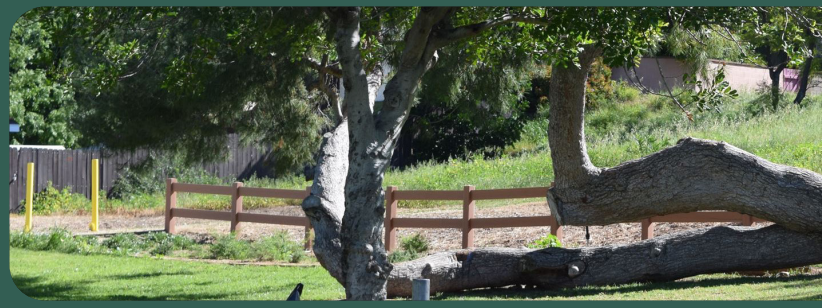
The Langley Center scored a good score on the park audit, receiving a 69.5 out of 100. Its two highest scores were in maintenance and access/connectivity, ensuring that seniors have access to the center as well as properly maintained equipment to ensure smooth and helpful programming.

Desired Improvements

- Create flexible indoor/outdoor spaces for future programs and community use
- Update HVAC system and remodel interiors to be more inviting (e.g., painting and decor)
- Hire full-time staff at Langley Center to engage with older adults through conversation and recreational activities
- Improve overall cleanliness of the facility
- Retrofit community center to include a backup generator for use as a cooling center

Edison Trails Park

1600 S. GARFIELD AVENUE



Park Size

12.37 ACRES

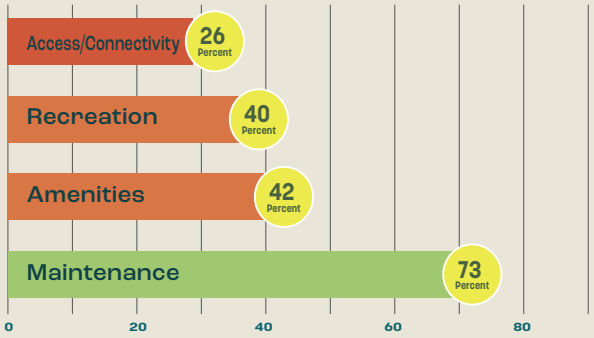
Park Type

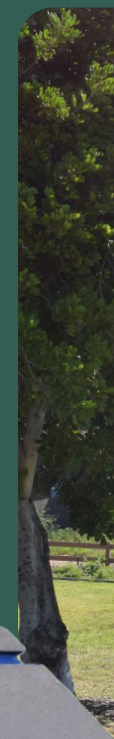
- Mini
- Neighborhood
- **Community**
- Citywide/Special

Park Amenities

- Hiking Trails
- Picnic Tables
- Restrooms
- Playground

Park Assessment





Overview

Edison Trails Park is a 12.37-acre community park that is located on 1600 South Garfield Avenue. This community park is located within a residential community and connects to La Loma Park to the east. This park offers a hiking trail for community members as well as an upgraded playground. There are also public restrooms and picnic tables available for social gatherings.

This community park scored a low score in the park audit, receiving a 37.8 out of 100. Out of the three community parks, this was ranked the lowest. Although there are not various recreational facilities within the park, there is a lot of open space available for future improvements as well as space for social gatherings or events.

Desired Improvements

- Improve ADA accessibility throughout park spaces
- Upgrade trail infrastructure
- Add more public seating and benches
- Upgrade picnic tables

George Elder Park

1950 WILCOX AVENUE

Park Size

12.85 ACRES

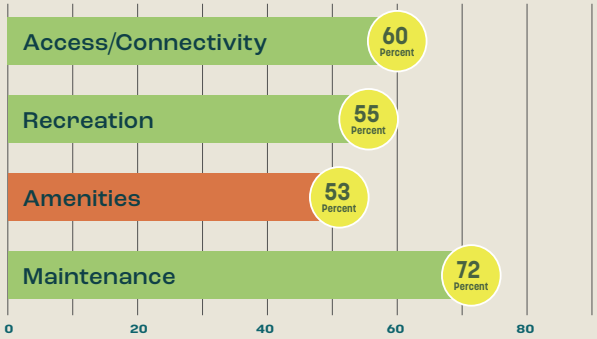
Park Type

- Mini
- Neighborhood
- **Community**
- Citywide/Special

Park Amenities

- Gymnasium
- Community Center
- Picnic Shelter
- Playground
- Swimming Pool
- Restrooms
- Tennis Courts

Park Assessment



Overview

George Elder Park is a 12.85-acre community park that is located on 1950 Wilcox Avenue. This community park is located within a residential community and is adjacent to Jack F. Macy Intermediate School. This park offers various recreational facilities such as a gymnasium, tennis courts, a pool, and a playground. There is also plenty of open space within the park for passive activities or gathering spaces.

George Elder Park scored a good score on the park audit, receiving a 58.9 out of 100. This community park's two highest scores were in maintenance and access/connectivity. There are various access points to the park, which make accessibility great and multiple types of recreation available for all kinds of activities.

Desired Improvements

- Add more lighting to improve accessibility and upgrade to energy-efficient LED lights
- Add running and biking track
- Add splash zone and update pool facilities
- Improve playground
- Redevelop or remove cabin-style buildings
- Improve community room (flooring, ceiling tiles, foldable walls)
- Add public seating areas
- Add one additional public restroom
- Add or repurpose a space as a cooling center
- Resurface tennis courts

Garvey Ranch Park

781 S. ORANGE AVENUE

Park Size

18.27 ACRES

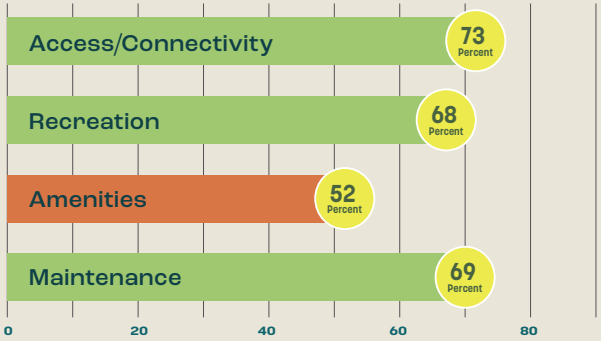
Park Type

- Mini
- Neighborhood
- **Community**
- Citywide/Special

Park Amenities

- Baseball/Softball Diamond
- Basketball Courts
- Community Center
- Museum
- Observatory
- Picnic Shelters
- Picnic Tables
- Playgrounds
- Tennis Courts

Park Assessment



Overview

Garvey Ranch Park is a 18.27-acre community park that is located on 781 South Orange Avenue. This community park is located within a residential community and adjacent to the Garvey Reservoir. This park offers various recreational activities such as a tennis court, baseball/softball diamond, and two playgrounds. There are also various passive recreational uses such as a museum, observatory, and community center for community members to enjoy.

The community park scored a good score on the park audit, receiving a 64.6 out of 100. Garvey Ranch Park two highest scores were in access/connectivity and maintenance. Given the amount of recreation available, community members living within this area have various options to choose from.

Desired Improvements

- Add more lighting to improve accessibility and upgrade to energy-efficient LED lights
- Improve ADA accessibility throughout the park
- Improve parking availability and layout
- Develop nature trails with native plants and enhanced landscaping
- Add pickleball courts
- Upgrade sports fields
- Install outdoor exercise equipment
- Increase events and programming at the museum and observatory
- Develop a butterfly and pollinator garden with educational signage
- Add or repair picnic shelters
- Add more seating and benches
- Resurface tennis courts
- Improve maintenance of observatory and meeting rooms

Cascades Park

700 S. ATLANTIC BOULEVARD

Park Size

1.43 ACRES

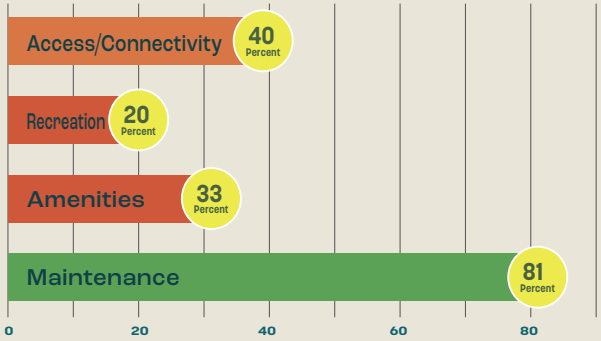
Park Type

- **Mini**
- Neighborhood
- Community
- Citywide/Special

Park Amenities

- Landscaped Area
- Benches
- Waterfall/Fountain

Park Assessment



Cascades Park

CITY OF MONTEREY PARK

Overview

Cascades Park is a 1.43-acre neighborhood park located on 700 South Atlantic Boulevard. This mini park is located within a residential community with a portion of commercial properties. This park offers a classic Spanish Revival architecture waterfall that provides scenic pictures and a relaxation for community members. This location is considered a historical landmark by many Monterey Park residents.

This neighborhood park received a low park audit score and needs improvement. Given that the park does not provide various recreational and passive amenities, the score is not fully reflective of what the park can offer. The park did receive a high maintenance score, this ensures that the park is clean and accessible for the community.

Desired Improvements

- Improve ADA accessibility throughout park spaces
- Add trees and enhance natural features for shade, beauty, and environmental benefit
- Add more seating and benches

Sunnyslopes Park

1601 SUNNYSLOPE DRIVE

Park Size

4.27 ACRES

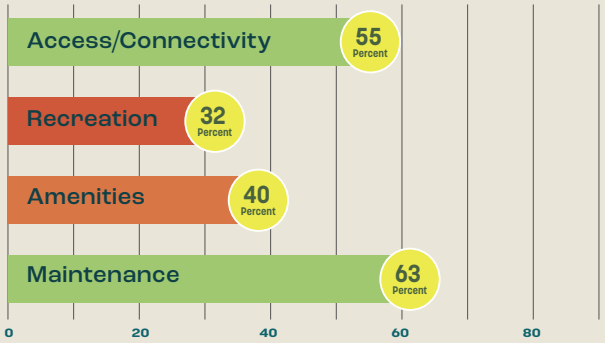
Park Type

- Mini
- **Neighborhood**
- Community
- Citywide/Special

Park Amenities

- Picnic Shelters
- Playground
- Restrooms
- Tennis Courts
- Multipurpose Field

Park Assessment



Sunnyslopes Park

CITY OF MONTEREY PARK

Overview

Sunnyslopes Park is a 4.27-acre neighborhood park located on 1601 Sunnyslope Drive. This park is located within a residential community and is adjacent to Brightwood Elementary School. This park offers recreational activities such as tennis and a playground. It also provides plenty of open space for gatherings or other activities.

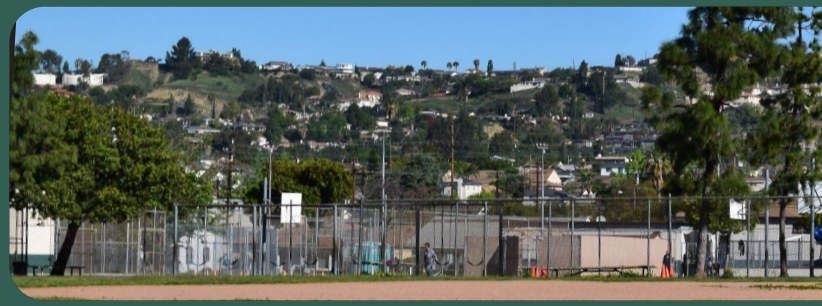
Sunnyslopes Park has an average park audit score with only a 40 out of 100. The highest ratings in this park were in access/connectivity and maintenance. This is key as having easy access to the park is good for residents and youth, as well having good maintenance to ensure that they are always accessible and safe.

Desired Improvements

- Add more lighting to improve accessibility and upgrade to energy-efficient LED lights
- Upgrade multipurpose field
- Improve overall cleanliness
- Resurface tennis court

Bella Vista Park

400 POMONA BOULEVARD



Park Size

3.93 ACRE

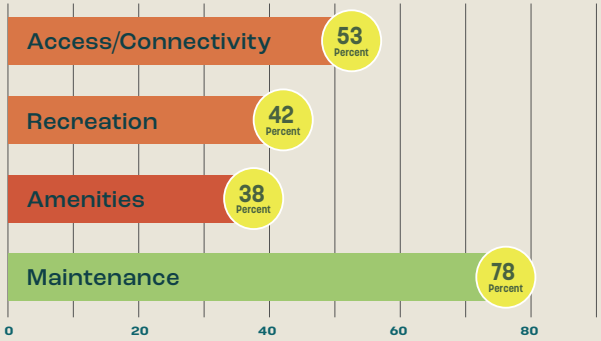
Park Type

- Mini
- **Neighborhood**
- Community
- Citywide/Special

Park Amenities

- Baseball/Softball
- Basketball
- Picnic Tables
- Playground
- Restrooms
- Tennis Court

Park Assessment



Bella Vista Park

CITY OF MONTEREY PARK

Overview

Bella Vista Park is a 3.93-acre neighborhood park located on 400 Pomona Boulevard. This neighborhood park offers a variety of recreational activities such as tennis courts, basketball courts, and a baseball/softball field. Bella Vista Park is also located near a residential community and Bella Vista Elementary School; it is also adjacent to the Pomona Freeway [60].

This neighborhood park has an average overall score of 45.4 out of 100, and its two highest categories being maintenance and access/connectivity. This is key as having easy access to the park is good for residents and youth, as well as having various recreational facilities and park amenities.

Desired Improvements

- Add more lighting to improve accessibility and upgrade to energy-efficient LED lights
- Add Public-Oriented Path
- Add Running Loop (with limited access during school hours)
- Improve Basketball Courts
- Improve Tennis Courts
- Add pickleball courts
- Open Lawn / Flexible Field
- Install outdoor exercise equipment and fitness stations
- Add additional public restroom
- Add Outdoor Classroom
- Improve Picnic Area
- Add Bioswale

Highlands Park

400 CASUDA CANYON DRIVE

Park Size

6.92 ACRES

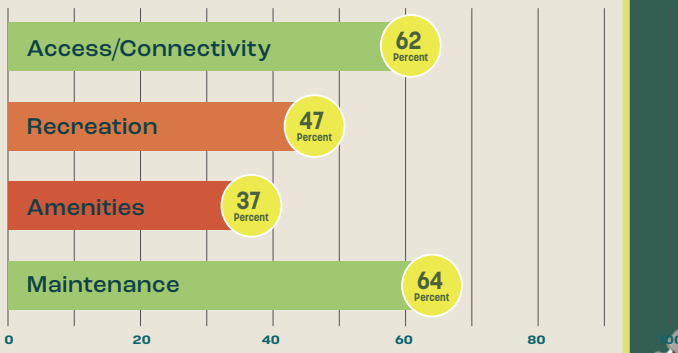
Park Type

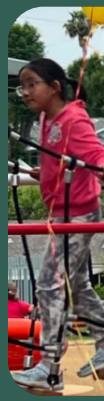
- ~~Mini~~
- **Neighborhood**
- ~~Community~~
- ~~Citywide/Special~~

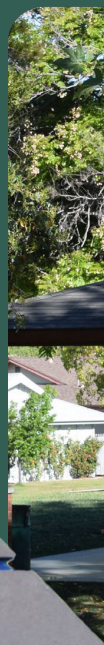
Park Amenities

- Picnic Shelter
- Playgrounds
- Restrooms
- Tennis Court

Park Assessment







Highlands Park

CITY OF MONTEREY PARK

Overview

Highlands Park is a 6.92-acre neighborhood park located on 400 Casuda Canyon Drive. This neighborhood park offers tennis courts for players and two themed playgrounds for the youth. There are also a picnic shelter for people to relax and have gatherings. This park is located within a residential community and Monterey Highlands Elementary School.

Highland Park has an average overall rating as it only scored 46.5 out of 100. This park received its two highest scores in access/connectivity and maintenance. Although there is a need for improvement, having easy and safe access to the park with recreational facilities for residents and local youth is important.

Desired Improvements

- Add pickleball courts
- Install outdoor exercise equipment
- Add additional public restroom
- Resurface tennis courts

La Loma Park

1902 FULTON AVENUE

Park Size

7.11 ACRES

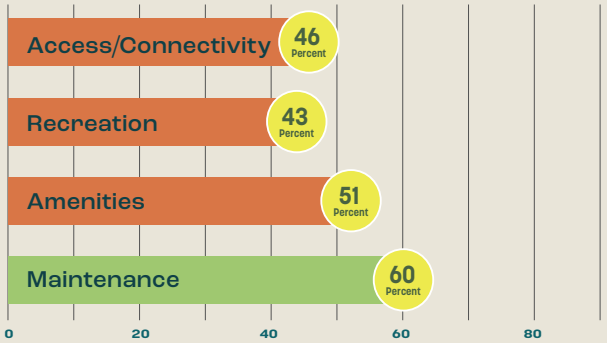
Park Type

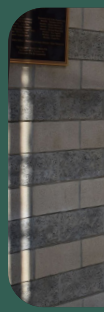
- Mini
- **Neighborhood**
- Community
- Citywide/Special

Park Amenities

- Baseball / Softball
- Picnic Tables
- Playground
- Restrooms

Park Assessment





La Loma Park

CITY OF MONTEREY PARK

Overview

La Loma Park is a 7.11-acre neighborhood park located on 1902 Fulton Avenue. This neighborhood park provides recreational uses such as a playground and baseball/soft-ball field, there are also passive uses available such as picnic shelters. This park also connects with Edison Trails, providing a safe walking trail for residents. This park is located near a residential community and commercial center to the south.

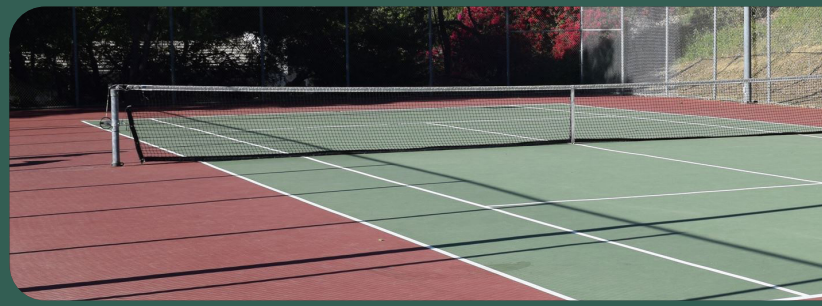
La Loma Park has an overall average score, receiving a 47.7 out of 100 during the park audit. The best scores are in maintenance and amenities; given its size and location it is important the park and recreational amenities are well maintained to ensure usage from the surrounding community.

Desired Improvements

- Improve ADA accessibility
- Replace picnic tables
- Improved cleanliness

Sequoia Park

750 RIDGECREST STREET



Park Size

5.52 ACRES

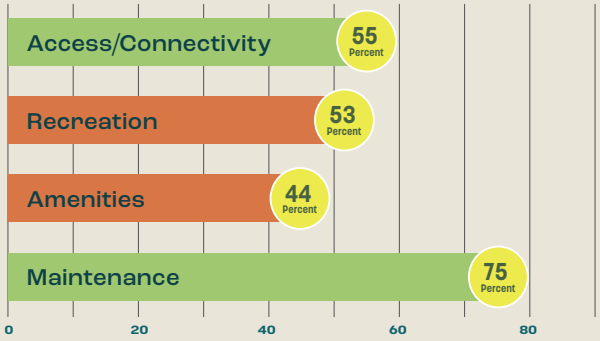
Park Type

- ~~Mini~~
- **Neighborhood**
- ~~Community~~
- ~~Citywide/Special~~

Park Amenities

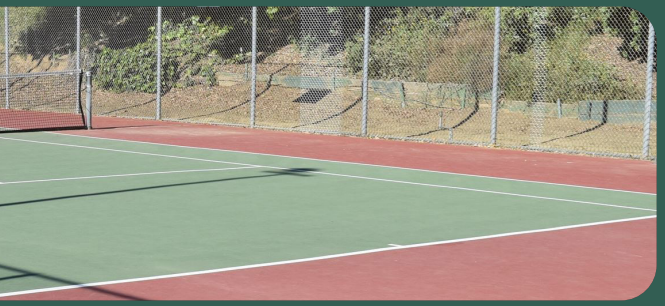
- Baseball / Softball
- Japanese Garden
- Picnic Shelter
- Playground
- Restrooms
- Tennis Courts
- Basketball Courts

Park Assessment



Sequoia Park

CITY OF MONTEREY PARK



Overview

Sequoia Park is a 5.52-acre neighborhood park located on 750 Ridgecrest Street. This neighborhood park provides various recreational uses such as tennis courts and baseball/softball field. There is also a Japanese Garden with an Azumaya View Deck that provides a relaxing experience for the community. This park is located within a predominantly residential community.

This neighborhood park scored an average score of 49.8 out of 100 during the park audit. Its best scores were within maintenance and access/connectivity, which are both important to ensure that park users have equipment available for their everyday use.

Desired Improvements

- Add more lighting to improve accessibility and upgrade to energy-efficient LED lights
- Install outdoor exercise equipment
- Add basketball courts
- Provide shared-use tennis and pickleball courts
- Resurface tennis courts
- Improve basketball courts

Sierra Vista Park

311 N. RURAL DRIVE

Park Size

3.16 ACRES

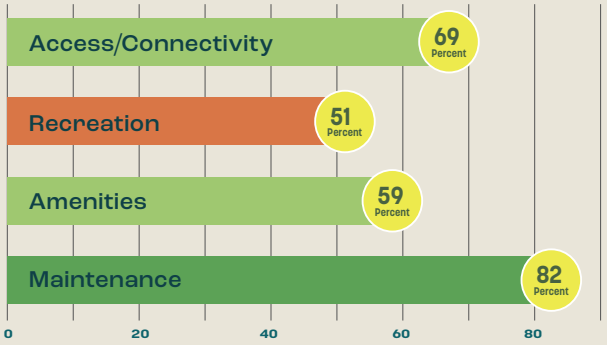
Park Type

- Mini
- **Neighborhood**
- Community
- Citywide/Special

Park Amenities

- Baseball / Softball
- Basketball
- Community Center
- Pickleball Court
- Picnic Shelter
- Playground
- Restrooms

Park Assessment



Overview

Sierra Vista Park is a 3.16-acre neighborhood park located on 311 North Rural Drive. This neighborhood park provides various uses that allows for social gathering and recreational activities. There is also a community center that provides resources to community members in need of mental health services.

This neighborhood park received a good overall score during the park audit, getting a 58.3 out of 100. Its two highest scores are in maintenance and access and connectivity. Given the amount of uses available, scoring high on maintenance is important to keep the park safe and accessible for all.

Desired Improvements

- Add more lighting to improve accessibility and upgrade to energy-efficient LED lights
- Add security cameras for enhanced safety
- Upgrade playground
- Install outdoor exercise equipment and fitness stations
- Create a courtyard garden with seating, usable as an outdoor classroom
- Upgrade benches
- Improve restrooms
- Consider retrofitting facilities to serve as cooling centers
- Improve overall park cleanliness
- Fix water fountains

Pine Tree Park

2167 ARRIBA DRIVE

Park Size

0.44 ACRE

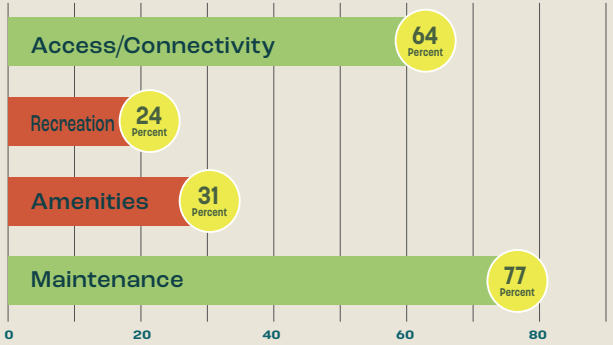
Park Type

- **Mini**
- Neighborhood
- Community
- Citywide/Special

Park Amenities

- Picnic Tables
- Playground

Park Assessment



Overview

Pine Tree Park is a 0.44-acre mini park located on 2167 Arriba Drive. This mini park is located in a residential neighborhood and provides picnic tables for eating and a children's play area. There is also a water reservoir located right next to the park, although it is not publicly accessible.

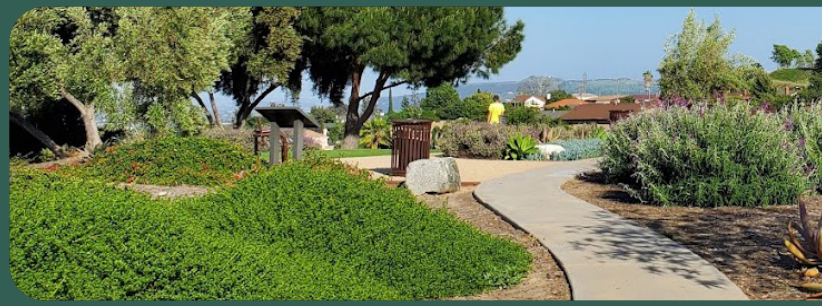
Pine Tree Park scored an average overall score during the park audit, receiving a 42.6 out of 100. The park provides active recreation and gathering spaces for families that are ideal for relaxation, socializing, and play. This mini park received a good access/connectivity score and maintenance score.

Desired Improvements

- Add public restrooms

Demonstration Gard

720 METRO DRIVE



Park Size

1.20 ACRES

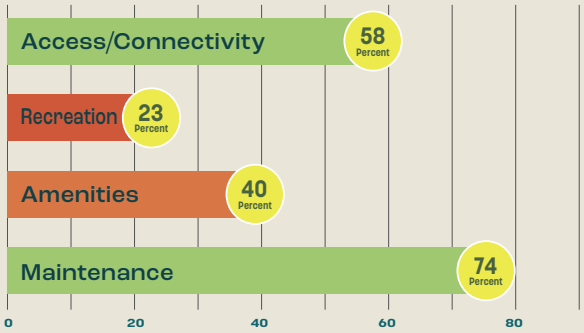
Park Type

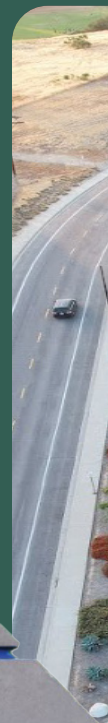
- **Mini**
- Neighborhood
- Community
- Citywide/Special

Park Amenities

- Benches
- Landscaped Area

Park Assessment





den

Overview

Demonstration Garden is a 1.2-acre mini park located on 720 Metro Drive. This mini park offers examples of various garden types such as Spanish, Asian, California Native, and Modern Mediterranean. The community will be able to identify drought tolerant plants and trees that they can potentially use in their own yards.

The park is primarily a passive recreation space that is an ideal space for relaxation, enjoyment and education. It received a park audit score of 42.7 out of 100, which is an average rating. The park offers a great maintenance score due to the limited amount of upkeep needed.

Desired Improvements

- Add more trails to enhance circulation and connectivity

Beth Ryan Park

400 W. EMERSON AVENUE

Park Size

0.27 ACRE

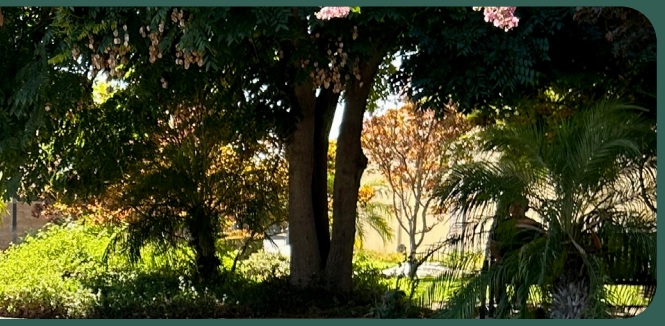
Park Type

- **Mini**
- Neighborhood
- Community
- Citywide/Special

Park Amenities

- Benches & Seating
- Lighting
- Vegetation

Park Assessment



Overview

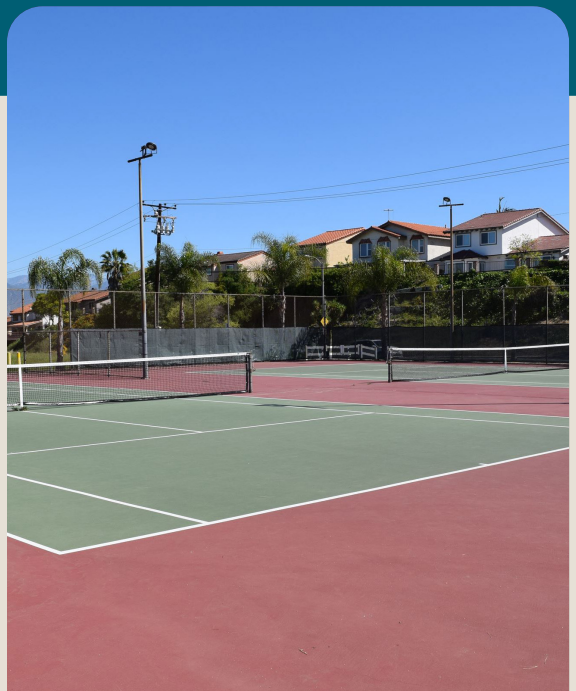
Beth Ryan Park is a 0.27-acre mini park located at 400 W Emerson Avenue, at the intersection with N Ynez Avenue. This small, yet inviting park provides a serene environment for visitors and is named in honor of Beth Ryan, serving as a tribute to her legacy within the community.

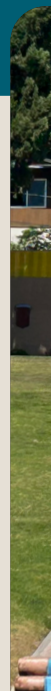
The well-maintained mini-park primarily offers passive recreation opportunities, making it an ideal space for relaxation and quiet enjoyment. It received a park audit score of 55 out of 100, which is considered a good rating. It boasts excellent access and connectivity to the surrounding recreational and public facilities, including its close proximity to the Langley Center, a citywide/special use community center.

Desired Improvements

- Add spaces for meditation and mindfulness

CONTEXT





Greetings from
MONTEREY
PARK
CA.

OVERVIEW

The Context section of the GROW Master Plan provides a comprehensive foundation for understanding the planning conditions for the Monterey Park parks system.

By thoroughly examining the existing conditions and planning framework, the process to plan for the future of the parks system is rooted in an accurate and nuanced understanding of the city's current realities. A strong grasp of this planning context is essential to addressing community needs, leveraging available resources, and prioritizing equity and sustainability in park system development. It establishes a shared understanding amongst readers and lays the groundwork for informed decision making that reflects the city's unique character and challenges.

This section begins with a community snapshot, offering detailed insights into the demographics, race and ethnicity, age distribution, income levels, and housing conditions of Monterey Park. These factors highlight the diversity and needs of the city's residents, ensuring that park planning efforts are inclusive and accessible. By understanding these key statistics, park planners can identify gaps in service, target underserved populations, and promote parks that reflect the city's cultural vibrancy and multi-generational community.

The physical environment also plays a significant role in understanding the city's context. The section presents an overview of current land use conditions, local destinations, and the transportation network, providing a clear picture of how parks interact with Monterey Park's urban fabric. These elements are crucial for assessing the accessibility and connectivity of the park system, as well as for identifying opportunities for future development or improvements. Additionally, the section evaluates public health conditions, including mental health, environmental health, and the urban forest, recognizing their direct ties to the parks system's role in promoting well-being and resilience.

To provide a holistic view, the Context section presents the history of Monterey Park and its parks system, connecting past and present priorities. It also assesses the existing park network, including evaluations of each park, current funding streams, the Recreation & Community Services Department, and City Commissions involved in park-related efforts. Furthermore, this section incorporates the relevant planning and policy framework, identifying how state and local policies influence the parks system. Finally, this section introduces best practices and additional considerations drawn from regional and national examples, offering innovative strategies to address Monterey Park's unique challenges.

COMMUNITY SNAPSHOT

Incorporated on May 29, 1916, Monterey Park in the San Gabriel Valley is a city that combines over a century of history and tradition with a modern approach to business, neighborhoods, people, and community. This culturally diverse city spans 7.73 square miles with approximately 61,000 residents. More than in other surrounding cities, public parks play a special role in Monterey Park and are part of the everyday fabric of the community. Monterey Park also offers a wide range of recreational opportunities and programming events tailored to residents of all ages and backgrounds.

Ethnic diversity is a hallmark of Monterey Park, and communities with Chinese, Latin(e)/Hispanic, Japanese, Vietnamese, and Korean backgrounds have played significant roles in shaping the city's cultural landscape. The city has often been recognized as a vibrant Asian-American community hub, with a significant portion of its population having East Asian heritage. Monterey Park's population includes a mix of age groups, from young families to seniors. The city's family-friendly environment, coupled with recreational opportunities, makes it attractive to a diversity of residents. Additionally, the city has historically had a substantial immigrant population, contributing to its cultural richness.

The socioeconomic fabric of Monterey Park is diverse, with a mix of residential, commercial, and business-friendly areas. The city has witnessed economic development over the past few decades, and its business-friendly environment has attracted developers, entrepreneurs, and small businesses. Education is a priority for many Monterey Park residents, with a variety of schools and educational institutions serving the community. The city's commitment to providing recreational opportunities aligns with its dedication to fostering a high quality of life for residents.

Demographics

Planning for the future of Monterey Park's open space network first requires an understanding of the existing community, with consideration of future demographic trends. This section provides a comparative understanding of the city's demographic characteristics such as race & ethnicity, age, income, housing conditions, and transportation. Led by an equity-based model of data analysis, which involves uplifting the lived experiences of those who have been historically marginalized and are most vulnerable to displacement, this study of demographics helped the Project Team to identify target populations and prioritize their needs for this long-range park planning effort.

Race, Ethnicity, and Population Trends

Monterey Park is a racially and ethnically diverse city with a cultural identity shaped by its strong Asian American presence and rich immigrant history. As part of the initial planning process, the a demographic composition analysis was completed for Monterey Park and compares it to surrounding cities. According to the latest U.S. Census data[1], Monterey Parks estimated population in 2023 was 57,877, reflecting a 5.3% decrease from the official 2020 Census count of 61,096. Despite this recent decline, long-range forecasts from the Southern California Association of Governments [SCAG] project that Monterey Park's population will grow modestly from 61,600 in 2019 to 63,400 by 2050. Over the same period, the number of households is expected to increase from 20,500 to 22,600, and employment is projected to rise from 26,800 to 28,300, suggesting gradual but steady demand for housing, services, parks, and recreational infrastructure[2][3].

2020 Demographics	2050 Demographics
Population	
61,096	63,400
Households	
20,500	22,600
Employment	
26,800	28,300

The racial and ethnic composition of the city is as follows:

Race/Ethnicity	2010 Total Population	2020 Total Population
Asian	66.4%	65.6%
Hispanic or Latino	27.5%	28.5%
White	18.3%	14.0%
Other races	11.8%	4.9%
Black or African American	0.2%	0.7%
Two or more races	2.7%	1.8%

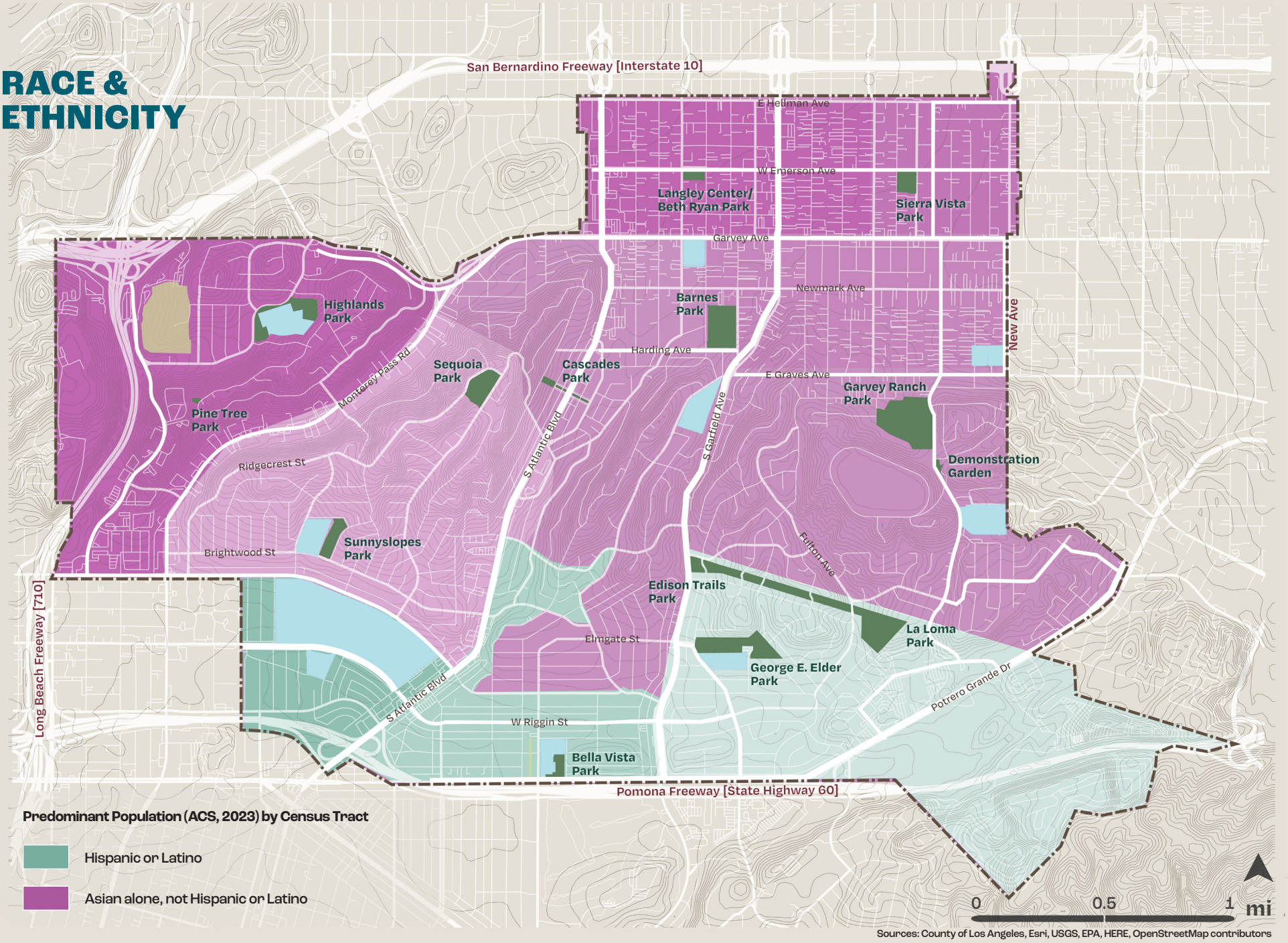
Monterey Park's demographic composition remains majority Asian, accounting for 65.6% of total residents as of the 2020 Census. This population is predominantly of Chinese descent, giving the city a unique cultural and linguistic character. The next largest group is Hispanic or Latino residents of all races at 28.5%, followed by White residents at 14%, Some Other Race at 4.9%, Two or More Races at 1.8%, and Black or African American residents at 0.7%. These figures highlight a slight decline in the proportion of Hispanic and White residents since 2010, while the Asian population has remained relatively stable.

[1] U.S. Census Bureau. [2020]. American Community Survey 5-Year Estimates.

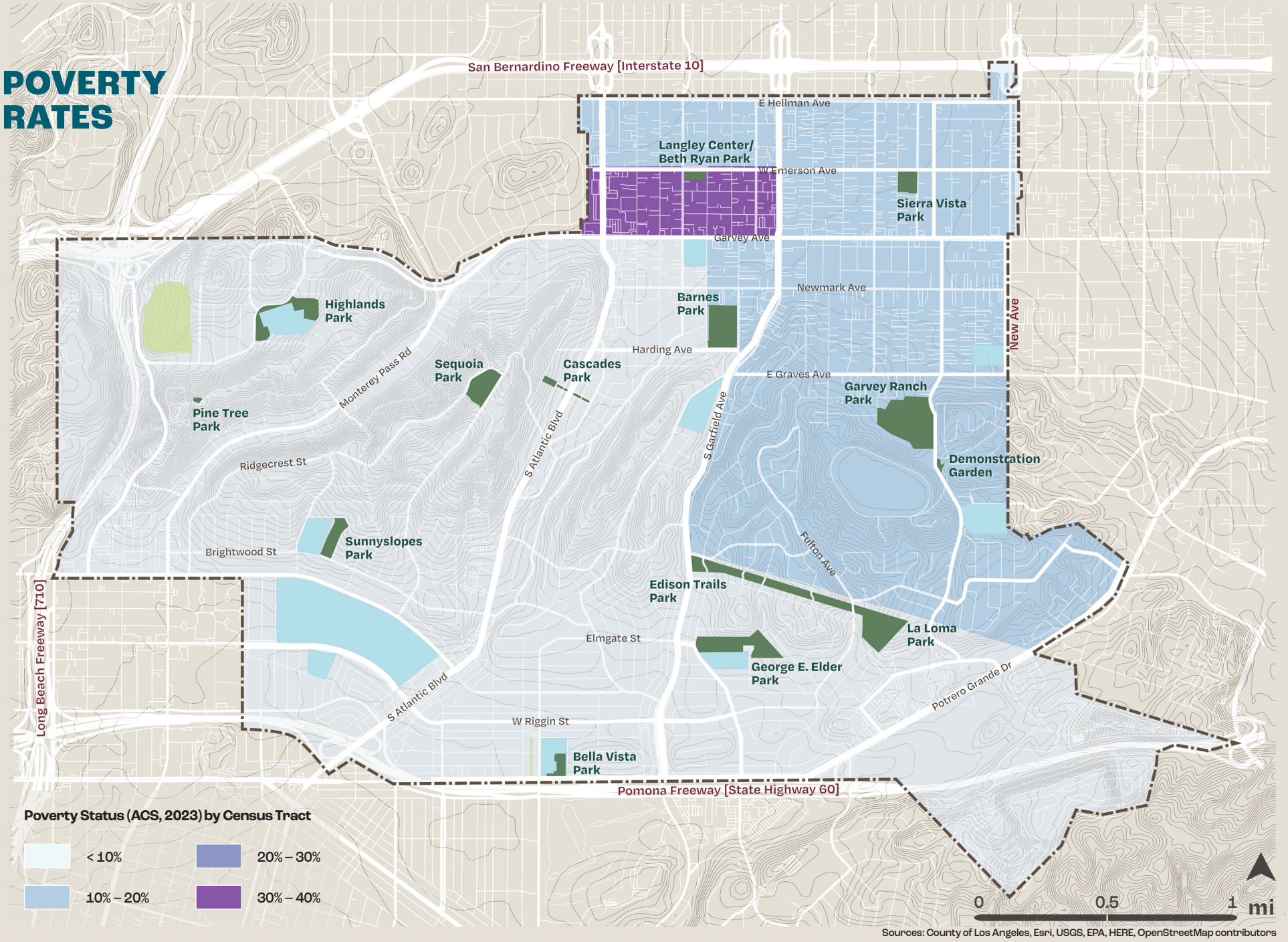
[2] Southern California Association of Governments. [2023, September 25]. City Tier 2 TAZ data for 2024 Draft RTP/SCS.

[3] U.S. Census Bureau. [2020]. American Community Survey 5-Year Estimates.

RACE & ETHNICITY



POVERTY RATES



Age

Monterey Park's age demographics reflect a diverse population with a relatively balanced distribution across different age groups. According to the latest U.S. Census data[4], Monterey Park's age demographics are as follows:

Age Range	2010 Total Population	2020 Total Population
Under 18	15.5%	17.9%
18 to 24	9.5%	8.1%
25 to 44	27.8%	29.5%
45 to 64	24.8%	28.5%
65 and older	18.8%	16.0%

It is important that Monterey Park youth and older adults get involved in park planning efforts for several reasons. The median age in Monterey Park is 43.1 years, notably higher than the national median of 38.7, indicating a relatively older population overall. This aging trend has planning implications, especially in terms of access to passive recreation opportunities, mobility, and senior-friendly amenities. At the same time, approximately 17% of residents are under the age of 18, and approximately 16% are over the age of 65, underscoring the need for multigenerational park design and programming. Including youth and older adults in the planning process ensures that their voices are heard and their needs are considered. This promotes a more inclusive decision-making process that reflects the diverse perspectives of the community. Youth and older adults may have specific needs and preferences when it comes to park amenities and programming. By involving them in the planning process, planners can ensure that parks are designed to be accessible and inclusive for people of all ages. Historically, certain age groups, particularly youth and older adults, have been marginalized or underserved in terms of access to parks and recreational opportunities. Engaging these groups in park planning can help address these disparities and ensure that parks are equitable spaces for everyone.

[4] *U.S. Census Bureau. [2020]. American Community Survey 5-Year Estimates.*

Income

Monterey Park has a diverse range of income levels among its residents where, according to the latest U.S. Census data, the median household income in Monterey Park is approximately $66,929[5]. This figure represents the midpoint of all household incomes in the city, with half of the households earning more than this amount and half earning less. The income distribution in Monterey Park is varied, with significant portions of households earning between $45,000 and $149,999 annually. Specifically, the breakdown of income brackets in Monterey Park is as follows:

Income Range	2010 Total Population	2020 Total Population
Less than $25,000	26.7%	14.6%
$25,000 to $44,999	19.7%	14.7%
$45,000 to $74,999	19.4%	18.8%
$75,000 to $99,999	11.5%	13.5%
$100,000 to $149,999	12.8%	18.0%
$150,000 to $199,999	7%	8.4%
$200,000 or more	2.9%	11.9%

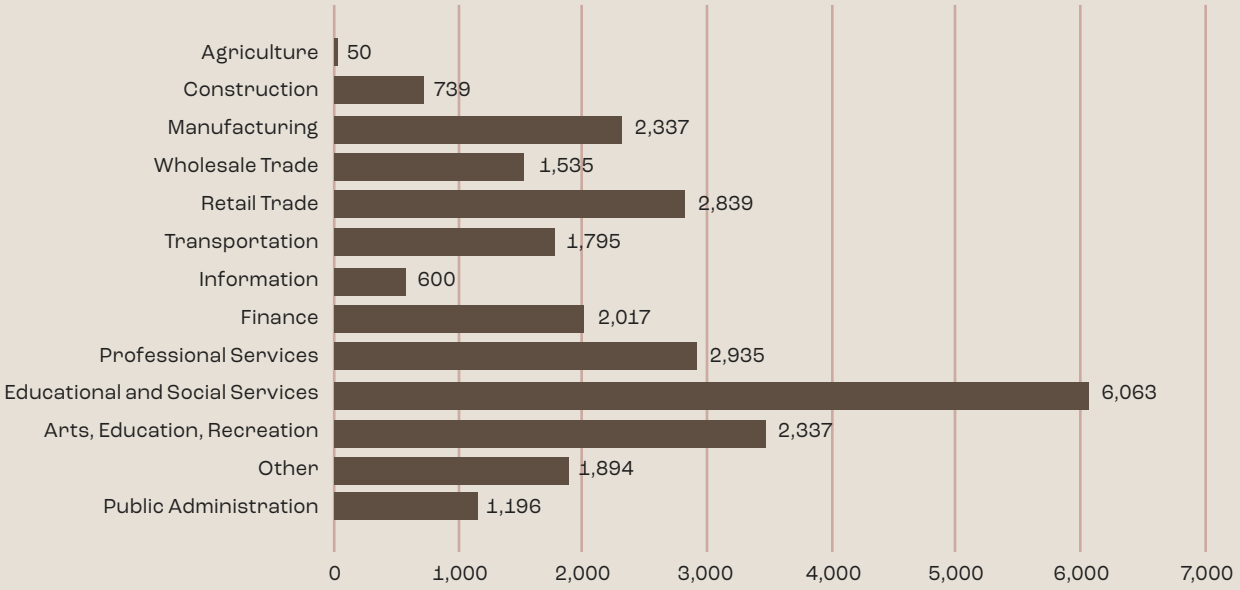
Monterey Park's income demographics differ from its neighboring cities. For example, neighboring Alhambra has a higher median household income of approximately $63,958 but a larger percentage of households earning less than $25,000 [16.9%] compared to Monterey Park. Nearby cities like Rosemead and Montebello also exhibit varying income distributions, highlighting the economic diversity of the region.

[5] U.S. Census Bureau. [2020]. American Community Survey 5-Year Estimates.

In Monterey Park, like in many cities across California, income inequality a significant issue that impacts residents' quality of life and access to opportunities, including limited access to quality education, healthcare, and housing for low-income residents. Income inequality is also closely connected to park access and equity. Parks and green spaces are essential components of a community's infrastructure, providing recreational opportunities, promoting physical and mental health, and enhancing the overall quality of life. However, income disparities can impact individuals' ability to access and enjoy these benefits.

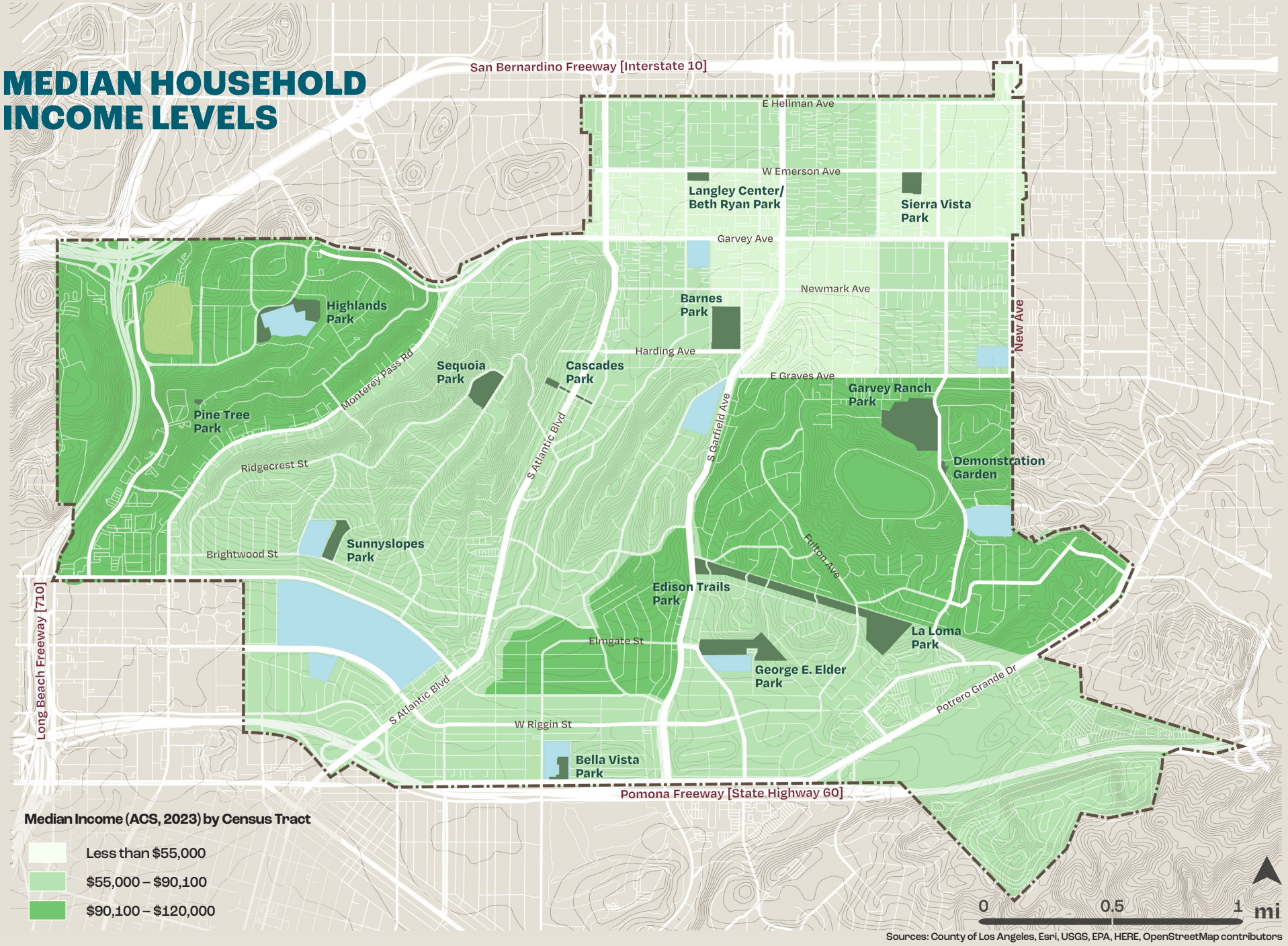
While Monterey Park has a median household income of approximately $66,929, there are disparities in income distribution within the city. One way to measure income inequality is through the Gini coefficient, which ranges from 0 to 1, with 0 representing perfect equality [everyone has the same income] and 1 representing perfect inequality [one person has all the income]. According to the latest available data, Monterey Park's Gini coefficient is 0.484, indicating a moderate level of income inequality. Approximately 14.6% of households earn less than $25,000, which is below the poverty line for a family of four. On the other end of the spectrum, 11.9% of households earn $200,000 or more.

EMPLOYMENT BY INDUSTRY



Source: American Community Survey 2014-2018 5-Year Estimates using groupings of 2-digit NAICS codes.

MEDIAN HOUSEHOLD INCOME LEVELS



Housing

Housing and parks are closely tied together in urban planning and development for several reasons described in later sections. Monterey Park's housing demographics reflect a diverse housing market with a relatively balanced distribution between owner-occupied and renter-occupied units. According to the latest U.S. Census data, Monterey Park has a total of approximately 24,571 housing units[6]. The housing demographics of the city are as follows:

Housing Units	2010 Total Population	2020 Total Population	2023 Total Population
Owner-occupied	55.4%	51.9%	51.9%
Renter-occupied	44.6%	48.1%	48.1%

Well-maintained parks and green spaces can enhance the desirability of a neighborhood, leading to an increase in property values of the surrounding neighborhoods. As property values rise, lower-income residents may be priced out of the area, contributing to gentrification and displacement. This concept of "green gentrification" is described on page 85. Therefore, before considering new park development, it would be important to consider anti-displacement strategies and policies that can help to limit the potential impact of development. Housing affordability often dictates where people live. Low-income households may be more likely to live in areas with higher housing burden, which could also be areas with limited access to parks and green spaces. This can result in disparities in park access based on income.

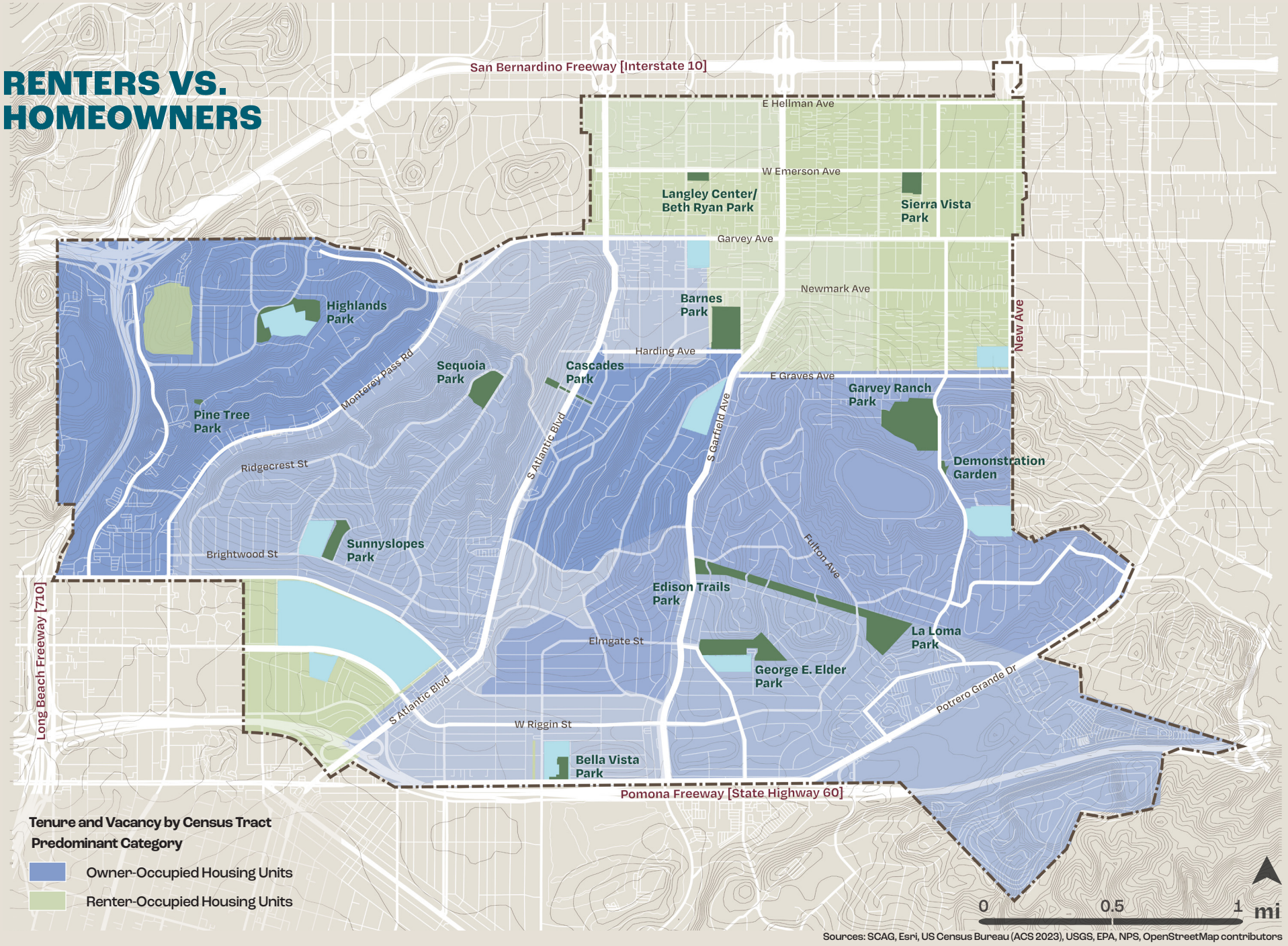
Across Monterey Park's 9,504 renter households, 5,421 [57%] spend more than 30% of gross income on housing cost[7]. These rent burdened families, are at risk of displacement from their homes. Additionally, 3,167 renter households in Monterey Park [33.3%] spend more than 50% of their gross income on housing cost. These severely rent burdened families have the greatest risk of potential displacement.

The most commonly occurring household size is of two people [31.5%] and the second-most commonly occurring household is of three people [23.6%]. The relationship between residential density and parks is complex and can vary depending on various factors, including the size of the park, the surrounding built environment, and the needs of the local population. Larger households require more space to accommodate their recreational needs. Understanding household size helps planners determine the appropriate size and number of parks needed in an area to avoid overcrowding. Additionally, these larger households may have diverse recreational interests and needs. Knowing household sizes can help prioritize the types of amenities and programs that would be most beneficial and accommodating to the community.

[6] *U.S. Census Bureau. [2020]. American Community Survey 5-Year Estimates.*

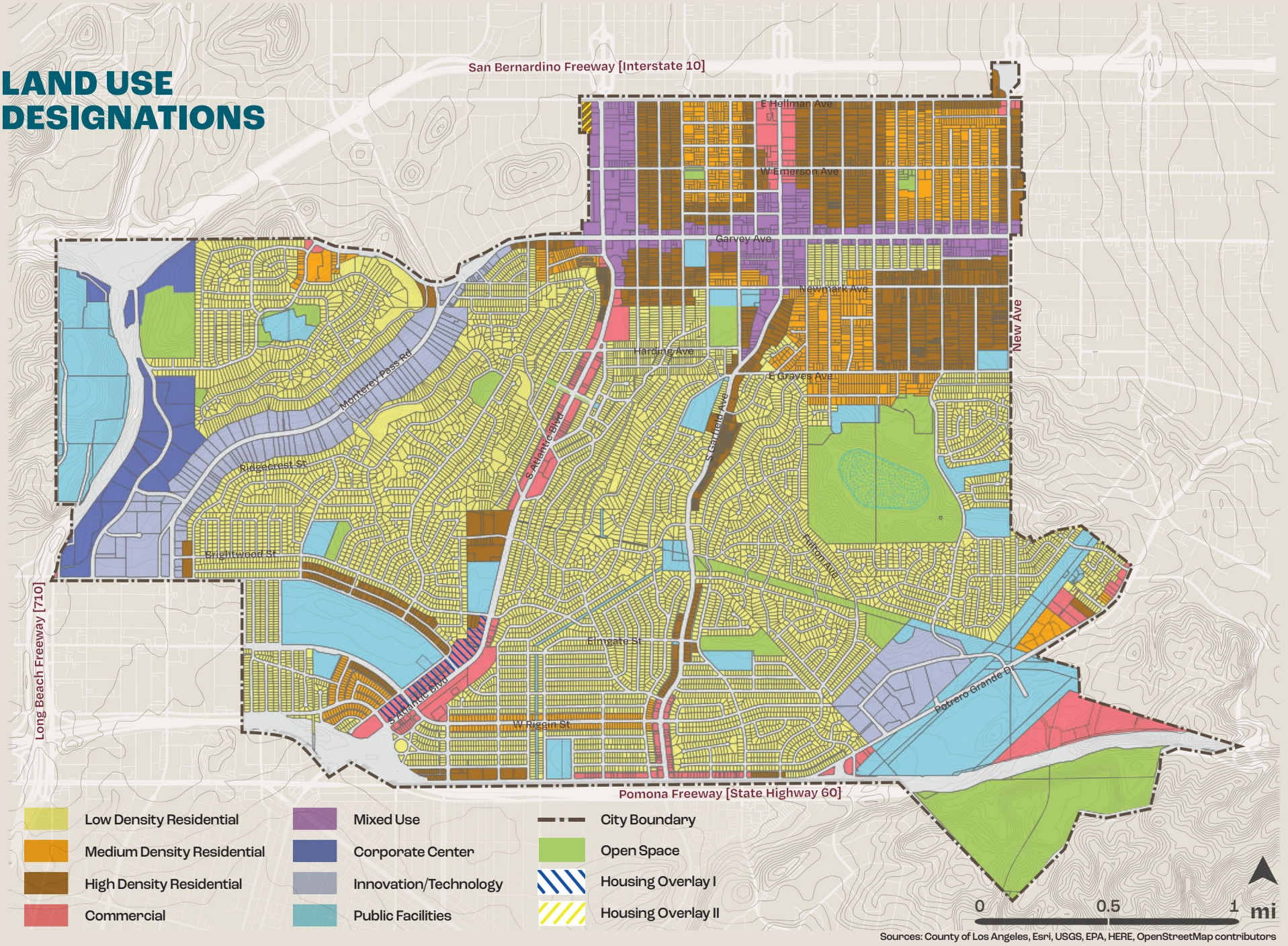
[7] *Southern California Association of Governments. [2021]. Monterey Park Housing Element Update. Retrieved from https://scag.ca.gov/sites/main/files/file-attachments/monterey-park-he-0421.pdf*

RENTERS VS. HOMEOWNERS



Sources: SCAG, Esri, US Census Bureau (ACS 2023), USGS, EPA, NPS, OpenStreetMap contributors

LAND USE DESIGNATIONS



PHYSICAL ENVIRONMENT

Land Use

According to the San Gabriel Valley Regional Bicycle Master Plan [2014], approximately 3% of Monterey Park's land is dedicated to parks, open space, and recreational facilities. In contrast, single-family residential areas comprise about 47% of the city's land area, while multi-family residential buildings account for approximately 10%. Commercial, mixed-use, and office designations collectively occupy around 10%, with commercial activities primarily concentrated along Atlantic Boulevard, Garvey Avenue, and Garfield Avenue. Industrial uses make up about 4% of the land. The remaining 26% encompasses a variety of uses, including agricultural lands [2%], educational institutions [4%], public facilities [1.2%], special use facilities [0.7%], and transportation and utilities infrastructure [10%]. Additionally, approximately 10% of the land is either vacant or undergoing construction.

Monterey Park's hilly terrain has shaped its land use patterns, resulting in neighborhoods with varying densities and character—some offering panoramic views of the Los Angeles Basin and San Gabriel Valley. The city is largely built-out, with limited opportunities for new development confined to a small number of vacant parcels and the potential redevelopment of aging or underutilized sites. This built-out context underscores the importance of strategically preserving, enhancing, and reimagining existing open spaces to meet current and future community needs. As land use continues to evolve, blending traditional suburban fabric with nodes of more urban-scale housing and commerce, open space planning must play a central role in maintaining livability, supporting equitable access to recreation, and strengthening neighborhood identity across the city.

Other Local Destinations

Developing a park network that is connected to major destinations in Monterey Park is crucial for several reasons. Such a network enhances the overall quality of life for residents by providing accessible green spaces that offer recreational opportunities, promote physical and mental well-being, and foster a sense of community. Parks connected to major destinations can create a seamless experience for Monterey Park residents and visitors, allowing them to easily access these spaces as part of their daily routines, whether it's walking to a nearby park after work or enjoying a picnic in a park near a school.

By integrating parks into the urban fabric and linking them to major destinations, cities like Monterey Park can create a more sustainable and resilient environment that benefits both residents and the ecosystem. Additionally, a well-connected park network can have economic benefits for the city. Parks enhance property values, attract tourists, and stimulate local businesses. By integrating parks with major destinations, such as schools, public gathering spaces, and businesses, cities can create vibrant, walkable neighborhoods that attract residents and visitors alike, boosting the local economy and enhancing the city's overall appeal.

Schools

Monterey Park is home to several educational institutions, including the prestigious East Los Angeles College [ELAC] offers a wide range of academic programs and serves as a hub for educational and cultural events in the community. The public schools in Monterey Park are part of the Alhambra Unified School District, Garvey School District, Los Angeles Unified School District, and Montebello Unified School District which serves a diverse student population from preschool through high school. Thinking about schools is crucial for park planning due to several key reasons. Schools and parks are often located in close proximity to each other and share resources such as open fields, playgrounds, and parking lots. Coordinating planning between schools and parks can lead to more efficient use of land and facilities, benefiting both institutions and the community. Additionally, parks and schools play vital roles in promoting health and education. Access to green spaces in parks can enhance students' physical and mental well-being, while school programs can educate students and the community about the importance of environmental conservation and outdoor activities.

Businesses

Monterey Park's business district is an active hub of commercial activity, offering residents a diverse array of shopping, dining, and entertainment options. The city's vibrant culinary scene, which features a mix of Asian and American restaurants and retail, reflects its diverse population and cultural richness. Additionally, commercial areas like Atlantic Times Square and the Monterey Park Marketplace provide residents with a range of shopping choices, contributing to the city's dynamic economy and vibrant community life. The city's small businesses encompass a wide range of industries, including retail, food and beverage, professional services, and more. These businesses play a vital role in providing goods and services to residents, creating job opportunities, and contributing to the local economy.

Civic/Community Spaces

Civic spaces can be considered "third spaces" in the sense that they serve as social hubs outside of the home [first space] and the workplace [second space]. Third spaces are essential for community building, social interaction, and civic engagement. Beyond parks, third spaces also include civic spaces, community centers, libraries, and public plazas, which create spaces to gather, socialize, and participate in public life. Monterey Park features several public gathering spaces and community spaces that play a vital role in fostering social interactions and community engagement. The Monterey Park Library, for instance, serves as a hub for educational programs, cultural events, and social activities. Similarly, Community Centers at various parks provide residents with a venue for meetings, events, and recreational activities, contributing to the strong sense of community spirit in Monterey Park.

LAND USE PLAN BUILDOUT & POPULATION PROJECTIONS

Type		Monterey Park		Sphere of Influence		Planning Area	
		Baseline (2019)	Proposed (2040)	Baseline (2019)	Proposed (2040)	Baseline (2019)	Proposed (2040)
Dwelling Unit	Single-Unit	12,219	12,039	1269	1429	13,488	13,468
	Multi-Unit	8746	12,582	248	248	8994	12,830
	Total	20,965	24,621	1517	1677	22,482	26,298
Population		64,240	75,442	4648	5139	68,888	80,581
Nonresidential Building Square Feet		14,179,900	15,426,450	37,950	68,100	14,217,860	15,494,550
Employees		31,532	34.206	58	113	31,590	34,320
Lodging Rooms		727	1334	-	-	727	1334
Students		43,234	48,211	-	-	43,234	48,211

Source: City of Monterey Park, Land Use and Community Design Element, California Department of Finance, and the Southern California Association of Governments, 2018 and 2019.

ROADWAY NETWORK

Source: City of Monterey Park General Plan

Transportation Network

Several freeways connect the City to downtown and destinations throughout Los Angeles County and beyond: the Pomona Freeway (SR-60) on the south, the San Bernardino Freeway (I-10) to the north, and the Long Beach Freeway (I-710) to the west. Regional arterial roads traversing the City include Garvey Avenue, Atlantic Boulevard, and Garfield Avenue. And for people who opt to use transit to get around, the Metro light rail system and bus lines serve Monterey Park directly, as does the Montebello bus lines.

As described in the City's Land Use and Urban Design Element, for many community members, driving is the preferred transportation option, and the large, single-family neighborhoods, hillsides, and lack of a consistent street grid in some areas create a physical environment that makes walking difficult. This also means that given the current land use pattern, connectivity to parks by foot is limited and does not accommodate the needs of all road users.

The majority of the City's current bikeway network consists of bike paths along the San Gabriel River and Rio Hondo. According to the San Gabriel Valley Regional Bicycle Master Plan [page 122], an estimated 1,887 bicycle trips are made daily in Monterey Park, which accounts for approximately 0.4% of the city's commuters.

EXISTING MODE SPLIT COMPARISON WITH NEIGHBORING CITIES

Jurisdiction	Walk	Bike	Transit	Carpool	Drive Alone
Monterey Park	1.9%	0.4%	3.8%	11.6%	75.8%
Rosemead	1.3%	0.8%	4.3%	12.2%	76.2%
South Pasadena	1.2%	0.8%	5.1%	9.2%	78.4%
Temple City	0.8%	0.4%	3.4%	12.8%	77.5%
City of Los Angeles	3.7%	1.0%	11.1%	10.3%	67.0%
County of Los Angeles	2.9%	0.8%	7.1%	10.9%	72.2%
California	2.8%	1.0%	5.1%	11.5%	73.0%
United States	2.8%	0.6%	5.0%	10.0%	76.1%

Source: 2008-2012 American Community Survey 5-year Estimates

BIKE & BUS NETWORK

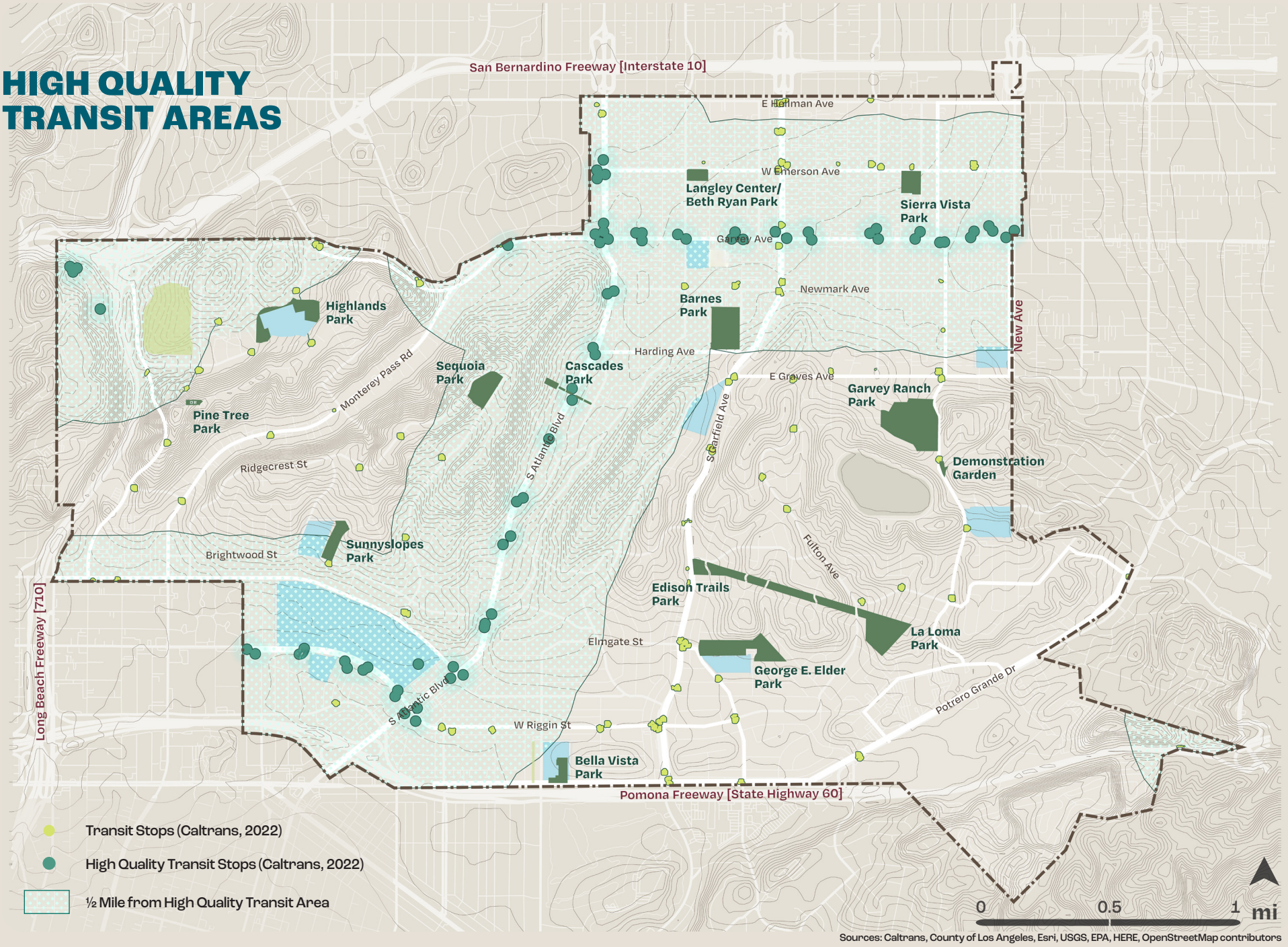
Sources: LA Metro, Mapbox, OpenStreetMap contributors, County of Los Angeles, Esri, USGS

Enhanced walkability and bikeability in Monterey Park can promote healthier lifestyles, reduce vehicle emissions, and improve accessibility to parks and green spaces, creating a more connected and sustainable urban environment. By linking neighborhoods to the larger park network, these improvements foster community engagement and equitable access to recreational opportunities. Walk Score is a tool that measures the walkability of a neighborhood based on its proximity to amenities such as parks, grocery stores, restaurants, and schools. The methodology involves assigning points to amenities based on their distance from a given location. Different types of amenities are also weighted differently, and scores for each amenity are combined, and a composite Walk Score is calculated for the location. Scores range from 0 to 100, with higher scores indicating greater walkability. Similarly, Bike Score is a metric that focuses on evaluating the bike-friendliness of a location, and assesses how suitable an area is for biking based on factors such as bike lanes, topography, road connectivity, and the availability of bike-friendly infrastructure.

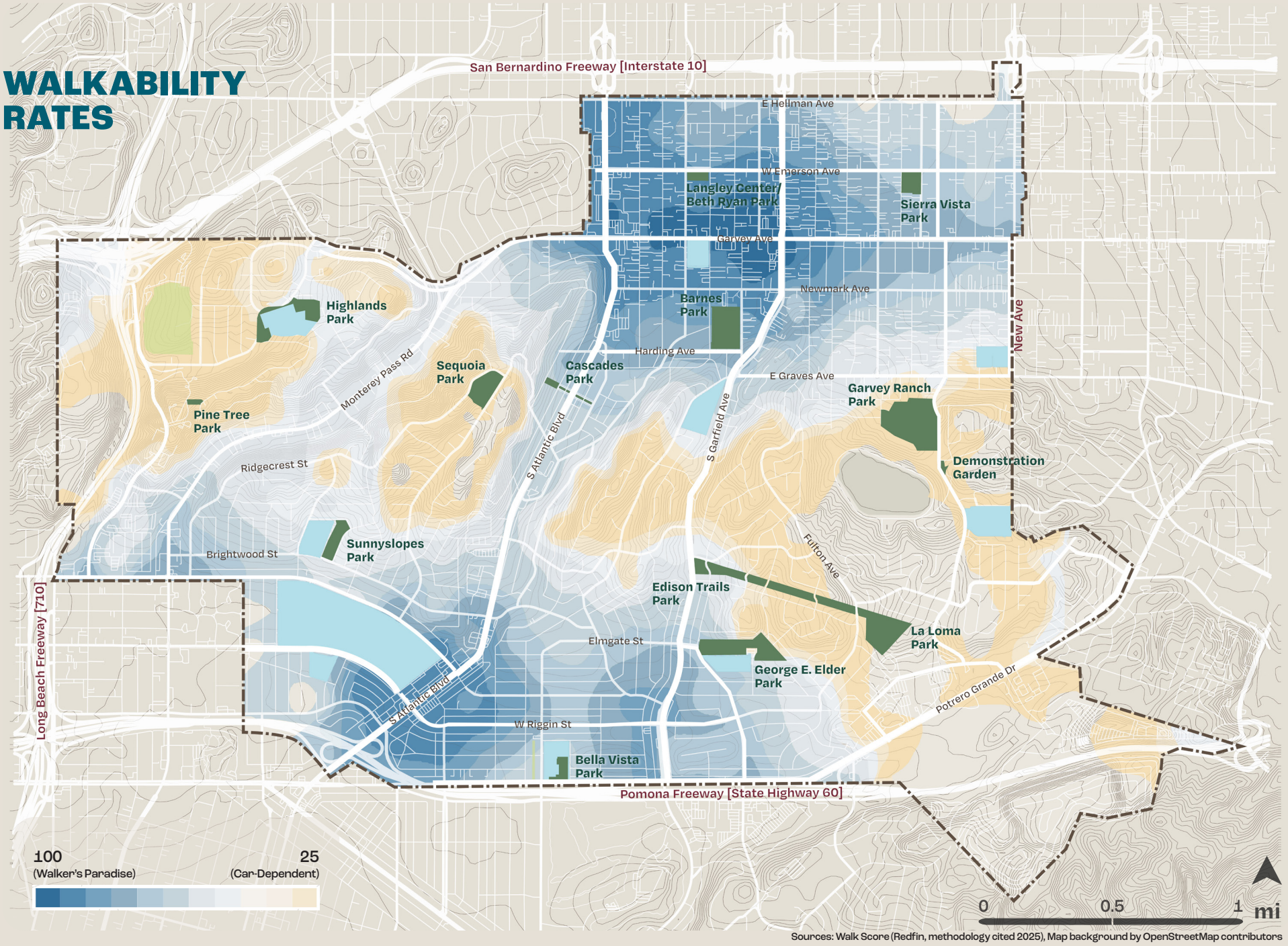
The City of Monterey Park received a Walk Score of 64 and a Bike Score of 38, meaning that the city is somewhat walkable and bikeable for residents. Monterey Park's auto-oriented land use and development patterns, hilly terrains, and limited active transportation network and amenities are three major factors that contribute to the overall walkability and bikeability of the city.

Improving walkability and bikeability will be essential for Monterey Park's open space planning to create a more connected and accessible community. As the city continues to expand its open space network, prioritizing safe, convenient, and attractive pedestrian and bicycle routes will enable residents of all ages and abilities to easily access parks, green spaces, and recreational amenities. This can include implementing greenways or linear parks that connect neighborhoods to larger parks, ensuring streets double as inviting pathways with tree-lined sidewalks and protected bike lanes. For instance, transforming underutilized streets into vibrant green corridors with benches, native landscaping, and shaded areas would provide comfortable routes for walking and cycling. Similarly, connecting key destinations, such as schools, community centers, and parks, through bike-friendly streets with clear signage and dedicated lanes would encourage active transportation. These efforts will not only enhance the city's open space network but also promote healthier lifestyles, reduce traffic congestion, and support environmental sustainability.

HIGH QUALITY TRANSIT AREAS



WALKABILITY RATES



Sources: Walk Score (Redfin, methodology cited 2025), Map background by OpenStreetMap contributors

Monterey Park offers a comprehensive transit network that supports local and regional connectivity while addressing the diverse mobility needs of its community. Public transportation includes the City-operated Spirit Bus (managed by the Public Works Department), a fixed-route circulator with five local routes and a shuttle connecting to the CSULA Metrolink station, as well as regional services provided by Los Angeles County Metro and Montebello Bus Lines. These options facilitate access to major destinations and provide links to the broader Los Angeles transit system, promoting sustainable and accessible transportation. The city is also exploring future innovations, such as microtransit zones, which could enhance flexibility and efficiency by utilizing on-demand technology to complement the fixed-route network.

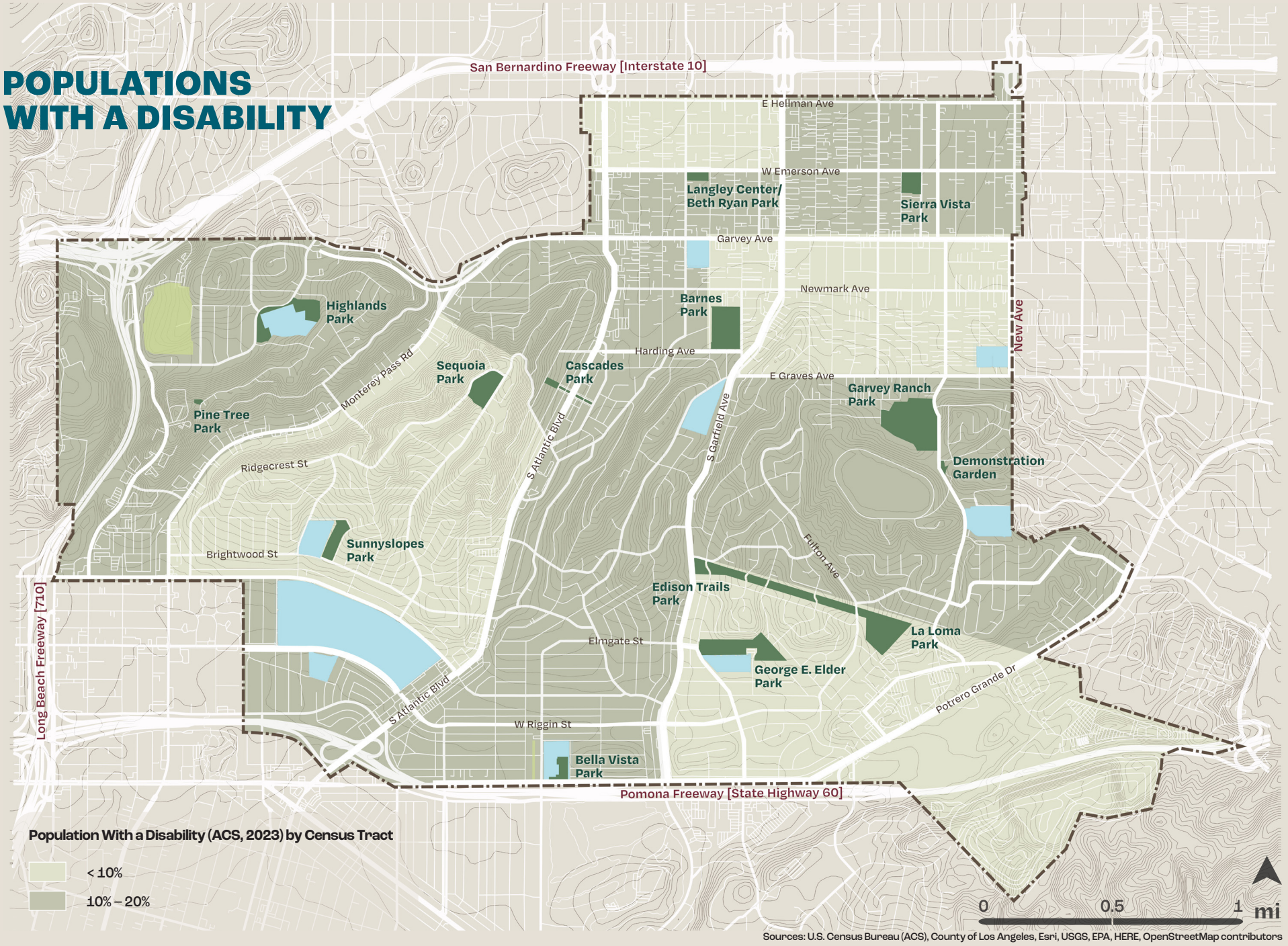
A unique aspect of Monterey Park's transit offerings is the Dial-A-Ride program, managed by the Department of Recreation and Community Services. This service provides free, door-to-door transportation for senior citizens and disabled residents within city limits, focusing on access to key locations such as the Langley Senior Citizen Center and nearby parks.

While it is uncommon for a City's recreation and parks department to oversee transit services, this arrangement aligns with Monterey Park's emphasis on supporting its aging population and ensuring equitable access to open spaces and recreational facilities.

Monterey Park has recently launched MPK Transit Express, a one-year microtransit pilot powered by Via that complements its existing Spirit Bus service. This on-demand shared-ride service operates weekdays from 6:30 a.m. to 6:30 p.m. within most of the city limits, and will remain free through September 10, 2025, before switching to a $2 fare per ride. Riders can book trips via smartphone app or phone, be matched with others headed in the same direction, and enjoy enhanced accessibility options such as wheelchair-accessible vehicles.

Looking ahead, improving transit services will remain integral to the city's open space network planning. By prioritizing walkability, bikeability, and innovative transportation options, Monterey Park can create stronger connections between neighborhoods, parks, and other key destinations. This focus will enhance mobility, reduce reliance on cars, and ensure that residents of all abilities can enjoy the city's green spaces.

POPULATIONS WITH A DISABILITY



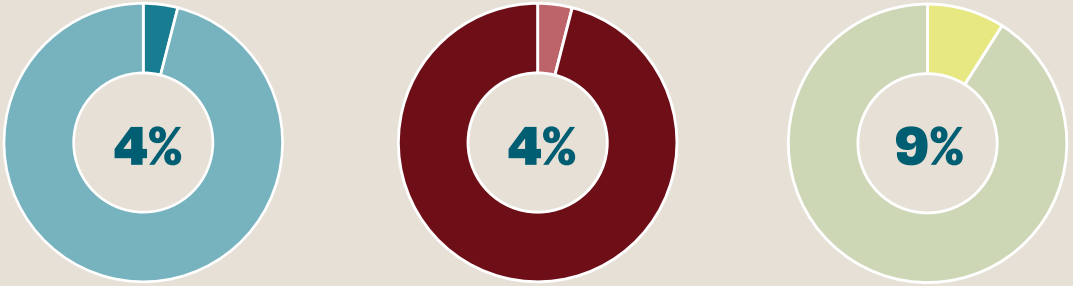
Sources: U.S. Census Bureau (ACS), County of Los Angeles, Esri, USGS, EPA, HERE, OpenStreetMap contributors

PUBLIC HEALTH

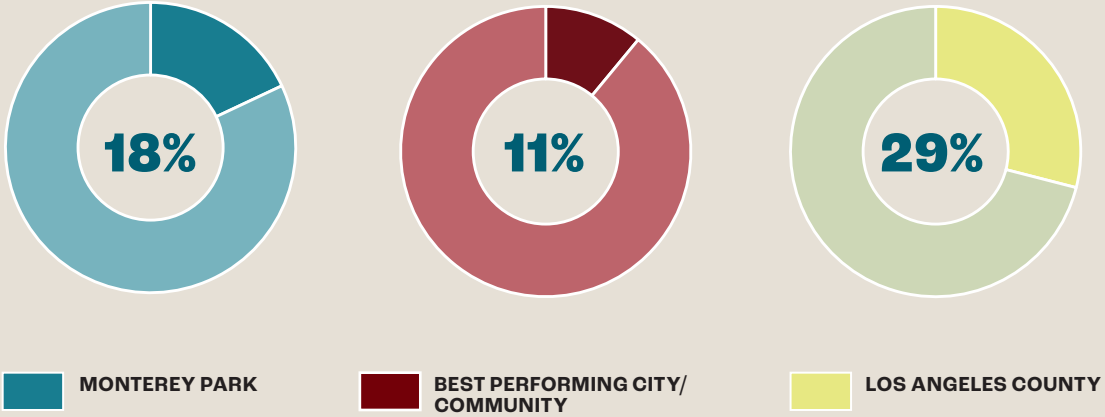
Mental Health

There is growing recognition regarding the importance of mental health, which is considered just as crucial as physical health for overall well-being. When individuals experience emotional, psychological, and social security, they are better equipped to flourish and achieve their full potential. Those exposed to persistent stressors such as financial strain, work and family pressures, job instability, unsafe living conditions, social isolation, or discrimination face heightened risks of developing mental health disorders like depression, anxiety, or post-traumatic stress disorder [PTSD]. Moreover, having a mental health condition elevates the likelihood of experiencing other adverse outcomes such as substance abuse or mortality due to suicide or drug overdose. While ensuring access to timely and affordable mental health interventions and services is imperative for effectively treating mental health issues, fostering community-level well-being may aid in preventing their onset. Cities and communities can play an active role in nurturing mental health by prioritizing community safety, fostering employment opportunities and economic stability, increasing access to affordable housing, offering diverse avenues for residents to engage in community matters, combating the stigma surrounding mental health, and providing support services, particularly targeting seniors and other vulnerable community members.

PERCENTAGE OF ADULTS WITH DIAGNOSED DEPRESSION

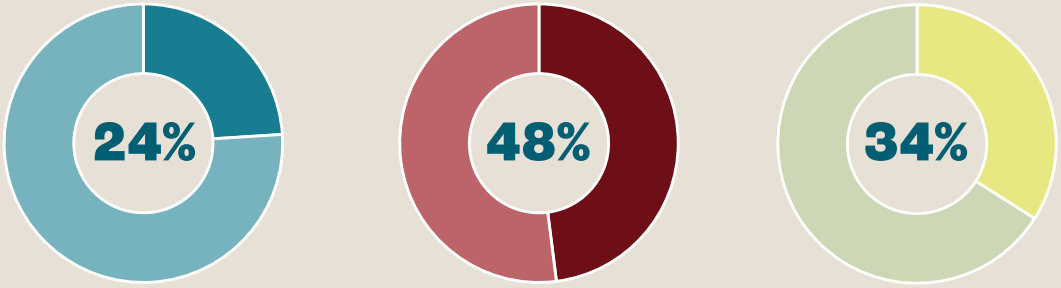


PREVALENCE OF FOOD INSECURITY AMONG HOUSEHOLDS WITH INCOMES BELOW 300% OF THE FEDERAL POVERTY LEVEL

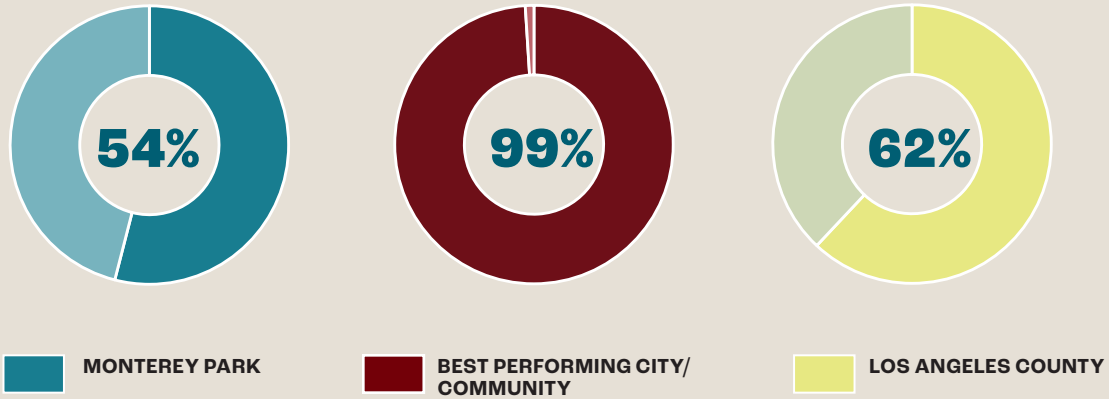


Source: Los Angeles County Department of Public, Health Los Angeles County health Survey, 2015 & US Department of Agriculture , Food Access Research Atlas, 2015

PERCENTAGE OF ADULTS MEETING RECOMMENDED GUIDELINES FOR PHYSICAL ACTIVITY



PERCENTAGE OF THE POPULATION LIVING IN CLOSE PROXIMITY TO A SUPERMARKET OR GROCERY STORE



In 2018, the Los Angeles County Department of Public Health conducted a study of Monterey Park in a report titled "City and Community Health Profiles: Monterey Park". In this countywide comparative study of the "social determinants of health", the mental health of residents was assessed through community engagement and public sources of data.

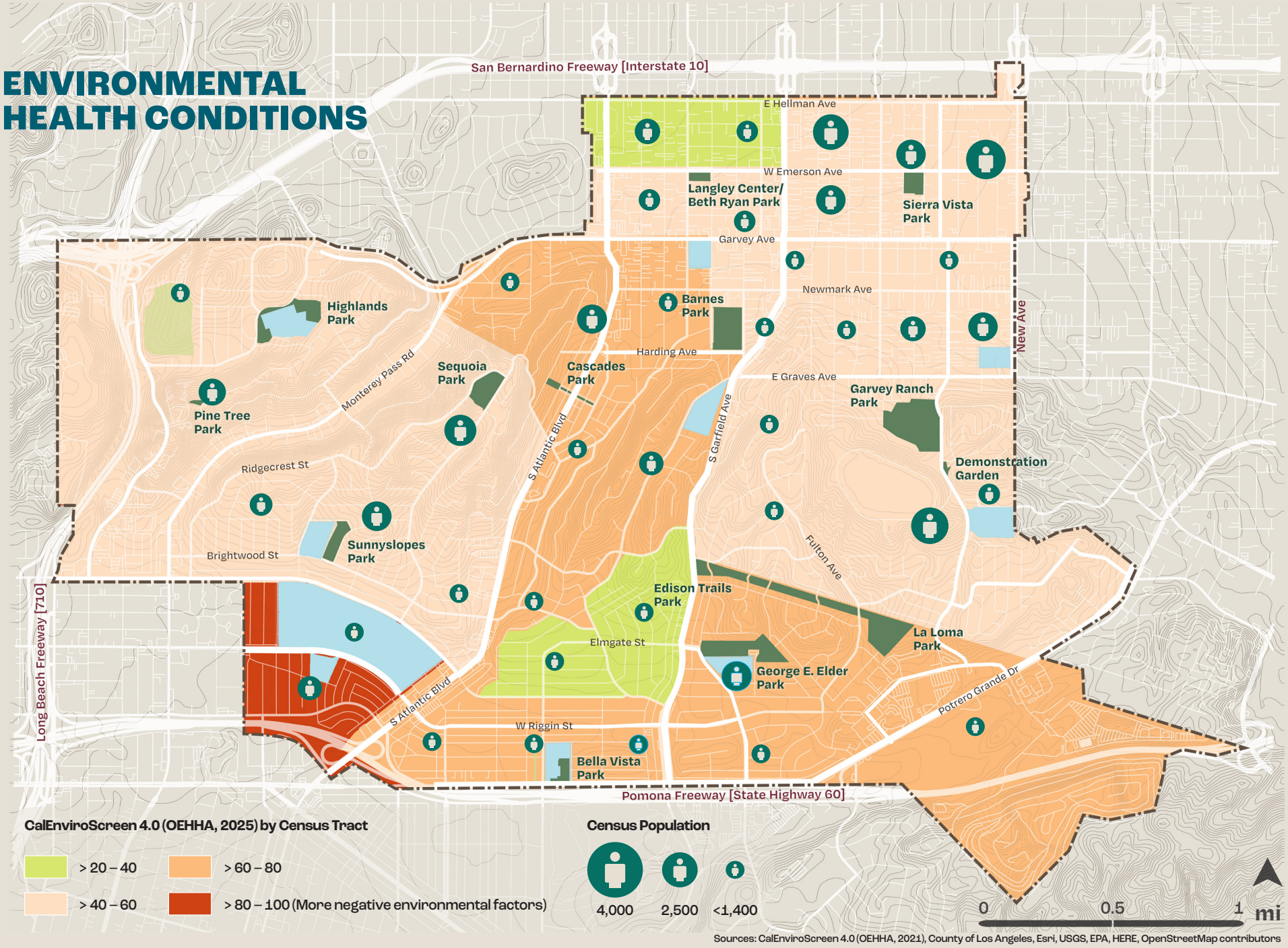
"Asian Americans have long faced barriers to care, including language access and cultural stigmas against therapy and other treatments. Overall annual average estimates for the 2008 to 2012 National Surveys on Drug Use and Health found that of all racial groups surveyed, Asian adults were the least likely to use any mental health service[8]."

The countywide study also found that Monterey Park residents who severely lacked access to public parks and open spaces, are getting less physical activity than recommended, and have limited access to healthy food options[9]. As health, including mental health, is now a priority for the City and the community of Monterey Park, it is imperative to consider how parks and open spaces can continue to support and provide spaces and programs for improved health outcomes.

[8] The Guardian. [2023, February 12]. Asian Americans face barriers to mental health care access after California shootings. https://www.theguardian.com/us-news/2023/feb/12/asian-american-mental-health-care-access-california-shootings

[9] Los Angeles County Department of Public Health. [2018]. Community Health Profile: Monterey Park. Retrieved from http://publichealth.lacounty.gov/ohae/docs/cchp/pdf/2018/MontereyPark.pdf

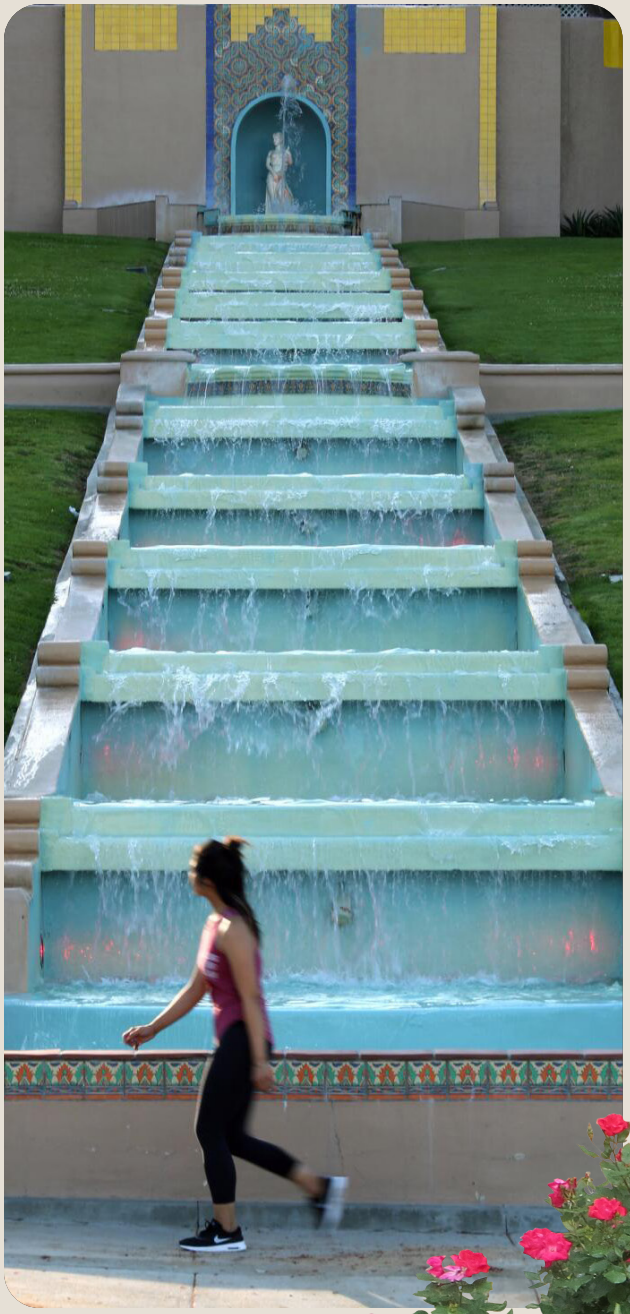
ENVIRONMENTAL HEALTH CONDITIONS



Environmental Health

The California Environmental Protection Agency (EPA) developed the CalEnviroScreen tool to help identify communities that are disproportionately burdened by multiple sources of pollution. The last version of the tool, CalEnviroScreen 4.0, uses various environmental, health, and socioeconomic indicators to assess and rank communities based on their environmental vulnerability. Every census tract receives a score determined by two categories, pollution burden and population characteristics, and between both contain 21 potential indicators that are then arranged from highest to lowest in terms of potential environmental harm. A higher score indicates a greater level of environmental and socioeconomic vulnerability and burden.

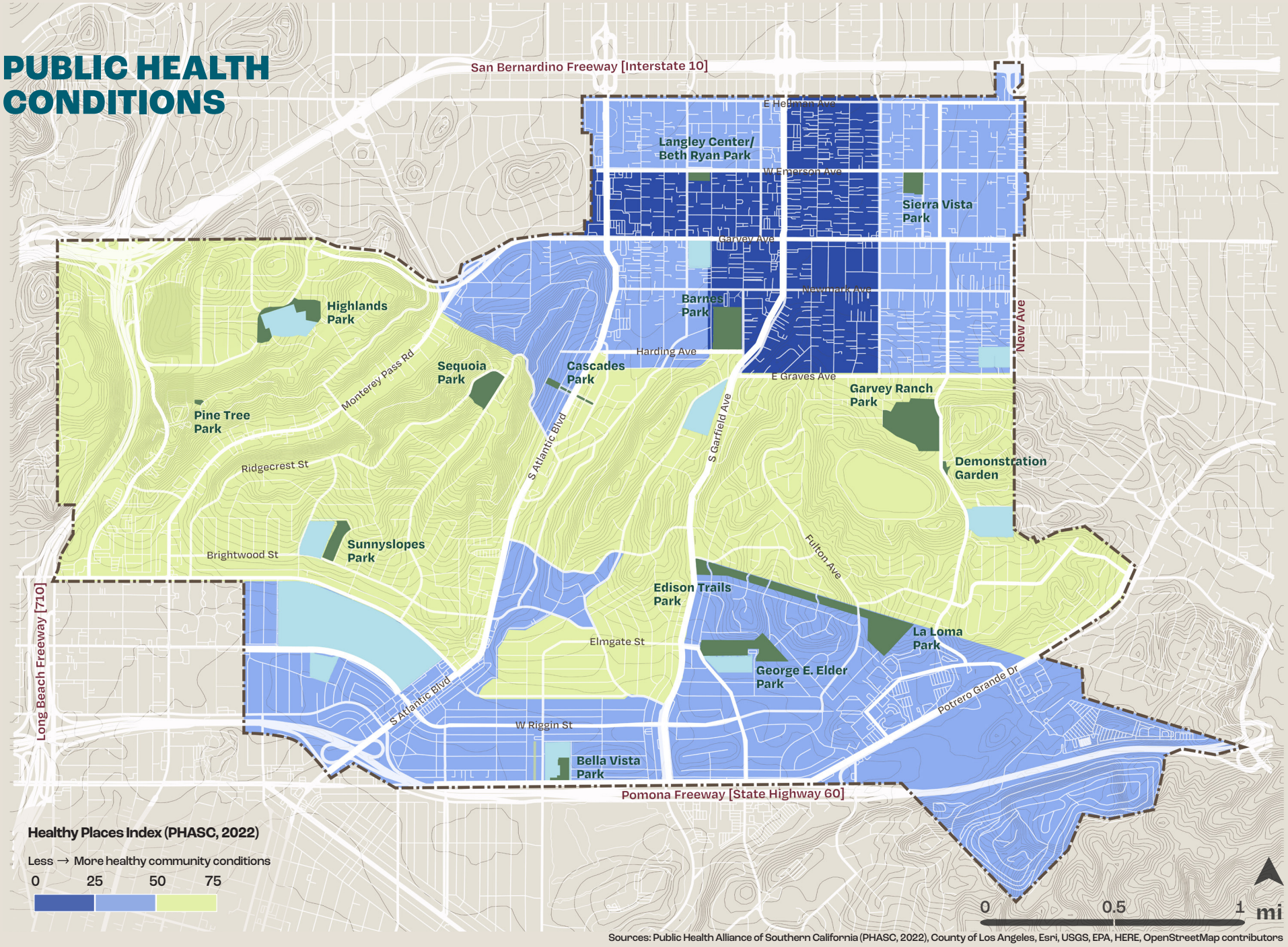
Through this methodology, the California EPA determines a score for each census tract throughout California, which is important as CalEnviroScreen is the primary tool used to determine eligibility of various State funding sources, prioritize enforcement, and promote greater environmental justice. The State of California Office of Environmental Health Hazard Assessment developed the Disadvantaged Communities Index to identify communities that qualify for the California Climate Investments program. These specifically target investments positively impact high-risk communities through the State's Cap-and-Trade program that aims to improve public health, quality of life, and economic opportunity in California's most burdened communities. Communities that are categorized as "Disadvantaged" are census tracts that were amongst the highest 25% of overall scores as determined by CalEnviroScreen 4.0.



The City of Monterey Park is comprised of 15 census tracts, and the tract 6037530400 is not only the most environmentally burdened area of the city, it is one of the most environmentally burdened area in the entire state, receiving a CalEnviroScreen 4.0 score of 89%. Additionally, the census tracts 6037482701, 6037482800, 6037482102, and 6037482101 are also environmentally burdened areas, receiving CalEnviroScreen 4.0 scores that range between 60% and 70%. These scores indicate significant risks and challenges associated with pollution, environmental hazards, and socioeconomic disparities. Given that Monterey Park is generally bounded by several freeways, and the cumulative impact of vehicular emissions negatively affects the environmental health of community members. Conversely, the census tract 6037481713 received a score of 30%, representing the least environmentally burdened area in the entire city.

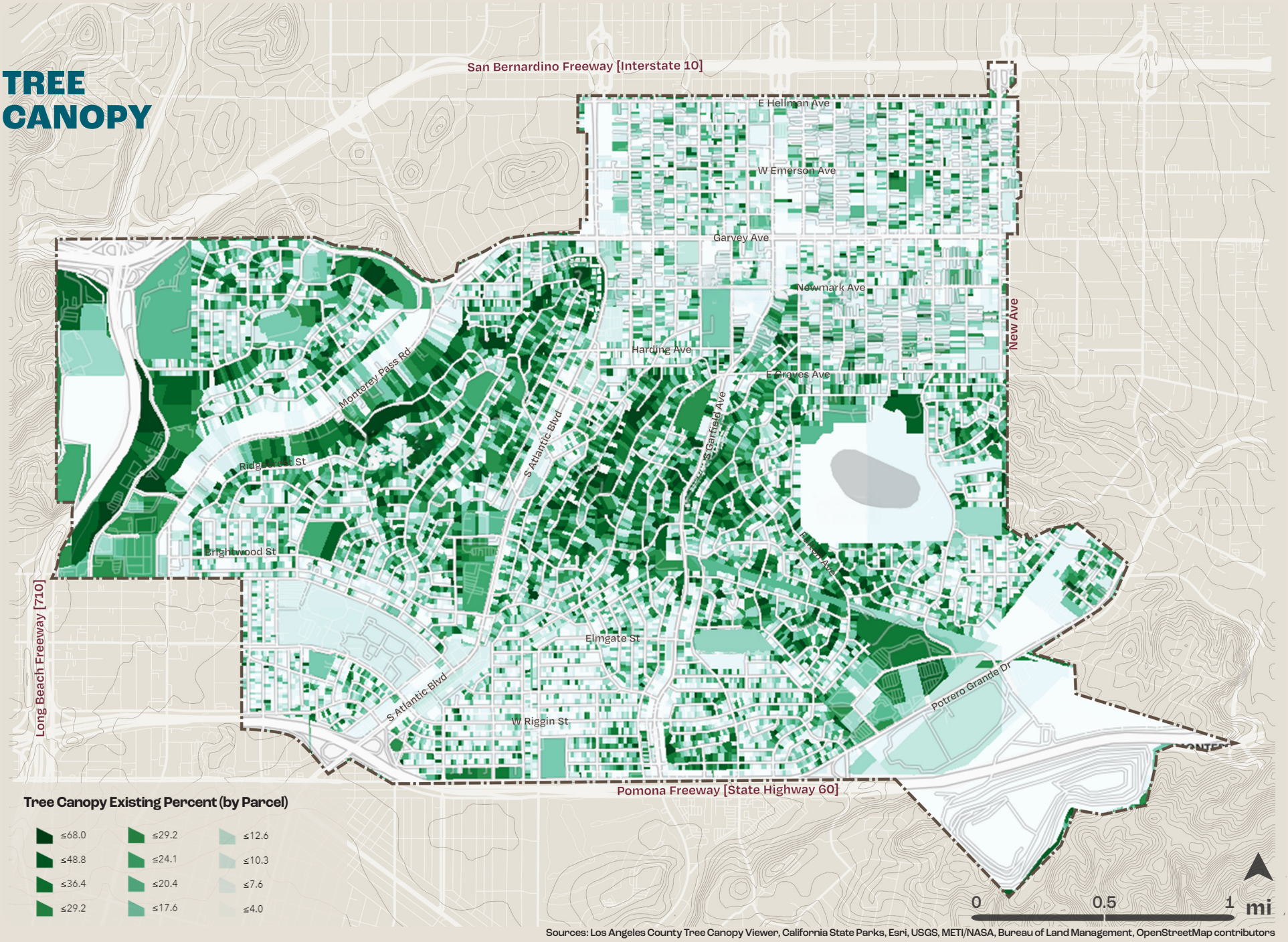
The development of parks and green spaces can greatly help to improve environmental and public health conditions of those most impacted by environmental health issues. Plants, shrubs, and especially trees sequester some of the carbon emissions. A single tree, depending on the species, climate, and other factors, can sequester around a ton of carbon dioxide over its lifetime. Promoting active transportation travel and reducing Monterey Park's reliance on vehicular travel can also significantly reduce environmental health impacts. The City of Monterey Park Environmental Justice Element of the General Plan represents the City's vision for achieving environmental justice.

PUBLIC HEALTH CONDITIONS



Sources: Public Health Alliance of Southern California (PHASC, 2022), County of Los Angeles, Esri, USGS, EPA, HERE, OpenStreetMap contributors

TREE CANOPY



Sources: Los Angeles County Tree Canopy Viewer, California State Parks, Esri, USGS, METI/NASA, Bureau of Land Management, OpenStreetMap contributors

Urban Forest

The “urban forest” is a term used to describe a city’s network of parks, public spaces, street trees, landscaped boulevards, gardens, river and coastal areas, greenways, wetlands, nature preserves, and other natural elements. Urban forests form the green infrastructure on which communities depend, helping to filter air and water, control stormwater, conserve energy, and provide animal habitats. Urban forests also help cities reduce noise and provide places to recreate, strengthen social cohesion, spur community revitalization, and add economic value to our communities.

The Tree Equity Score, provided by American Forests, assesses the extent to which the advantages of urban tree canopy are reaching individuals who are most in need of them. The scoring system sets an equity-first benchmark to direct investments in communities characterized by low-income, communities of color, and all those disproportionately impacted by factors such as extreme heat, pollution, and other environmental factors. The distribution of tree equity scores is categorized by highest priority [0-69], high priority [70-79], moderate priority [80-89], and lowest priority [90-99].

Monterey Park has received a tree equity score of 72, which puts the city in the “high priority” category of communities in need of greater urban forestry. Out of the 40 census blocks that comprise Monterey Park, 13 were identified as being the “highest priority”, and 20 block groups were a “high priority”. Around 8,684 trees will need to be planted citywide, particularly in areas of highest priority, to achieve “tree equity” in Monterey Park. This will increase total canopy coverage up 2.4%, raise the ecosystem value by over $130,000, and sequester over 207,000 tones of carbon, which is equivalent to over 40,000 gas-powered cars [according to i-Tree Landscape which is an application that uses tree cover maps and other data to spatially estimate ecosystem services of trees]. Comparatively, the majority of Los Angeles County’s 6,544 census blocks are ranked in “highest” and “high priority”.

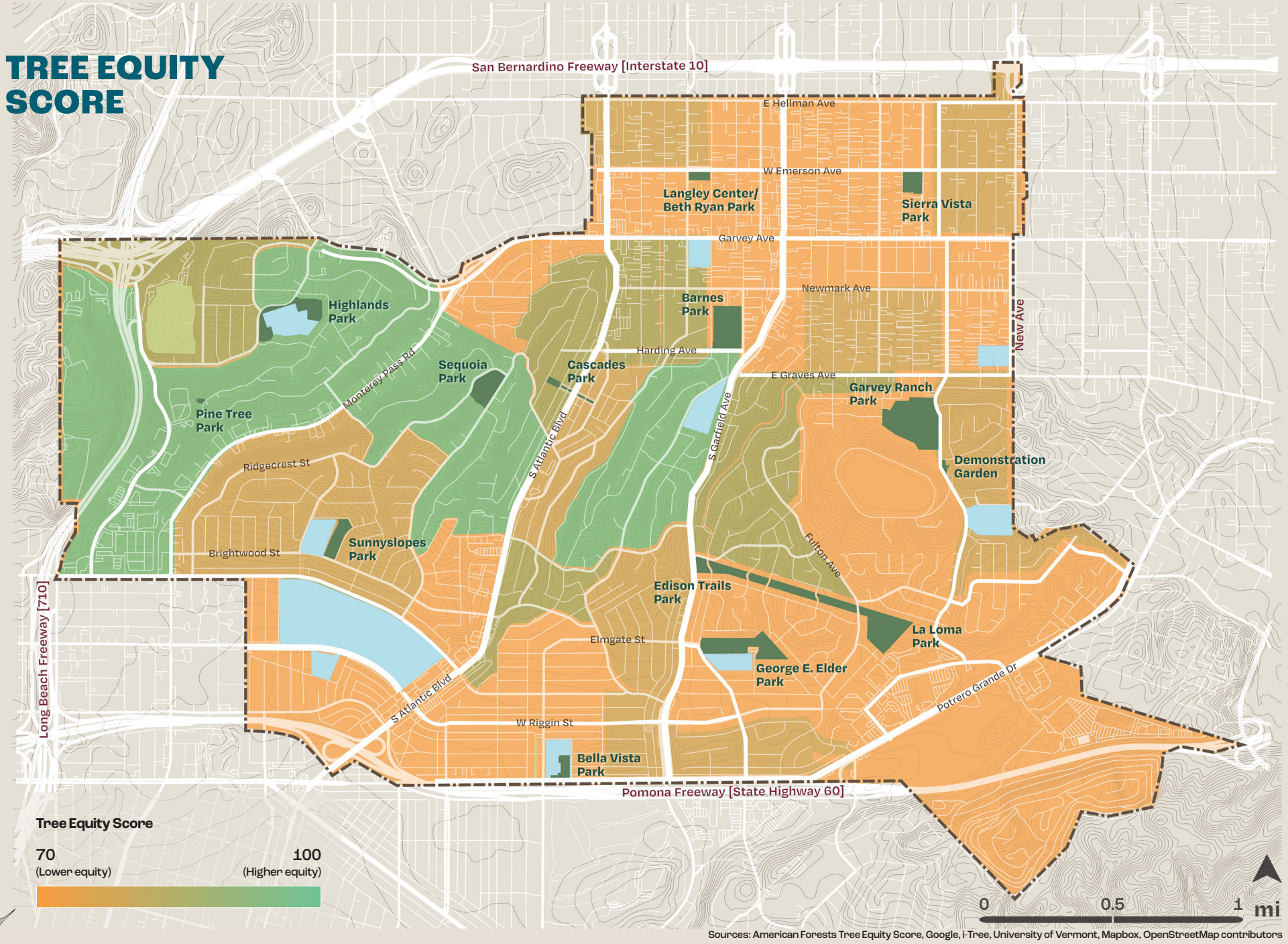
EIGHT BENEFITS OF TREES

- Cooling the Air
- Improving Physical & Mental Health
- Filtering Urban Pollutants
- Reducing Air Conditioning Needs & Energy for Heating
- Improving the Water Quality & Water Flow
- Increasing Urban Biodiversity
- Providing Food
- Property Values

The Parkway Maintenance Division of Monterey Park plays a crucial role in the city's open space network by maintaining approximately 13,000 street trees and key landscaped areas such as medians and parkways. These trees, spanning 37 species and strategically placed along 203 miles of easements, provide essential environmental benefits like air filtration, noise absorption, and cooling. Additionally, they enhance the city's visual appeal and safety, contributing to a positive impression for residents, businesses, and visitors. By promoting the planting of new street trees and maintaining a five-year tree trimming cycle, the Division supports a thriving urban forest that complements and extends the city's parks and green spaces. Looking forward, filling gaps in this open space network by viewing streets as potential greenway connections will be essential. This vision ensures that Monterey Park continues to prioritize greenery and fosters a more sustainable and connected urban landscape.

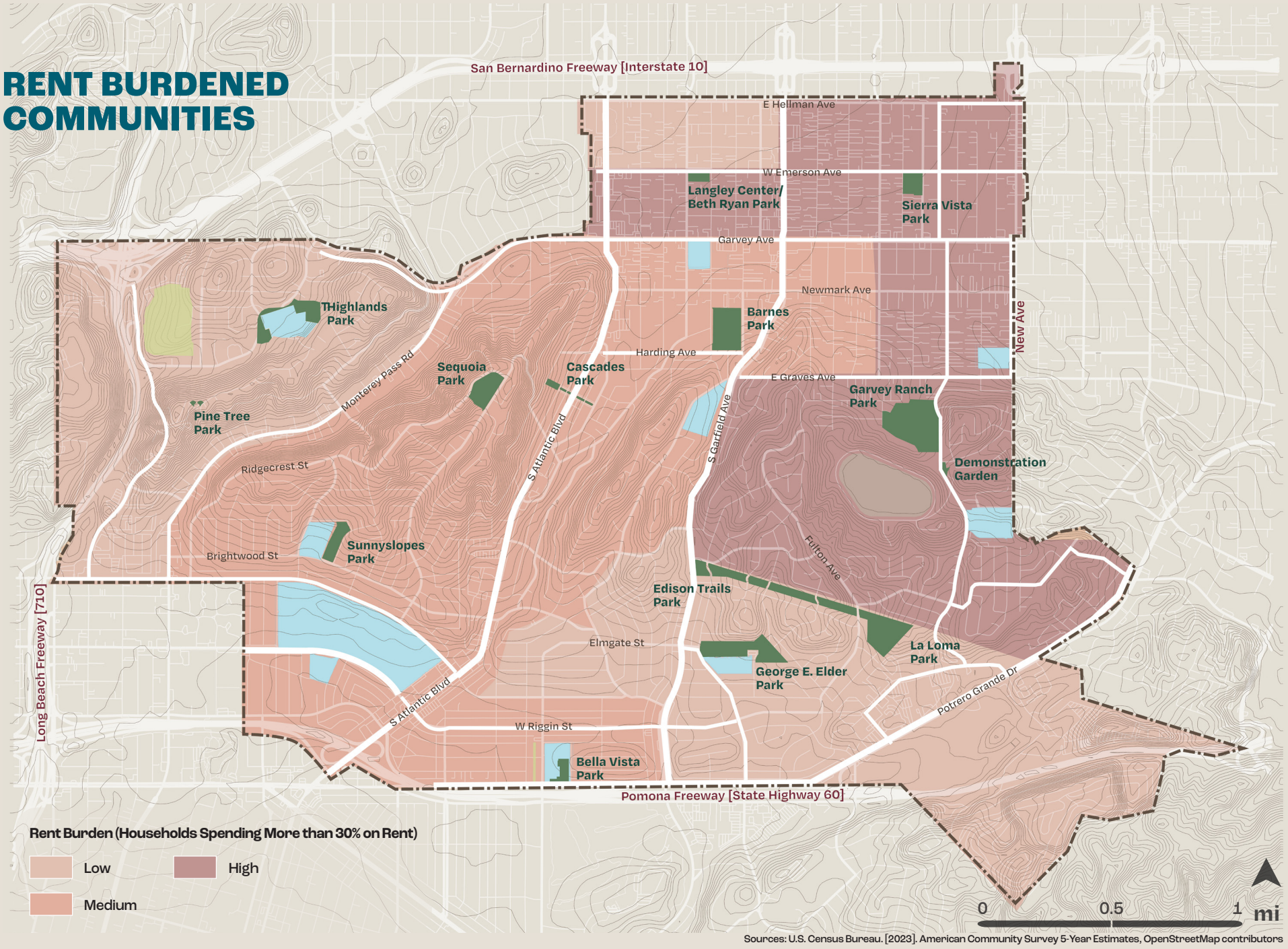
Urban forestry also helps to combat the "urban heat island" effect, replacing massive amounts of pavement, buildings, and other surfaces that absorb and retain heat with a natural shade canopy that can dramatically reduce the overall temperature of the neighborhood. Expanding and enhancing a city's urban forestry also encourages greater walkability, bikeability, and transit ridership. At a regional scale, urban forests help to mitigate the effects of climate change by capturing carbon dioxide and combating heat waves. Lastly, street trees, when located near public spaces, can also help to promote social interaction and contribute to a sense of place for Monterey Park residents. In the context of Monterey Park's current built environment, urban forestry can become an integral component of the greater open space network which will help to address the deficiencies in public spaces exacerbated by a high population density. By strategically integrating trees into the urban landscape, Monterey Park can enhance connectivity and accessibility of green spaces and parks. The selection of street trees is very important in helping to create resilient ecosystems and ensuring minimal maintenance requirement and maximum shade coverage.

TREE EQUITY SCORE



Sources: American Forests Tree Equity Score, Google, i-Tree, University of Vermont, Mapbox, OpenStreetMap contributors

RENT BURDENED COMMUNITIES



Sources: U.S. Census Bureau. [2023]. American Community Survey 5-Year Estimates, OpenStreetMap contributors

Housing Security

Until recently, housing was not a typical area of study in most park master planning efforts, but as many park planners are now learning, there is a direct influence that open space has on housing, and vice versa. As cities like Monterey Park encounter the challenges of population growth and development, the concept of "green gentrification" has emerged as a topic of considerable debate. Green gentrification refers to the process by which environmentally beneficial initiatives, such as the development of parks, green spaces, and sustainable infrastructure, lead to the displacement and marginalization of low-income residents. As Monterey Park plans its open space network for the future, it is essential to consider the potential impacts of green gentrification and explore strategies to ensure that environmental progress is equitable and inclusive.

To comprehend the phenomenon of green gentrification, it is crucial to recognize the interconnectedness of environmental and park equity initiatives and urban development. Green gentrification is the concept that with public capital investment into the development or redevelopment of parks and open spaces, the surrounding neighborhood's property values will rise, and as a result, lower-income residents are displaced by wealthier newcomers.

The City of Monterey Park, like many urban areas, faces pressures to enhance its environmental sustainability while balancing the needs of its diverse population. As plans for the open space network take shape, the GROW Master Plan must consider how new park developments in Monterey Park might impact our most vulnerable communities, particularly those with limited resources or marginalized backgrounds. Failure to address the potential for green gentrification could exacerbate inequality and undermine the long-term viability of park equity initiatives.

As Monterey Park plans for the future of their open space network, it is essential to simultaneously consider residential anti-displacement strategies to protect our most vulnerable populations. Ignoring the risks of green gentrification could perpetuate cycles of displacement and exclusion, ultimately undermining the city's efforts to create a more livable and resilient community. By proactively addressing these issues, Monterey Park can ensure that its open space network benefits all residents, regardless of income or background.

PARK & COMMUNITY HISTORY

The equity-centered approach of the GROW Master Plan recognizes the importance of acknowledging and addressing historical disparities that may have disproportionately affected certain groups within Monterey Park. This includes a commitment to rectifying past imbalances in access to recreational resources, ensuring that historically marginalized communities have an equitable opportunity to benefit from the planned developments.

Community History

Prior to Spanish colonization and the subsequent displacement of Native peoples from their ancestral lands, the Tongva and Shoshone tribes inhabited the foothills of what is now Monterey Park. Throughout the 1800s, the area witnessed an extensive history of land acquisition and transactions, both before and after the establishment of the San Gabriel Mission and the Spanish Land Grant known as Don Antonio Maria Lugo Rancho.

Situated in the San Gabriel Valley to the east of Los Angeles, Monterey Park holds a strategic position in the region, relative to Downtown Los Angeles and Pasadena. The city was established in 1916 after community members fought against the threat of a sewer plant being built in the area, which was proposed by Pasadena and Alhambra[10]. Once Monterey Park was recognized as an official city, new development began to arise as land began to be bought and sold. Street enhancements were introduced with the paving of Garfield Ave which stretched to Montebello in 1923, followed by Atlantic Boulevard in 1928[11]. With new development and connectivity, the city's population began to grow during this period, but it wasn't until the end of WWII that it experienced its most significant expansion. Through the 1940s to 1960s Monterey Park established 8 new parks to accommodate its growing population. These parks were Barnes Park [1948], Garvey Ranch [1952], La Loma [1953], Langley [1954], Sunnyslopes [1958], George Elder Park [1959], Edison Trails [1965], Highlands [1965], and Sequoia [1969][12].

In Monterey Park, there have been major contributions to the city's cultural and economic development from communities such as Latinos, Japanese American, Jewish, and Armenian. In the 1980's, there was heavy foreign investment from Taiwan, China, and Southeast Asia that began to change the cultural landscape of the city and attracted Asian immigrants into Monterey Park, particularly from mainland China. Due to this influx of immigrants, the city soon became known as a Chinese suburb, and as it grew, so did its population of middle-class Chinese immigrants. White and Latino residents sold their property when they observed the influx of Asian immigrants. Monterey Park quickly evolved into an Asian American hub, drawing Asian residents from neighboring cities into the area[13].

The increasing Asian population led to racial tensions within the city. These tensions were heightened in the 1980s by former mayor Barry Hatch's degrading comments about immigration and the community's changes. Much of the non-Asian residents that still remained began to protest the expansion of Asian culture by fighting the use of Chinese signs and forcing English to be the official language[14].

The city was divided until the 1990s when politicians like Lily Lee Chen, Judy Chu, and Mike Eng fought against discrimination and formed multi-ethnic coalitions, helping to reunite the community and embracing the cultural diversity.

THERE ARE 14 CITY PARKS THAT ACCOUNT FOR 107.64 ACRES IN MONTEREY PARK:

- Barnes Park
- Bella Vista Park
- Cascades Park
- Demonstration Garden
- Edison Trails Park
- Garvey Ranch Park
- George E Elder Memorial Park
- Highlands Park
- La Loma Park
- Langley Senior Center and Beth Ryan Park
- Pine Tree Park
- Sequoia Park and Nachi Gardens
- Sierra Vista Park
- Sunnyslopes Park

Reflecting its historical and cultural diversity, Monterey Park is now home to fourteen parks spread across its approximately 7-square-mile area. These parks serve as a central gathering place for the community and a place to host important cultural events.

For instance, Barnes Park is host to events and festivals like the Cherry Blossom Festival, Cinco De Mayo Event, Lunar New Year Event, Happy Birthday Monterey Park, Play Days Carnival, Independence Day Celebration, and more. These events highlight the city's multicultural heritage and help foster unity.

Monterey Park also uses their parks for educational recreation, which is important to the residents. Garvey Ranch Park, home to the Garvey Ranch observatory and historical museum, hosts interactive events that help residents of all ages engage in learning. The city has also been dedicated to providing inclusive recreational spaces by providing facilities like picnic areas, outdoor/indoor courts, and playgrounds that allow the community to socialize, gather, and interact.

Although Monterey Park has a good amount of parks in the city, the need for additional green space has been debated as the population continues to grow. With minimal available land, the city is focused on maximizing the use of its established parks[15]. Improvements have already been made to Bella Vista, Edison Trails, Garvey Ranch, Highland, and Sequoia Parks, where outdated playground equipment has been replaced or repaired. These enhancements aim to attract more visitors by creating safer and larger spaces for youth to interact.

[10] *https://www.montereypark.ca.gov/DocumentCenter/View/1860/Introduction?bidId=*

[11] *https://www.montereypark.ca.gov/DocumentCenter/View/1854/Monterey-Park-in-the-1920s?bidId=*

[12] *https://www.montereypark.ca.gov/DocumentCenter/View/1857/Monterey-Park-in-the-1950s-and-1960s?bidId=*

[13] *https://nytimes.com/1994/10/17/us/asian-investors-create-a-pocket-of-prosperity.html*

[14] *https://www.nytimes.com/2023/01/23/us/monterey-park-history-chinese.html*

[15] *https://www.montereypark.ca.gov/DocumentCenter/View/14211/Resources-Element?bidId=*

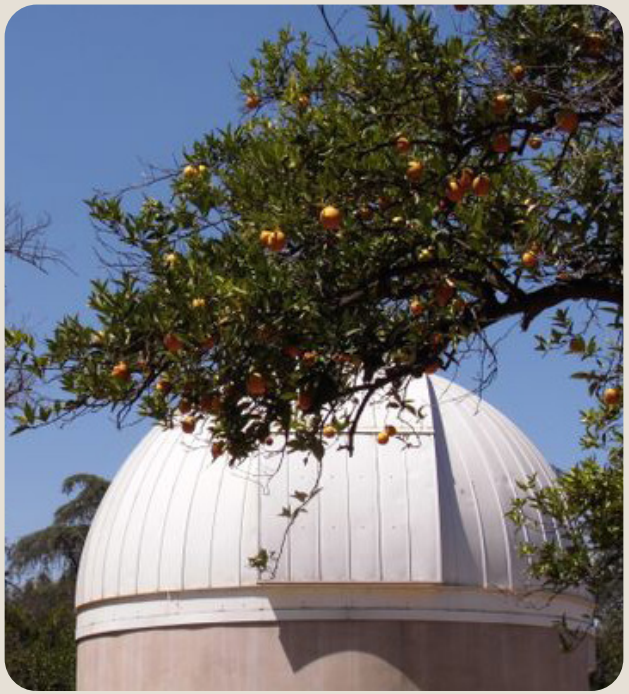
Below are a few key summaries of the history of park development in Monterey Park:

Cascades Park & Jardín el Encanto

Just north of the city is the historical landmark, Jardín el Encanto and Cascades Park; the approximately two-acre park features a cascading fountain that pours downhill towards De la Fuente and the Jardín el Encanto. Both the building and the park were constructed concurrently as focal points to the Midwick View Estates in 1929. Peter N. Snyder, a real estate developer, envisioned a luxury residential area with the conceptualizations of Beverly Hills and Bel Air in mind. Even though his work of industrial, commercial, and residential expansions on Atlantic Boulevard was a component of influence to the city's business district and its neighbors, the Great Depression inhibited any real estate growth and halted Snyder's proposed plans. He also proposed an amphitheater to be constructed at the top of the cascade but was ultimately never built; at the top of the park now sits the observation terrace overlooking the neighborhood downhill. In 2021, the park was rehabilitated with sustainable irrigation practices and landscaping with native plants.

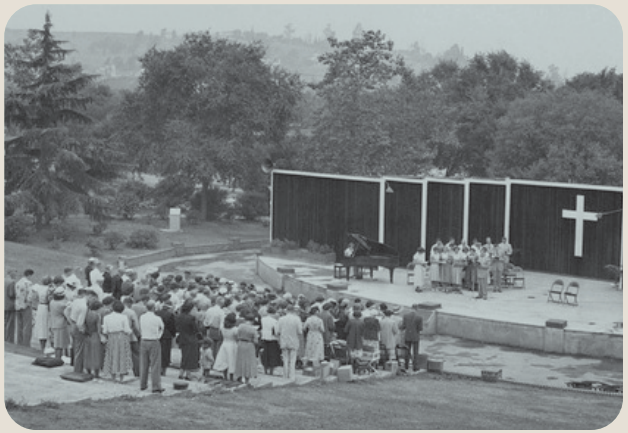
Garvey Ranch Park

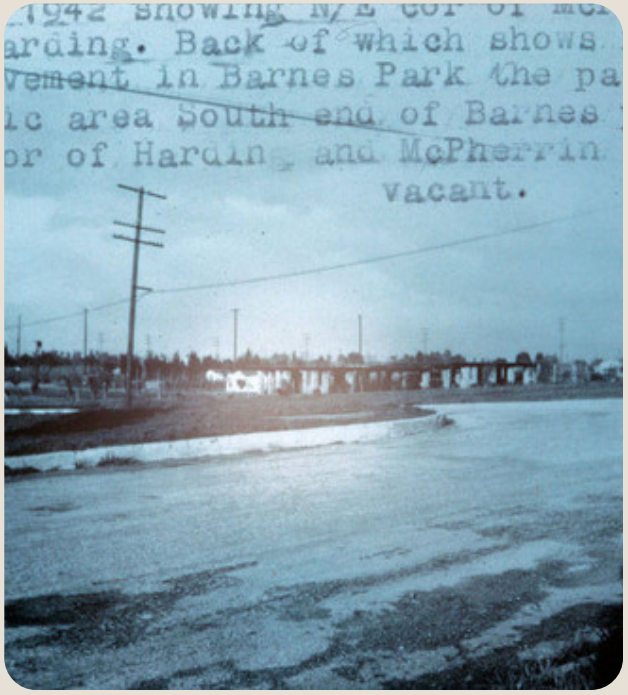
Residing in the east side of Monterey Park, next to the Garvey Reservoir, is the Garvey Ranch Park. The park includes amenities like picnic tables/shelters, two baseball/softball diamond, two playgrounds, two tennis courts, outdoor basketball courts, a historical museum, and functioning observatory that serve as testaments to the history of the city. In 1879, a United States [US] Army mail carrier named Richard Garvey traversed the foothills of the land while on his way to Los Angeles. Some time after, Garvey purchased 4,000 acres of the area [former rancho land] and settled down in his home where the park currently resides. His son, Garvey Jr., constructed the observatory for leisure use as an extension of his residence in the 1930's. Garvey also has a road named after him [formerly called Coyote Pass], which prior to the freeway, was one of the prominent roads to get into Los Angeles from the San Gabriel Valley. Now, the Monterey Park Historical Museum and the Garvey Ranch Park Observatory are operated by the Monterey Park Historical Society and the Los Angeles Astronomical Society respectively. The museum even includes a tiny segment of Garvey's original home. Both of these sites garner community engagement while educating residents about the place they inhabit.



Barnes Park

The park was originally named "Monterey Park Park," but in 1948, its name changed to Barnes Park, in honor of resident Mr. B.S. Barnes, who led the park's initial acquisition. That same year, the Barnes Park Memorial Bowl and play area were inaugurated. Barnes Park became a key staple in the city and attracted many artists including Lawrence Welk and Janice Joplin, who performed in the park. Barnes Park is located within walking distance of the City Hall, library, and fire station and offers a range of recreational services including spaces for sports, picnics, and more notably the aforementioned amphitheater.





Edison Trails Park

Edison Trails Park was officially established in 1965 through a license agreement between the City of Monterey Park and Southern California Edison (SCE), making it one of the earliest examples of joint-use parkland in the region. Situated along an SCE electric transmission corridor in the southwestern hills of the city, the park transformed a utilitarian right-of-way into a publicly accessible natural space. For decades, it served the community with its network of unpaved walking trails, scenic hillside views, and informal open space for hiking and passive recreation. In the early 2010s, however, the park faced new challenges when SCE implemented stricter vegetation management guidelines, starting in 2013, which threatened the removal of many trees and vegetation due to updated safety regulations. After community pushback and negotiation, a compromise was reached in 2014 to allow selective trimming instead of widespread removal, preserving much of the park's natural character. Edison Trails Park continues to be a valuable example of how cities can creatively leverage infrastructure corridors to expand public open space.

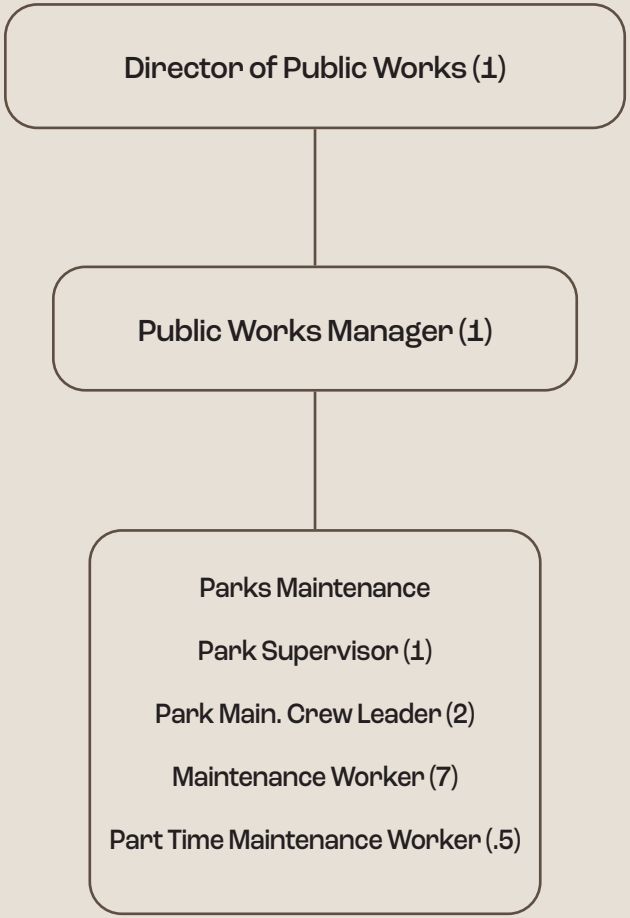
Demonstration Garden

Located on Orange Avenue, the Demonstration Garden lays on 1.12 acres of land between Metro Drive and Tegner Drive. This park is one of the more recent parks, established in the 1990s. With the help of the San Gabriel Valley Municipal Water District (SGVMWD), renovations were done in 2017 to introduce a garden filled with drought tolerant plants. The garden includes international themes that celebrate the community's diversity. Some of these themes include Asian, California native meadow, Mediterranean, and Spanish gardens. Also included, is water wise irrigation which is used through the whole garden making it environmentally friendly[16].

[16] *https://ca-montereypark.civicplus.com/ArchiveCenter/ViewFile/Item/518*

FITNESS COURT

PUBLIC WORKS DEPARTMENT ORGANIZATIONAL CHART
PARKS DIVISION



PUBLIC WORKS DEPARTMENT
FY 2025–2026 ADOPTED BUDGET

Expenditures by Character	FY 2023–24 Actual	FY 2024–25 Original Budget	FY 2024–25 Projected Budget	FY 2025–26 Budget
Salary and Benefits	$497,230	$566,211	$566,211	$611,093
Services	$335,996	$285,625	$285,625	$436,795
Commodities	$86,784	$124,225	$124,225	$69,700
Internal Services	$554,376	$546,876	$546,876	$562,787
Total Expenditures	**$1,474,386**	**$1,522,937**	**$1,522,937**	**$1,680,376**
Authorized Full-Time Equivalent Positions	**6**	**6**	**6**	**6**

Funding Sources by Type	FY 2023–24 Actual	FY 2024–25 Original Budget	FY 2024–25 Projected Budget	FY 2025–26 Budget
General Fund	$1,080,093	$1,193,609	$1,193,609	$1,326,884
Special Revenue	$229,511	$223,592	$223,592	$242,447
Enterprise	$164,782	$105,736	$105,736	$111,045
Total Expenditures	**$1,474,386**	**$1,522,937**	**$1,522,937**	**$1,680,376**

EXISTING PARK FUNDING

Parks are essential community assets that provide recreational opportunities, improve public health, advance sustainability, and foster social cohesion. However, the City of Monterey Park faces challenges in securing ongoing and additional funding to maintain and operate these spaces. While grants often support new park development, long-term care and day-to-day upkeep are underfunded.

The Recreation and Community Services Department extends its impact beyond traditional programming by offering unique services and fostering community connections. It operates the Community Dial-A-Ride program, providing vital transportation services, and state-licensed childcare programs, supporting families with high-quality care. The Department also manages a volunteer program, encouraging civic engagement, and oversees Facility and Picnic Reservations to facilitate community use of public spaces. Additionally, it acts as a liaison to three City Commissions [refer to page 101 for more information] ensuring that diverse community needs are reflected in local decision making. These non-traditional services highlight the department's dedication to creating a vibrant, inclusive, and supportive community.

With regards to its Revenue Budget, the City of Monterey Park receives funding from a variety of sources such as taxes, grants, permits, and service fees. The General Fund is the main operating fund of the City and pays for the majority of police, fire, building, zoning, public works, park maintenance, recreation, and library services.

Like many cities across the United States, the City of Monterey Park's Recreation & Community Services Department is operating on a limited budget that represent a small fraction of the total City Budget. The Department funds many of its programs through alternative revenue sources. Specialized recreation classes, aquatics, day care, and reservations are partially self-supported through user fees and charges. Additionally, the Dial-A-Ride Program is financed by revenue from a Los Angeles County voter-approved one-quarter percent sales tax.

The Recreation and Community Services Department has a total expenditure of $4.2 million for the fiscal year 2024-2025, with programs and divisions focusing on enhancing facilities, expanding access, and improving services for the community. The following FY 2024-2025 budgets also include essential operational costs such as staff salaries and benefits, contracted services, and commodities:

Recreation Facilities Division

With a budget of approximately $1.1 million, the division aims to modernize and enhance Barnes Park gymnasium by renovating the indoor restrooms and replacing the gymnasium floor. Additionally, it plans to build three new picnic pavilions at Garvey Ranch Park and utilize a grant to update the Langley Center Lobby with new furniture and phone charging stations.

Aquatics Program

The Aquatics Program, also allocated $1.1 million, focuses on modernizing the pool facility by adding new lane line anchors to support simultaneous aquatic programs. The program will also reinstate summer aquatic offerings, including public night swim and adult swim lessons, to enhance access for residents.

Senior Programs Division

With a budget of $721,765, Senior Programs will renovate the east wing restrooms at Langley Center, offer emergency preparedness workshops in collaboration with the Fire Department, and compile a comprehensive list of mental health and social services resources for participants.

Youth Programs Division

Youth Programs has a budget of $241,504 and aims to modernize electronic infrastructure for online registration and payments for Day Care and Summer Day Camp programs. It will also implement youth mental health and wellness activities and develop marketing strategies to achieve a 25% enrollment increase in the Summer Day Camp.

Recreation Programs Division

This division, with $241,504 allocated, plans to expand leisure class programming by partnering with local businesses and entrepreneurs to offer classes outside city facilities. It also aims to grow the “MPK Mini’s” program to include youth soccer and volleyball clinics.

Special Events Division

With a budget of $235,253, this division will commemorate Asian American and Pacific Islander [AAPI] and Native American Heritage months through cultural activities. It also plans to increase public engagement in the Parks System Master Plan process and enhance participation in events like Santa’s Jolly Journey through expanded marketing.

Community Transportation Division

The Community Transportation Division has $989,727 in funding and plans to establish an annual leisure group excursion to the Vincent Price Art Museum for cultural and social engagement. It also aims to improve communication about subsidized M.T.A. bus fares available to seniors and students.

Reallocation of the existing budget will be critical to achieving the goals of the City of Monterey Park GROW Plan, serving as the foundation for enhancing the city's parks and recreation system. To implement the recommended actions outlined in the Final Plan, it will be necessary to strategically prioritize resources to address community needs. At the same time, the Recreation and Community Services Department must advocate for increased funding to support long-term growth and improvements, presenting compelling evidence of the plan's benefits, such as improved public health, equity, and economic development, to decision-makers.

To address the funding gap for park operations and maintenance, the City can explore various approaches, including creating dedicated funding streams like expanded municipal budgets for parks, development-related impact fees, or targeted tax measures. Currently, the City does have development impact fees, but are set at a rate that should be reassessed on a regular basis. Partnerships with private entities, community-based organizations, and nonprofit foundations can also provide critical support. Volunteer programs offer another opportunity for local residents to actively contribute through financial donations or hands-on efforts to care for the parks they value. These measures not only enhance financial stability but also foster shared responsibility for keeping parks well-maintained.

Securing sustainable funding, however, requires strong political will. Parks must be prioritized as critical infrastructure in budget decisions, and elected officials must champion policies that ensure equitable access and ongoing maintenance, especially in underserved communities. Political leaders play a vital role in rallying public support by articulating the value of parks as essential community assets that enhance public health, environmental sustainability, and social equity. By driving policy change and advocating for dedicated funding mechanisms, policymakers can ensure that Monterey Park's park system receives the resources it needs to thrive for generations to come. Additional information on the topic of park funding can be found on page 271.

Recreation & Community Services Department

The Monterey Park Recreation & Community Services Department is responsible for administering, managing, and implementing all leisure service programs for the city's residents. Currently staffed by 15 full-time and approximately 21 part-time employees, the Department coordinates a range of activities, including recreation programs, classes, special events, Dial-a-Ride transportation services, community beautification programs, and volunteer services.

Monterey Park currently provides a diverse array of recreational programs catering to various age groups and interests. In the Aquatics Division, programs include Lap Swim for those over the age of 18, Public Swim for youth and adults, Pool Rentals for youth, Swim Lessons (Tot-Level 6) for youth, and Water Aerobics for individuals over the age of 18.

The Child Care Division offers comprehensive services, such as After School Care (during the school year) for 5-12-year-olds, Spring Break Camp, Summer Day Camp, Thanksgiving Break Camp, Tiny Tots for 3-4.5-year-olds, and Winter Day Camp for 5-12-year-olds.

For those interested in skill development, the Contract Classes Division provides a range of options such as Baseball/Softball Hitting Fundamentals for 8-18-year-olds, Beginner Crochet for teens and adults, Breakthrough Sports focusing on basketball skills for youth, and Chinese Reading for 5- to 8-year-olds. Other programs include Creative Writing, Dance Fitness, Fitness classes, Karate for people over the age of 6, Kung Fu Beg/Int for individuals over the age of 18, Line Dance for those aged 18-70, Mandarin Story Time for 2-5-year-olds, Salsa Dance, Summer Swim and Water Polo Skills for 13-18-year-olds, Tennis for people over the age of 3, Folk Dance for those aged 50-99, and Tai Chi for individuals over the age of 50.

Facilities are available for rental, including the Barnes Park Amphitheater, fields, and gymnasiums, with additional offerings like Pickleball Leagues for adults, Picnic Shelter Rentals, and Service Club House Rentals.

The Seniors Division provides various activities for those over the age of 50, including rentals for Langley Center and Langley Center Kitchen, Senior Leisure Trips, monthly dances with meals, Show the Love - Gram, and a range of activities such as Billiards, Bridge Play, Crochet and Knitting, Fitness Room access, Health and Wellness Workshops, Health Screenings, Karaoke, Kimekomi Doll Making, Line Dance, Mah Jong, Meal Distribution, Ping Pong, World Culture Dance, Yoga, and Yuen Chi Dance.

The Transportation Division offers services like the Mature Driving Course for those aged 55-99, Dial A Taxi for individuals over the age of 55, Metro Tap Card Reduced Fee for those over the age of 62, and Dial-A-Ride services for those 55 and older. Free Programs Division includes Pickleball Intro for those over the age of 18 and various activities for seniors over 50. Administrative Division's Civic Superstar program targets 1st-5th graders.

Special Events Division hosts a wide range of family and adult events, such as AAPI Heritage Month Activities, the Cherry Blossom Festival, Community Health Fair, Electric Park, Farmers Market, Hispanic Heritage Month Activities, Holiday Snow Village, Independence Day Celebration, Letters to Santa for youth, Lunar New Year Festival, Mental Health and Wellness Fair, Memorial Day Ceremony, Monterey Park Birthday Carnival, Monster Mash, Movie in the Park, Native American Heritage Month Activities, Parks Make Life Better Month, Patriot Day Ceremony, SGV Pride for teens, Spring Egg Hunt for youth, Tribute to Cinco de Mayo, and Veterans Day Ceremony.

City Commissions

The City of Monterey Park has several City Commissions that are comprised of resident leaders who volunteer their time to assist and advise in civic matters. The three City commissions that are liaised with the Recreation and Community Services Department are Recreation & Parks, Community Participation, and Aging, all of which had representation during the park planning process. The Recreation & Parks Commission consists of five members who advise the City Council on all matters pertaining to parks, parkways and recreation. Further, they coordinate City recreation programs with those offered by other governmental agencies and voluntary organizations. The Community Participation Commission consists of ten adult members and five youth members, and seeks out and publicizes artistic, cultural, and historic exhibits, performances, and opportunities that would bring the community together, and involve the city's youth in community activities. The Commission on Aging consists of ten members who advise the City Council regarding the problems and services relating to the senior citizens of Monterey Park, and serves as liaison to other agencies and commissions on matters relating to senior programs.

The participation of the three commissions—Recreation & Parks, Community Participation, and Aging—adds distinct and valuable perspectives to the implementation of the City of Monterey Park GROW Plan, leveraging their specialized expertise and community connections to ensure a successful and inclusive outcome. Here's how each commission contributes:

Recreation & Parks Commission

This commission plays a pivotal role in overseeing and advising on park-related matters. Their responsibilities include reviewing park development projects, ensuring alignment with recreational goals, and coordinating city programs with other organizations. Their involvement in the GROW Master Plan ensures that the design and programming of park spaces meet community needs and adhere to best practices in recreation planning. Additionally, their advisory capacity to the City Council positions them as key advocates for funding and prioritization of park improvements.

Community Participation Commission

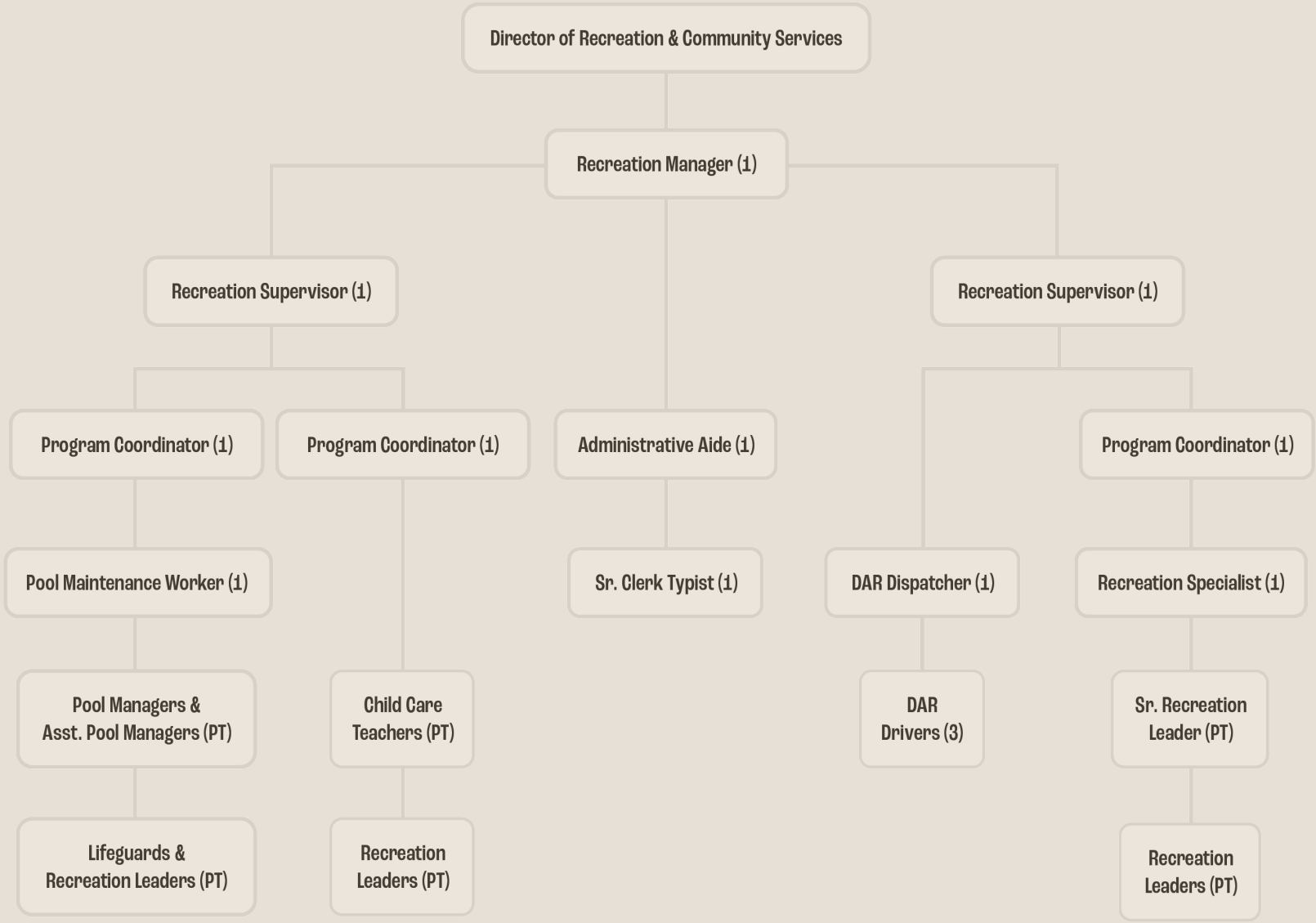
With a focus on fostering community connections through artistic, cultural, and historic initiatives, this commission enhances the Parks Master Plan's goals by integrating programming that celebrates Monterey Park's diversity. By engaging youth and highlighting opportunities for creative and cultural expression in parks, they help attract broader participation in park activities. Their efforts can amplify community buy-in and ensure parks serve as vibrant hubs for cultural enrichment and civic engagement.

Commission on Aging

As advocates for senior citizens, a target population in this planning effort, this commission ensures that GROW Master Plan addresses the unique needs of older adults. Their input is critical for designing age-friendly features such as accessible walking paths, shaded areas, fitness equipment, and programming tailored to our elders. Serving as liaisons to other agencies and commissions, they help integrate senior-focused programs into broader recreational offerings, fostering intergenerational connections while enhancing inclusivity.

RECREATION AND COMMUNITY SERVICES DEPARTMENT

FY 2024 - 2025 ADOPTED BUDGET



CITY OF MONTEREY PARK RECREATION PROGRAMS

2024 -2025

Division	Program	Age
Aquatics	Lap Swim	18 and older
Aquatics	Public Swim	Youth/Adult
Aquatics	Pool Rentals	Youth
Aquatics	Swim Lessons [Tot-Level 6]	Youth
Aquatics	Water Aerobics	18-99 yrs

Division	Program	Age
Child Care	After School Care [School Year]	5-12 yrs
Child Care	Spring Break Camp	5-12 yrs
Child Care	Summer Day Camp	5-12 yrs
Child Care	Thanksgiving Break Camp	5-12 yrs
Child Care	Tiny Tots	3-4.5 yrs
Child Care	Winter Day Camp	5-12 yrs

Division	Program	Age
Facilities	Barnes Park Amphitheater Rental	Youth/Adult
Facilities	Field Rentals	Youth/Adult
Facilities	Gymnasium Rentals	Youth/Adult
Leagues	Pickleball League	18-99
Facilities	Picnic Shelter Rentals	Youth/Adult
Facilities	Service Club House Rentals	Youth/Adult

Division	Program	Age
Transportation	Mature Driving Course	55 and older
Transportation	Dial A Taxi	55 and older
Transportation	Metro Tap Card Reduced Fee	62 and older

Division	Program	Age
Contract Classes	Baseball/Softball Hitting Fund.	8-18 yrs
Contract Classes	Beginner Crochet	Teen/Adult
Contract Classes	Breakthrough Sports [Basketball Skills]	Youth
Contract Classes	Chinese Reading	5-8 yrs
Contract Classes	Creative Writing	18 and older
Contract Classes	Dance Fitness	18 and older
Contract Classes	Fitness	18 and older
Contract Classes	Karate	6 and older
Contract Classes	Kung Fu Beginner / Intermediate	18 and older
Contract Classes	Line Dance	18-70 yrs
Contract Classes	Mandarin Story Time	2-5 yrs
Contract Classes	Salsa Dance	18 and older
Contract Classes	Summer Swim and Water Polo Skills	13-18 yrs
Contract Classes	Tennis	3 and older
Contract Classes Seniors	Folk Dance	50 and older
Contract Classes Seniors	Tai Chi	50 and older

Division	Program	Age
Seniors	Langley Center Rentals	Youth/Adult
Seniors	Langley Center Kitchen Rentals	Youth/Adult
Seniors	Senior Leisure Trip	50 and older
Senior Special Events	Monthly Dance w/ Meal	50 and older
Senior Special Event	Show the Love - Gram	50 and older

Division	Program	Age
Administrative	Civic Superstar	1st-5th Grade

Division	Program	Age
Special Events	AAPI Heritage Month Events/Activities	Family
Special Events	Cherry Blossom Festival	Family
Special Events	Community Health Fair	Adult
Special Events	Tribute to Cinco De Mayo	Family
Special Events	Electric Park	Family
Special Events	Farmers Market	Family
Special Events	Hispanic Heritage Month Events/Activities	Family
Special Events	Holiday Snow Village	Family
Special Events	Independence Day Celebration	Family
Special Events	Letters to Santa	Youth
Special Events	Lunar New Year Festival	Family
Special Events	Mental Health and Wellness Fair	Adult
Special Events	Memorial Day Ceremony	Adult
Special Events	Monterey Park Birthday Carnival	Family
Special Events	Monster Mash	Family
Special Events	Movie in the Park [3-4 Separate events]	Family
Special Events	Native American Heritage Month Events	Family
Special Events	Parks Make Life Better Month	Family
Special Events	Patriot Day Ceremony	Adult
Special Events	SGV Pride	Teen
Special Events	Spring Egg Hunt	Youth
Special Events	Veterans Day Ceremony	Adult

Division	Program	Age
Transportation	Dial A Ride	50 and older

Division	Program	Age
Seniors	Billiards	50 and older
Seniors	Bridge Play	50 and older
Seniors	Crochet and Knitting	50 and older
Seniors	Fitness Room	50 and older
Seniors	Health and Wellness Workshops [Various]	50 and older
Seniors	Health Screenings [Various]	50 and older
Seniors	Karaoke	50 and older
Seniors	Kimekomi Doll Making	50 and older
Seniors	Line Dance	50 and older
Seniors	Mah Jong	50 and older
Seniors	Meal Distribution	60 and older
Seniors	Ping Pong	50 and older
Seniors	World Culture Dance	50 and older
Seniors	Yoga	50 and older
Seniors	Yuen Chi Dance	50 and older

Division	Program	Age
Contract Class	Pickleball Intro	18 and older

PLANNING & POLICY FRAMEWORK

Los Angeles County Parks & Recreation Needs Assessment (PNA)

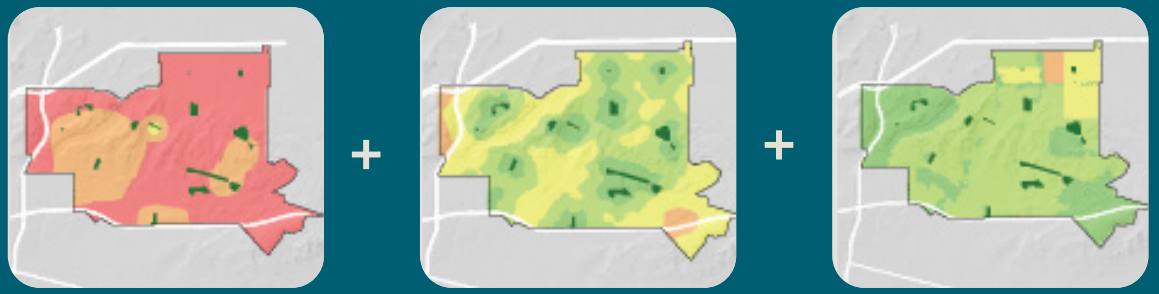
County of Los Angeles

The Los Angeles County Board of Supervisors adopted the 2016 Countywide Parks Needs Assessment (PNA), which comprehensively analyzed and quantified the need for parks and recreational facilities in cities and unincorporated areas throughout the county, including Monterey Park. Since its adoption, the PNA has guided the County in addressing inequities and guiding funding allocation for parks and recreation. The PNA has directly informed the development of Measure A which includes dedicated funding for Very High and High park-need study areas. In 2022, the County of Los Angeles Department of Parks and Recreation released the 2022 Parks Needs Assessment Plus (PNA+), which builds upon the 2016 assessment and incorporates a study of conservation and restoration, regional recreation, and rural recreation. The PNA+ also provides mapping and analysis tools related to studying population vulnerability, environmental benefits, environmental burdens, and priority areas for investment.

Where are Parks Most Needed?

How does Los Angeles County determine "park need"?

Calculated using the following weighing:
(20% x Park Acre Need) + (20% x Distance to Parks) + (60% x Population Density)



Park Acres Needed + Distance to Parks + Population Density

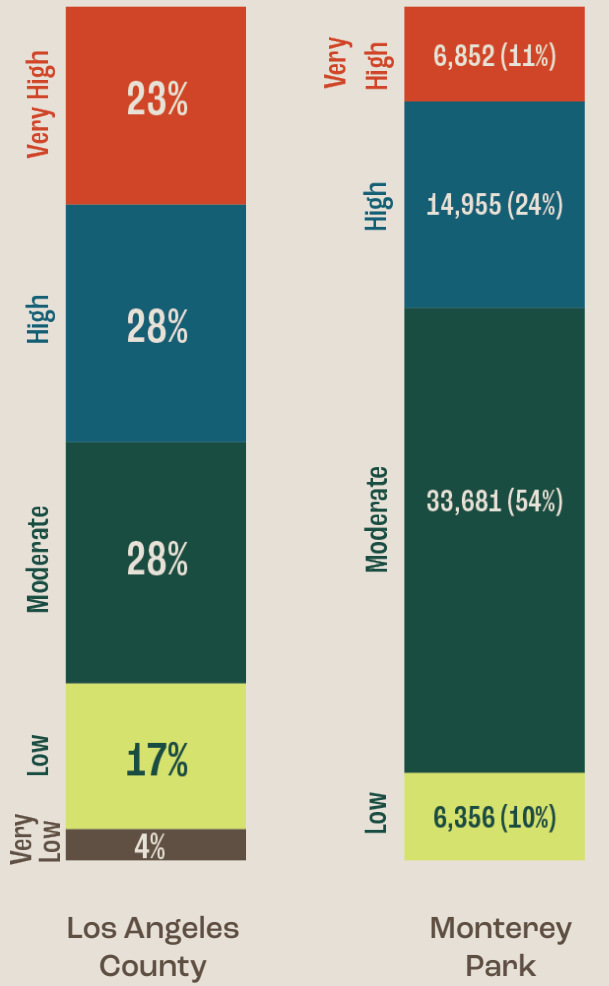
Residents living within the northeastern part of Monterey Park experience the highest levels of park need throughout the city. The closest neighborhood park, Sierra Vista Park, is approximately 3.16 acres in size, which equates to approximately 0.19 park acres per 1,000 residents.

In the 2016 PNA, Monterey Park was identified as a city with "Moderate Park Need", however, there are areas where 11% of residents experience "Very High Park Need" and an additional 24% that experience "High Park Need". With 14 parks and 107.64 acres of park space, Monterey Park as a city has only 2 acres of park space per 1,000 residents, which is lower than the countywide average of 3.3 acres of park space per 1,000 residents (also below the recognized standard of 4 acres of open space per 1,000 residents). Park need is then determined by assessing this park acreage in combination with the distance to the parks and population density. Currently, 60% of Monterey Park residents live within a ½ mile of a park, which is the typically assumed distance a person is willing to walk to a park. As the City of Monterey Park considers opportunities to enhance the open space network and recreational programming through an equitable lens.

Residents living within the northeastern part of Monterey Park experience the highest levels of park need throughout the city. The closest neighborhood park, Sierra Vista Park, is approximately 3.16 acres in size, which equates to approximately 0.19 park acres per 1,000 residents. The only other park in the area is Beth Ryan Pocket Park [0.27 acres], which serves 0.09 park acres per 1,000 residents. In contrast, George E. Elder Park is 12.85 acres in size, which equates to 4.48 park acres per 1,000 residents.

While the northeastern part of the city is experiencing the greatest park need, Monterey Park residents generally have less-than-average access to quality public open spaces. With physical limitations to park development, the City of Monterey Park must consider multi-use benefits within existing parks and its programs. As part of Los Angeles County's assessment in 2016, Monterey Park prioritized adaptive reuse and renovation projects, such as the pool renovation, outdoor fitness equipment, rubberized trail, shade structures, and A "Physics Forest" at Barnes Park, four badminton courts at Sunnyslopes Park, community garden at Elder park, and a rubberized playground at Garvey Ranch Park. A new dog park was proposed, without identifying a specific location. These projects offer a basis of understanding in 2024, nearly 10 years after, about the priorities of park development within the community.

How Many People Need Parks?



PARKS NEED ASSESSMENT

Sources: Los Angeles County Department of Parks and Recreation. Monterey Park Study Area Profile. In Los Angeles Countywide Parks and Recreation Needs Assessment. May 2016, OpenStreetMap contributors

Land Use & Urban Design Element

City of Monterey Park

The City of Monterey Park updated its Land Use and Urban Design [LUUD] Element within the General Plan in 2019, providing a vision for how land uses in the city are distributed and its intensity of development for residential neighborhoods, commercial and employment districts, mixed-use environments, parks and other open spaces, and governmental and institutional uses. In particular, the Land Use Policy Map and Regulating Plan present graphical representations of land use policy. The LUUD Element also includes the urban design element which guides design standards for new development to follow, ensuring that the interrelationship of uses and the urban form are considered, further encouraging the creation of distinct places that promote interaction, community pride, and economic development.

Through community engagement, the LUUD Element supports the community's desire to protect those features of Monterey Park that distinguish the city: its diverse residential neighborhoods, cherished parks, and business districts that attract people from throughout the region and beyond to unique restaurants and shops. At the same time, the goals and policies look toward the need to ensure the City's long-term fiscal health, accommodate housing demands for all household income levels, and respond to the rapidly evolving ways in which people shop and spend leisure time. As the LUUD Element envisions Monterey Park in 2040, the City of Monterey Park GROW Plan must be internally consistent with the plans and policies related to the park and open space development established for the future.

Within its Goals and Policies section, the LUUD also sets forth a bold community vision and planning strategy for open space development in Monterey Park. For new development, parcels that are designated as Open Space allow for park land and recreational facilities, community gardens, golf courses, resource conservation areas, public utilities, and historic landfills, with a maximum floor-area-ratio of 0.35 for new building construction.

The LUUD Element features traditional concepts for open space, as well as innovative concepts such as parklets, public right-of way conversions, and urban recreation/plazas/facilities. Other Open Spaces include a former landfill and the Monterey Park Golf Club, a City-owned nine-hole facility, is available for general public use.

The 145-acre portion south of SR-60 remains a Superfund site [as designated by the U.S. Environmental Protection Agency] and is thus unavailable for development or even passive open space use due to extensive contamination. Given the very limited opportunities to create new open space, focused creative solutions to meet demands of new residents include:

- Creating mini green spaces in conjunction with roadway enhancements
- Creating urban recreation spaces through public plazas, green alleys, and linear greenways
- Supporting urban agriculture and community gardens

There are also several open space-related policies that the LUUD Element presents that provide a framework for the future, and are identified:

POLICY	DESCRIPTION
LUUD 3.6	Public Space. Create an interconnected system of inviting, safe, and accessible public spaces that serve residents and visitors.
LUUD 3.8	Physical Activity. Provide access to recreational facilities, including parks, trails, greenways, open spaces, and community centers that allow opportunities for physical activities for all ages and abilities.
LUUD 4.1	Climate Change. Adapt to and mitigate the effects of climate change.
LUUD 4.2	Sustainable Practices. Balance development with the preservation of environmental assets and the natural beauty of the area through sustainable practices in site planning, landscaping, construction, maintenance, and operations.
LUUD 4.3	Environmental Burden. Prevent and reduce disproportionate environmental burdens and compounding health risks affecting low-income and minority populations.
LUUD 4.4	Freeway Buffer Greening. Integrate greening buffers and maximize tree canopies within neighborhoods directly adjacent to SR-60 freeway to help improve air quality.
LUUD 4.6	Active Transportation. Prioritize and integrate active transportation strategies into the built environment that increase walking, bicycling, and transit modes of travel, with a focus on improving first and last mile connectivity.
LUUD 5.1	Equitable Access. Expand equitable access to community resources that improve quality of life. Community resources include cultural and natural amenities, health care services, education, commercial services, parks and recreation, and healthy foods.
LUUD 5.2	Services and Amenities. Facilitate safe, convenient, and affordable access to basic services and community-based amenities.
LUUD 7.1	Complete Neighborhoods. Ensure neighborhoods are "complete" neighborhoods by integrating schools, childcare centers, community centers, infrastructure, green spaces and parks, and other public amenities into each neighborhood.
LUUD 7.2	Identity. Foster a sense of community and facilitate engagement by encouraging residents to take pride in their neighborhoods and form neighborhood groups that address issues affecting the area where they live.
LUUD 7.7	Compatibility. Strengthen neighborhood identity with new development that is architecturally compatible with surrounding structures.
LUUD 8.1	Streetscapes. Provide and maintain high-quality public streetscapes in all neighborhoods
LUUD 8.6	Parking. Minimize the street presence and visibility of parking facilities from public streets and neighboring properties.
LUUD 17.4	Streetscape. Enrich the streetscape with themed lighting, benches, and trees. Consider using excess street width and adjacent public rights-of-way to create parklets, greenspace, and places for public art.
LUUD 17.5	Mobility. Improve pedestrian and vehicular mobility and safety with urban design interventions such as additional mid-block crossings, designated pedestrian walkways through surface parking lots, and shortened street crossings.
LUUD 17.6	Design Inspirations. Draw from the Cascades fountain, historical structures and historical influences, and landscaping within the public realm as inspirations for public space design treatments, site design and architecture, and landscaping. Use these inspirations to create a cohesive public realm plan for Mid Atlantic.
LUUD 20.1	Community Focal Point. Establish Downtown as the center for local businesses, public amenities, and public space experiences.
LUUD 20.2	Destination. Create a destination that includes uses and spaces for public gathering areas, community events, and local activities.
LUUD 20.5	Wayfinding. Establish a wayfinding program to assist in identifying location of Barnes Park, Monterey Park Bruggemeyer Library, the Garfield Medical Center, and other surrounding landmarks and uses.
LUUD 23.7	Parklets. Considering using side streets that intersect Garvey Avenue for adding parklets to expand outdoor dining options and add public gathering and urban green spaces.
LUUD 27.1	Functional and Flexible. Maintain multi-functional, flexible, and complementary space at Monterey Park's community buildings and spaces.
LUUD 27.2	Maximize Use. Maximize public facility use by sharing with nonprofit organizations, school districts, and community organizations.
LUUD 27.3	New Facilities. Locate new community facilities in neighborhoods and centers where they will serve populations of the greatest needs. Look for opportunities to create joint-use community space at facilities owned by private organizations such as faith-based groups, service groups, and hospitals.
LUUD 28.1	New Facilities. Locate and design new capital-intensive potable water storage and distribution facilities, particularly storage tanks, in a manner that minimizes visual, cost, and environmental impacts on the surrounding areas
LUUD 28.3	Utilities Placement. Continue to require the placement of utilities underground within new development.
LUUD 28.5	Alternative Energy. Accommodate alternative energy infrastructure as new technology evolves.
LUUD 29.1	Trails System. Create and maintain a system of trails, sidewalks, linear parks, and other connections that provide residents of all abilities with opportunities to exercise, enjoy nature, and access recreation facilities within a five-minute walk from home. Activate and encourage discovery along urban trails.
LUUD 29.2	Green Space. Consider the development of new park land or green space through the repurposing of excess street rights-of-way.
LUUD 29.4	Public Spaces. Develop guidelines for commercial and mixed-use development projects to incorporate accessible plazas, paseos, and other public spaces into project design.
LUUD 29.5	Community Gathering Spaces. Design, construct, and program community gathering spaces, plazas, and an outdoor stage/amphitheater in the Downtown Core, Garvey Corridor, North Atlantic, and South Atlantic focus areas.
LUUD 29.6	Parkland. Require parkland dedications and/or provision of usable on-site public space for significant development projects involving new residential construction.
LUUD 29.7	Surplus Land. Consider the acquisition of surplus land owned by public agencies for future open space.
LUUD 29.8	Urban Agriculture. Create urban agriculture areas to encourage property owners of vacant parcels to convert them into community gardens through the incentives made available through the Urban Agriculture Incentive Zones Act.
LUUD 29.9	Recreational Space. Enhance street corridors, parkways, and public property between buildings to serve as green space and functional recreation space [e.g., community gardens, parklets, play spaces, public seating].
LUUD 30.1	Flexible Design. Incorporate flexible design characteristics into the renovation of existing and development of new parks and community facilities.
LUUD 30.2	Environmental Responsibility. Continue to build, renovate, and maintain parks and community facilities in a manner that is environmentally responsible.

Resource Element

City of Monterey Park

The City of Monterey Park Resource Element is the guiding document that identifies a vision for the conservation and enhancement of the city's open space network [as well as other City resources such as water resources, historic resources, and air quality]. Completed in 2001, the Resource Element is currently not in compliance with the latest Land Use and Urban Design Element. However, this Element is still the guiding planning and policy document that guides where future investments into the City's resources should be targeted.

Regarding the development of new open spaces, the Resource Element identified new residential development projects as a major opportunity for additional public open space and recreation facilities. Given that established parks are surrounded by developed properties and vacant lots are scarce, a combination of pocket parks, public plazas, and multi-use community buildings are strategies that were as development opportunities. Additionally, the Resources Element identifies that such parks could be built in conjunction with private development projects along Garvey Avenue or on existing lots within residential neighborhoods. The Element also identifies commercial development projects as another opportunity for providing public open space, and these quasi-public spaces are envisioned to be landscaped plazas and similar gathering places for people of all ages.

Like other Element's within the City's General Plan, the Resources Element provides policy guidance, which is valuable both as a framework for current park planning efforts as well as a glimpse into what the City had envisioned for Monterey Park over 20 years ago – these policies are identified below:

POLICY	DESCRIPTION
RE 1.1	On a regular basis, assess usage of park facilities, and identify physical changes needed to accommodate anticipated use patterns.
RE 1.2	Preserve existing park space.
RE 1.3	Continue to work cooperatively with the school districts to maintain and expand playground use through joint-use agreements.
RE 1.4	Work with East Los Angeles Community College to make the College's recreation facilities available to Monterey Park residents.
RE 2.1	Encourage future commercial development to incorporate public squares, plazas, or similar spaces.
RE 2.2	Incorporate pocket parks, parkways, and similar recreation spaces into residential neighborhoods.
RE 2.3	Incorporate into the development review process a means for new development to contribute to existing recreational facilities and/or to address maintenance and staffing needs.
RE 2.4	Provide for the expansion of the City Library and other community services as needed to benefit all Monterey Park residents.
RE 4.2	Promote the use of drought-tolerant trees and native plant material in landscapes, especially in City-owned landscapes.
RE 4.3	Encourage use and production of reclaimed water.

Circulation Element

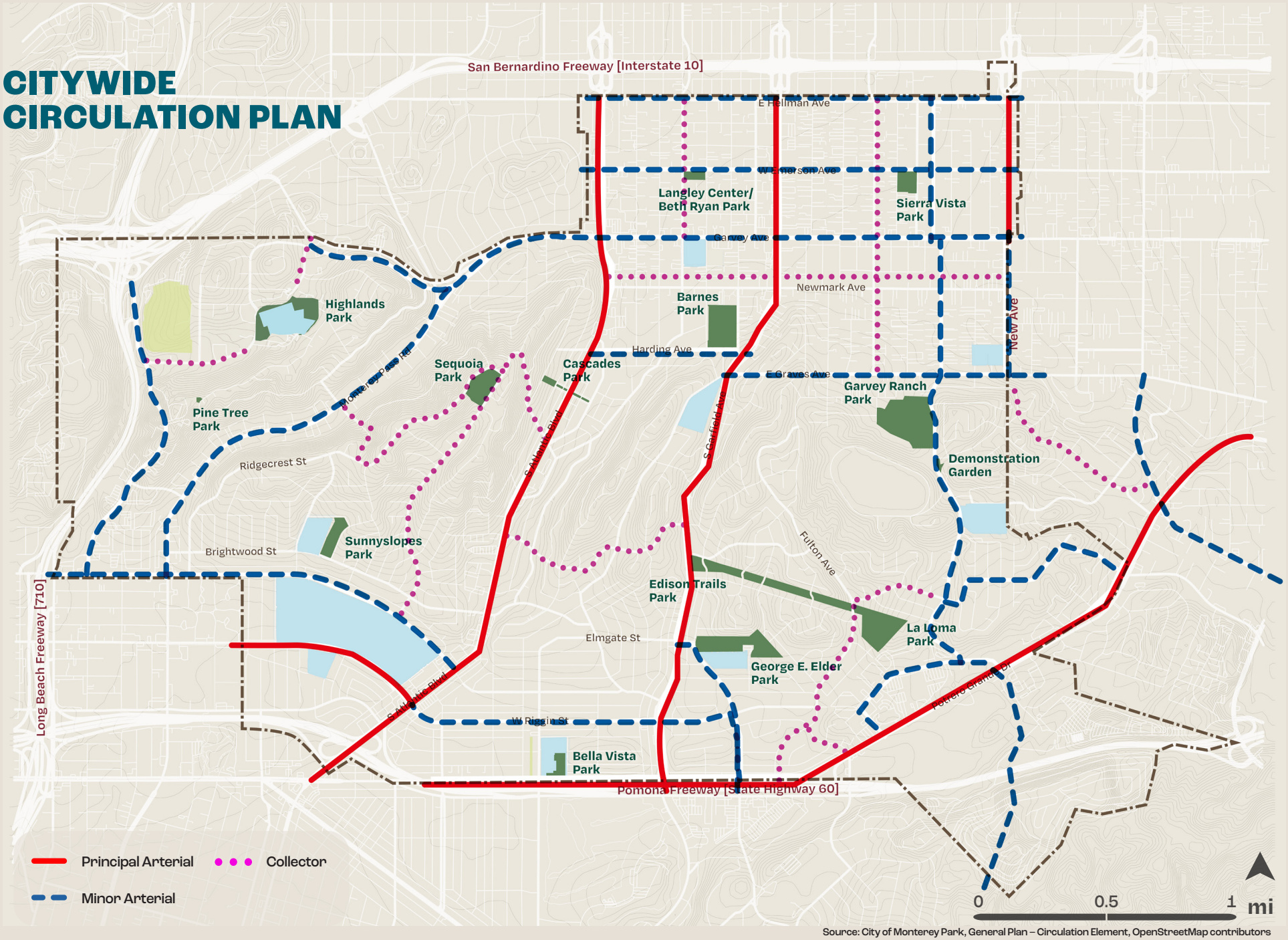
City of Monterey Park

Like the Resources Element, the Circulation Element of the General Plan was last updated in 2001, which means that it offers a less-than-current perspective on the City's transportation needs for the future, especially in terms of active transportation. However, the Circulation Element does define an efficient and adequate transportation system for Monterey Park that responds to all regional and local transportation needs, including freeways, streets, bicycle routes, sidewalks, and trails, as well as supporting diverse modes of travel, including cars, buses, trucks, trains, bicycles, ridesharing, and walking. Using the traditional Level of Service [LOS] model of understanding roadway efficiency, quality, and capacity, the Circulation Element establishes a framework for transportation design for every street in Monterey Park.

The Circulation Element does promote the desire for greater active transportation facilities and improvements for pedestrians, bicyclists, and transit riders, and the routes shown on Figure C-4 link major park facilities in the City [Cascades Park, Barnes Park, Garvey Park, and Edison Trails Park] to the greater park network. It is important to note that the San Gabriel Valley Regional Bike Plan [page 122] presents a more recent and comprehensive bicycle network that connects to all of the city's existing public parks and the greater region.

The Dial-a-Ride service, which is currently operationalized under the Recreation and Community Services Department, is briefly mentioned as a service that the City was committed to maintaining, along with other transportation services offered by the local bus system and regional transportation agencies. As part of the planning for this Element, community members expressed that motorists use local streets to avoid congestion during peak hours on Atlantic Boulevard, Garvey Avenue, Garfield Avenue, and Pomona Boulevard/Potrero Grande Drive. Considering the future Monterey Park open space network, and the connections that form the network itself, it is important to consider strategies for safe routes to parks.

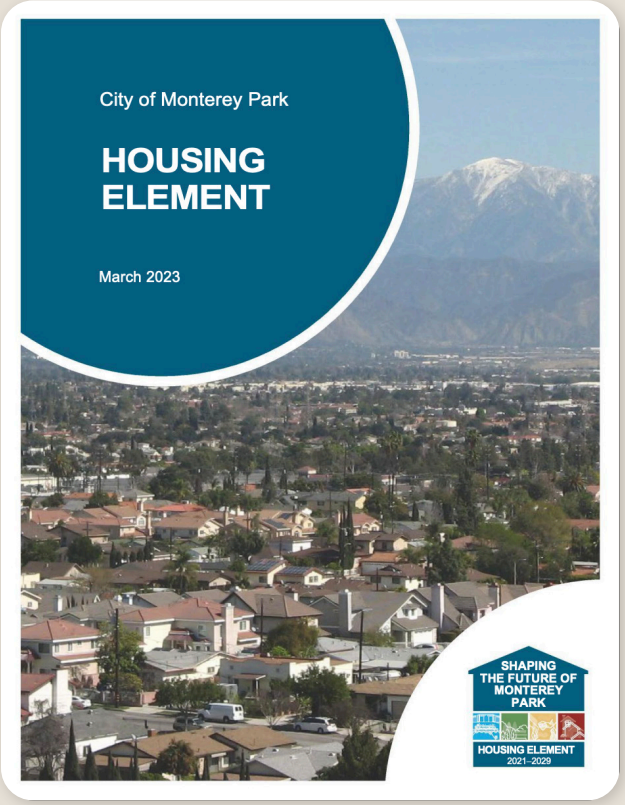
CITYWIDE CIRCULATION PLAN



Source: City of Monterey Park, General Plan – Circulation Element, OpenStreetMap contributors

BICYCLE ROUTE PLAN

Source: City of Monterey Park, General Plan - Bicycle Route Plan, OpenStreetMap contributors



Housing Element

City of Monterey Park

As a requirement of the State of California, the City of Monterey Park updates its Housing Element regularly every eight years to identify the availability, affordability, and adequacy of housing based on the city's current housing supply and demand. It serves as a citywide strategy to address housing needs across the economic and social spectrum, with a particular focus on addressing the needs of low- and very-low-income communities. Housing need based on various income levels is determined by a process called the Regional Housing Needs Assessment. This assessment considers the existing and projected housing needs for all income segments based on a housing constraints and resources, identifying potential sites suitable to meet housing affordability needs and demands. Additionally, the Housing Element, relevant presents programs, goals, and policies for the planned period.

The topic of housing insecurity is an important consideration in comprehensive park planning as researchers now have a greater interest in understanding how investment into park and park-related infrastructure can result in a phenomenon known as "green gentrification" [see page 85]. An equitable planning approach for the future of Monterey Park's open space network must consider housing strategies that protect low-income renters from rising housing costs and potential housing displacement. Monterey Park's Housing Element shows compliance in providing strategies and resources to address housing insecurity for at-risk individuals and families, but does not include tenant protection policies that would help against displacement.

The Housing Element also outlines development standards for new residential development, which includes requirements for "common" and "private" open space. This form of privatized open space helps to relieve the demand on the city's existing public park system and is often developed in the form of balconies, plazas, and community rooms. Additionally, thoughtful integration of these open space standards with broader citywide park planning efforts can help create a cohesive open space network that supports community well-being while balancing housing needs. Such coordination is essential to ensure that new developments contribute to both housing equity and the city's goal of enhancing access to green spaces for all residents.

Citywide Zoning and Development Standards

City of Monterey Park

The City of Monterey Park Zoning Ordinance within the Municipal Code [Title 21] establishes development standards such as land use, building placement, and open space within the community. Open space requirements within zoning regulations are essential for preserving public and private green areas, enhancing community aesthetics, and promoting environmental sustainability.

Open Space Zoning (O-S Zone) Regulations

The City of Monterey Park's Open Space (O-S) Zone regulations emphasize the preservation of outdoor recreational and open space resources while preventing inappropriate development. These regulations promote uses aligned with recreational, conservation, aesthetic, and public safety goals, ensuring land remains primarily dedicated to open space purposes.

KEY TAKEAWAYS:

Flexible Land Use: Permitted uses focus on public recreational facilities, community centers, and landscaped areas, with opportunities for conditional uses that enhance functionality and accessibility.

Preservation Priorities: Stringent development standards limit lot coverage, require significant setbacks, and maintain low structural heights, protecting the visual and functional integrity of open spaces.

Governance and Oversight: Conditional uses, particularly those on City-owned land, are subject to strict approvals, ensuring alignment with community values and public input.

CATEGORY	DETAILS
Permitted Uses	Public recreational facilities [e.g., parks, trails, playgrounds, sports courts].
	Public community centers, enclosed recreational facilities [e.g., gymnasiums, fitness centers].
	Public restrooms, landscaped parking areas, public easements, and utility rights-of-way.
	Comparable uses approved under City zoning provisions.
Conditional Uses	Agricultural and horticultural activities.
	Food service or concessions accessory to principal use.
	Golf courses, driving ranges, greenhouses.
	Government/public facilities and private recreational facilities [e.g., gyms, community centers, commercial uses].
	Radio/television towers and transmitters.
	Conditional uses on city-owned land require City Council ordinance and may be subject to referendum.
Development Standards	Lot Coverage: Maximum of 25% of total lot area [may increase with City Council approval].
	Height Limits: Two stories or 35 feet maximum [exceptions may apply with Council approval].
	Setbacks: Front [25 ft], Interior Side [10 ft; 25 ft if adjacent to residential], Rear [25 ft], Corner Side [25 ft].
	Lot Area: No minimum requirement.

The chart above summarizes the regulations for permitted uses, conditional uses, and development standards in the O-S Zone in the city.

By blending flexibility with structured oversight, the O-S Zone regulations ensure the preservation and enhancement of Monterey Park's open space network while allowing for thoughtful integration of compatible uses. These standards are critical to achieving long-term goals for recreational opportunities and environmental stewardship within the city. Regarding park planning efforts, the permitted and conditional uses as well as the development standards for the O-S Zone are expanded or change to meet the future park need of the community.

Minimum Open Space Requirements:

Open space requirements in Monterey Park's residential zones are designed to ensure a balance of private and communal spaces, enhancing residents' quality of life and addressing recreational needs as development density increases. In R-1 (single-family) zones, open space primarily consists of private yards and setbacks, supporting neighborhood aesthetics and privacy. In R-2 (two-family) and R-3 (multi-family) zones, private open spaces must measure at least 10 feet by 10 feet and be adjacent to living areas. Additionally, common open spaces, required for developments with three or more units, must provide amenities such as swimming pools, spas, tot lots with play equipment, picnic shelters, barbeque areas, and court game facilities. These common areas must be at least 15 feet by 15 feet and are intended to support recreational needs within the development.

These open space provisions play a critical role in supporting the broader open space network, especially in higher-density zones like R-2 and R-3, where demand for public parks intensifies. By requiring both private and shared amenities, these standards not only enhance livability for residents but also help offset the burden on public recreational facilities as new housing developments increase population density.

As part of the parks master planning effort, it would be beneficial to explore increasing the common open space requirements for multi-family developments. Additionally, expanding the definition of open space to include a broader range of amenities, such as community rooms, urban agriculture spaces, green alleys, exercise equipment, and other creative uses, could better address the needs of diverse residents and align with contemporary trends in urban living. These changes would enhance the accessibility and functionality of open spaces within residential developments while promoting health, community interaction, and sustainability.

DEVELOPMENT STANDARDS FOR RESIDENTIAL ZONES

Open Space per Unit [sq. ft.] for 2 or less units	**R-1 Zone**	**R-2 Zone**	**R-3 Zone**
Minimum common open space	n/a	200	200
Minimum private open space	n/a	250	250
Open Space per Unit [sq. ft.] for 3 or more units	**R-1 Zone**	**R-2 Zone**	**R-3 Zone**
Minimum common open space	n/a	600	400
Minimum private open space	n/a	250	250

Monterey Park Going Green

City of Monterey Park

The Monterey Park Going Green is a sustainability plan that integrates past planning efforts and sustainable best practices to ensure a safe and healthy future for current and future generations. Completed in 2024, the Monterey Park Going Green is the City's most recent long-term planning effort to reduce negative environmental impacts and promote sustainable development by actively engaging the community. This plan builds on and adds to Monterey Park's long and active legacy in encouraging and sustainability which started as early as the early 2000s through, for example, the creation of an Environmental Commission in 2005.

The plan is centered largely around its recognition of community engagement as a key factor to successfully implement sustainability practices across the city's environment, economic sphere and its inhabitants. Through the City's Going Green Campaign, surveys identified that while many community members have the intention to lead more sustainable lives, few were aware of resources available to them that would aid in this endeavor. Using the findings from this survey, subsequent community workshops and the framework developed by the ICLEI used to inform the approach to achieving sustainability goals, the plan was able to take stock of the community's priorities, provide community members with information about relevant programs and advise the City on programs to pursue. Constant engagement

with community members at different stages of the development of this plan is in-line with this plan's strategy to use community involvement and participation to mitigate emissions in Monterey Park and ensure the City's move towards sustainability, resilience, and environmental consciousness.

Based on repeated robust community and stakeholder engagement, the Monterey Park sustainability plan has identified a number of policies that are relevant to the GROW Master Plan:

POLICY	DESCRIPTION
L1-1	Promote active transportation with investments in disadvantaged communities that improve connectivity and ease of walking or biking.
L1-2	Explore the implementation of public and shared transit programs to support increased public transit usage.
L2-3	Consider electrifying a significant portion of the City's on-road vehicle fleet and off-road equipment fleet in the coming years
L3-1	Explore the transition of a significant portion of City electricity consumption to renewable or carbon-free energy sources.
L3-6	Consider electrifying or decarbonizing all municipal buildings and facilities.
N1-2	Explore options to gradually reduce municipal water consumption over time.
N1-3	Investigate strategies to enhance resilience to potential drought-induced water shortages or fluctuations in utility rate structures.
N2-1	Consider gradually increasing the number of trees in MPK, with annual tree-planting initiatives.
N2-2	Explore options to enhance green infrastructure, with the aim of improving stormwater capacity during peak rain events, incorporating native plants and habitat restoration measures.

POLICY	DESCRIPTION
N3-1	Foster positive opportunities for the Monterey Park community to engage with the natural world.
R1-2	Reduce exposure of the community to extreme heat through a combination of cooling centers, low-cost cooling resources, building weatherization, and increased energy resilience.
R2-1	Evaluate capacity to respond effectively to emergencies and prepare for unavoidable disasters.
R2-2	Evaluate the ability of the City and its residents to adapt to climate change impacts.
E1-2	Consider increasing access to technical, financial, and educational resources to facilitate community implementation of sustainable practices.
E2-2	Evaluate health outcomes by providing residents with equitable access to public spaces and health services.
E2-3	Encourage community garden programs at schools, non-profit organizations, and religious entities to increase urban access to local food and green spaces.
E4-1	Consider investing in and prioritizing climate action implementation for historically underinvested communities.

San Gabriel Valley Regional Bicycle Master Plan

Various SGV Cities

Like the Greenway Network Strategic Implementation Plan, the San Gabriel Valley Regional Bicycle Master Plan [BMP] represents a strategic initiative designed to enhance cycling infrastructure and promote sustainable transportation throughout the region. By 2012, various affluent SGV communities such as South Pasadena and Temple City had developed local bicycle master plans, whereas resource-constrained areas with higher health disparities lacked comprehensive bikeway planning and facilities.

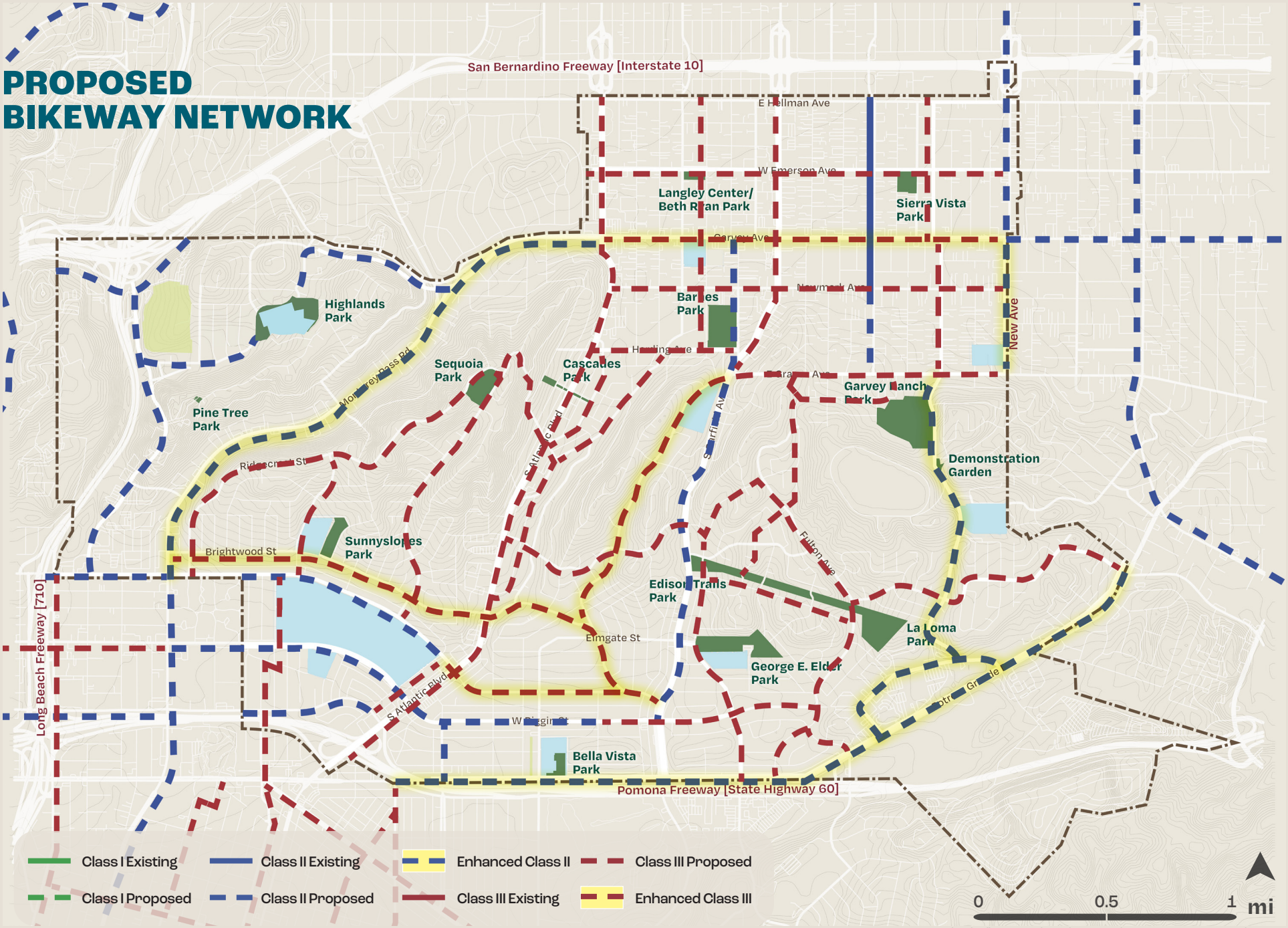
In response to these disparities, the nonprofit ActiveSGV partnered with Day One and five San Gabriel Valley communities—Monterey Park, Baldwin Park, El Monte, South El Monte, and San Gabriel—to develop and implement a regional bicycle master plan. Completed in 2014, the BMP identifies key corridors to improve existing bike lanes and design new facilities, which would improve active transportation safety conditions, reduce traffic congestion, and contribute to environmental sustainability throughout San Gabriel Valley. The adoption of the BMP has allowed the City and the other partner cities to be highly competitive when applying for State and Federal grants to implement priority bicycle projects and programs.

Through a robust community engagement process throughout the region, the BMP presents goals, objectives, and policies to guide implementation, and proposes a variety of enhancements such as shared-use paths, bike lanes, and signed bike routes.

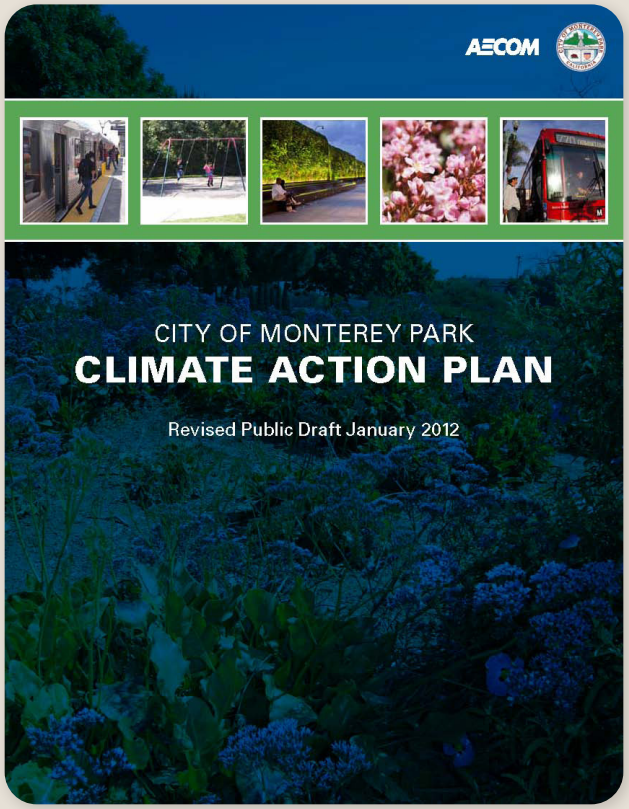
As part of the decision making for these proposed improvements, Monterey Park's parks and recreation facilities were identified as important activity centers in the community and where it is important to provide safe and convenient bicycle access to and from homes. Through this vision, every existing park in the city would be connected to the larger regional bicycle network. The BMP also provides a policy framework to guide the implementation of bicycle-related improvements, and the following have been identified as being relevant to the Monterey Park GROW planning effort:

POLICY	DESCRIPTION
BMP 1.2.3	Prioritize opportunities that improve walkability and bikeability by utilizing Complete Streets standards for all Capital Improvement Projects.
BMP 1.2.4	Remove on-street motor vehicle parking to accommodate striped bike lanes, to the extent feasible.
BMP 1.2.7	Develop unique and consistent wayfinding signage for city-based routes, and utilize regional route signage that directs bicycle riders to desirable city destinations [e.g., schools, parks, shopping centers, transit hubs, etc.] and region-wide bicycle routes. Signage shall adhere to the guidelines herein.
BMP 1.2.18	Install and regularly maintain bicycle repair stations and water fountains along off-street shared-use paths.
BMP 1.4.3	Install and support high-quality bicycle parking facilities, including bike corrals, within the public right-of-way and on public property, especially in high demand locations, such as downtown.
BMP 3.2.2	Work with local bike advocacy groups, business chambers, and community-based organizations to help plan routes and educate stakeholders about the benefits of Open Street events.

PROPOSED BIKEWAY NETWORK



Source: San Gabriel Valley Regional Bicycle Master Plan, OpenStreetMap contributors



Monterey Park Climate Action Plan

City of Monterey Park

The City of Monterey Park Climate Action Plan [CAP] was completed in 2012 and defines a comprehensive strategy to address greenhouse gas [GHG] emissions related to land use, transportation, building design, energy use, water demand, and waste generation. This City roadmap to climate change and sustainability, prioritizing strategies that will have the greatest environmental benefit, have the least financial cost (or even savings), and preserve the character of the community. One of the major quantitative goals of the CAP establishes targets to reduce the City's GHG emissions to 15% below baseline 2009 levels by 2020, and sets an aspirational goal of achieving GHG emissions 49% below baseline 2009 levels by 2035.

While this long-term climate action planning does not directly address the role and opportunities of Monterey Park's open space network, its goal of increasing walking, biking, and transit use is an important consideration when considering multi-modal park access. Additionally, the goal of conserving water and implementing sustainable building practices in public facilities, such as parks, must be part of future park development and redevelopment work.

San Gabriel Valley Greenway Network Strategic Implementation Plan

County of Los Angeles

From a regional connectivity perspective, it is important to consider how Monterey Park's open space network connects with that of the greater San Gabriel Valley. The San Gabriel Valley Greenway Network Strategic Implementation Plan outlines a roadmap for establishing a comprehensive and interconnected greenway system throughout the region. While not a traditional park space, a "greenway" transforms streams, creeks, and flood control channels into a modernized network of bicycle and pedestrian pathways. While transportation connectivity improvements to the regional greenway network are not directly identified for Monterey Park, residents may soon benefit from this proposed project.

Mixed-Use and Pedestrian Linkages Plan

City of Monterey Park

In 2004, the City of Monterey Park released the Mixed-Use and Pedestrian Linkages Plan, which sets forth plans and policies that will help to create a "livable community" as described by the following five principles:

- Mixed-use activity areas in walking distance of residences.
- A compact urban form with a variety of residential types and densities, combined with retail, employment centers, and public uses.
- A pedestrian-friendly environment that includes a street/sidewalk network that connects destinations and emphasizes a lively street life
- An approach to development that provides attractive public spaces and places value on design detail.
- Provision of alternatives to the automobile, including transit, bicycling, walking, and centralized parking facilities.

Pedestrian linkages are the connections between the numerous destinations in a neighborhood, including homes, commercial development, public facilities, and parks. When planning for an urban park network, it is important to identify potential "linkages" for all modes of travel, especially for active transportation users such as pedestrians, bicyclists, and transit riders. In urban neighborhoods, pedestrian linkages are mainly provided by the sidewalk network and associated amenities like landscaping, street furniture, and wayfinding or placemaking signage.

- The Plan is focused on the three main streets of Downtown:
- Garvey Avenue (from Atlantic Boulevard to New Avenue)
- Atlantic Boulevard (from Hellman Avenue to Garvey Avenue)
- Garfield Avenue (from Hellman Avenue to Newmark Avenue)

For these areas, the Plan specifies development standards for public gathering spaces, pocket parks, or open spaces, permitting front setbacks beyond 10'. The Plan also identifies the potential for a Class II bike lane that could be installed on McPherrin Avenue, which would link several important bicycle-oriented uses, including Barnes Park, the Civic Center, Ynez School, and St. Stephen's Church and School. The Plan also identifies privately-owned public spaces (POPOs) as opportunities to alleviate additional park pressures that are the result from future residential development. Development standards for private and quasi-public open spaces, such as plazas, courtyards, and other gathering spaces are also identified as part of this Plan, emphasizing a pedestrian-scaled environment.

As part of the community engagement, community members vocalized their need for additional public space in Downtown to allow for public gathering and recreation. While, the Downtown area already includes several parks and community facilities, including City Hall, these facilities are not located directly on the major streets that form the heart of Downtown. Along these streets, additional open space will need to be provided by new development. Therefore, the Plan describes standards and guidelines for new development in Downtown, including recommendations on the provision of public open space as a part of new development. As an incentive for developers to include certain amenities needed in the Downtown areas, including open space, up to an additional 0.75 FAR is provided for "mixed use" developments may be permitted for a mixed-use project that provides a major public gathering space located adjacent to sidewalk with ample pedestrian amenities for downtown patrons or other major pedestrian amenities. Regarding private development standards for open space, the Plan specifies the following for the project areas:

Open Space Development Standards

- Open space and recreation space shall be provided for each mixed-use project. The required minimum amount of open space for a mixed-use project is two hundred (200) square feet per unit. The minimum open space may be met through a combination of common and private open spaces. All required open space shall be usable.
- The requirement for open space may not be satisfied through the utilization of parking areas, driveways, service areas, or unusable slopes.
- 50% of the open space area required may be provided in private open space such as patios and balconies; however, such private open space must have a minimum area of 75 square feet and a minimum dimension of 7 feet.
- A minimum of 25% of the common open space shall be planted area with trees, shrubs, and gardens. Planters and planting containers may be counted toward this requirement.
- Common open space shall require a minimum width of 10 feet and be a minimum area of 200 square feet. Common open space may be located on roofs, podiums, and decks.
- For development of 5 residential units or less, 100% of the open space requirement may be satisfied by private open space.
- Up to 10% of the common open space may be provided in an indoor recreational area such as a gymnasium or a community room.

While the Mixed-Use and Pedestrian Linkages parks sets a precedent for connecting people to parks and open spaces, its scope does not expand beyond three major Downtown corridors. However, the Plan does outline a vision for open space in Downtown Monterey Park that is relevant to the park systems planning work of today.

South Garfield Transit Village Specific Plan

City of Monterey Park

Adopted in 2015, the South Garfield Transit Village Specific Plan provides the development framework that focuses on revitalizing and enhancing the South Garfield Avenue corridor in Monterey Park, with a particular emphasis on transit-oriented development. This Plan outlines a vision for creating a vibrant and inviting place to walk and shop, sit and talk with friends, access transit, and comfortably bicycle around town. With a focus on mixed-use development, the Plan may propose a blend of residential, commercial, and recreational spaces designed to foster a walkable, interconnected neighborhood that encourages public transit use and minimizes reliance on personal vehicles. Key components of the South Garfield Transit Village Specific Plan include provisions for pedestrian-friendly infrastructure, improved transit facilities, and the integration of green spaces to enhance the overall livability of the area.

As an incentive for developers, the Specific Plan includes incentives for pedestrian amenities that can add to the greater open space network. Throughout the Specific Plan area, the City would like to encourage pedestrian-oriented spaces within individual building sites such as plazas, courtyards, and seating areas. Such features not only make the pedestrian environment more pleasant, but they also add to the greater open space network in Monterey Park. In order for developers to qualify for the pedestrian amenities incentive bonuses, a proposed project must meet the following requirements:

- The minimum lot or development size for projects requesting consideration for the pedestrian amenities bonus must be a minimum of 10,000 square feet.
- A qualifying plaza or courtyard must be designed as an integral part of the overall project and must be specifically related to the main circulation patterns(s) within the project.
- Leftover pieces of the site, which are not related to the primary pedestrian circulation system, may not be counted as qualified areas.
- The minimum dimension of any qualified area must be 10 feet of hardscape material. Pathways required for normal pedestrian circulation may be included.

These spaces must be designed at ground-level, with an opening to the sky [except for shade trellises and roof overhangs], and must incorporate seating, enhanced paving materials, shade trees, and/or trellises and landscaping. All such spaces must also be easily accessible to the general public during normal business hours and shall be barrier free in terms of handicapped access.

For projects meeting the above requirements, the following development bonuses may be available, which can help to incentivize its development. For every 200 square feet of useable pedestrian plaza or courtyard provided, on-site parking requirements may be reduced by one parking space; provided that a finding can be made that adequate parking will be available to the project. Through the development agreement process, the City may consider other pedestrian incentive bonuses such as reductions in processing fees, in-lieu fees or utility connection fees, and will fast-track the plan review process for approved incentive bonuses.

Proposition 68

State of California

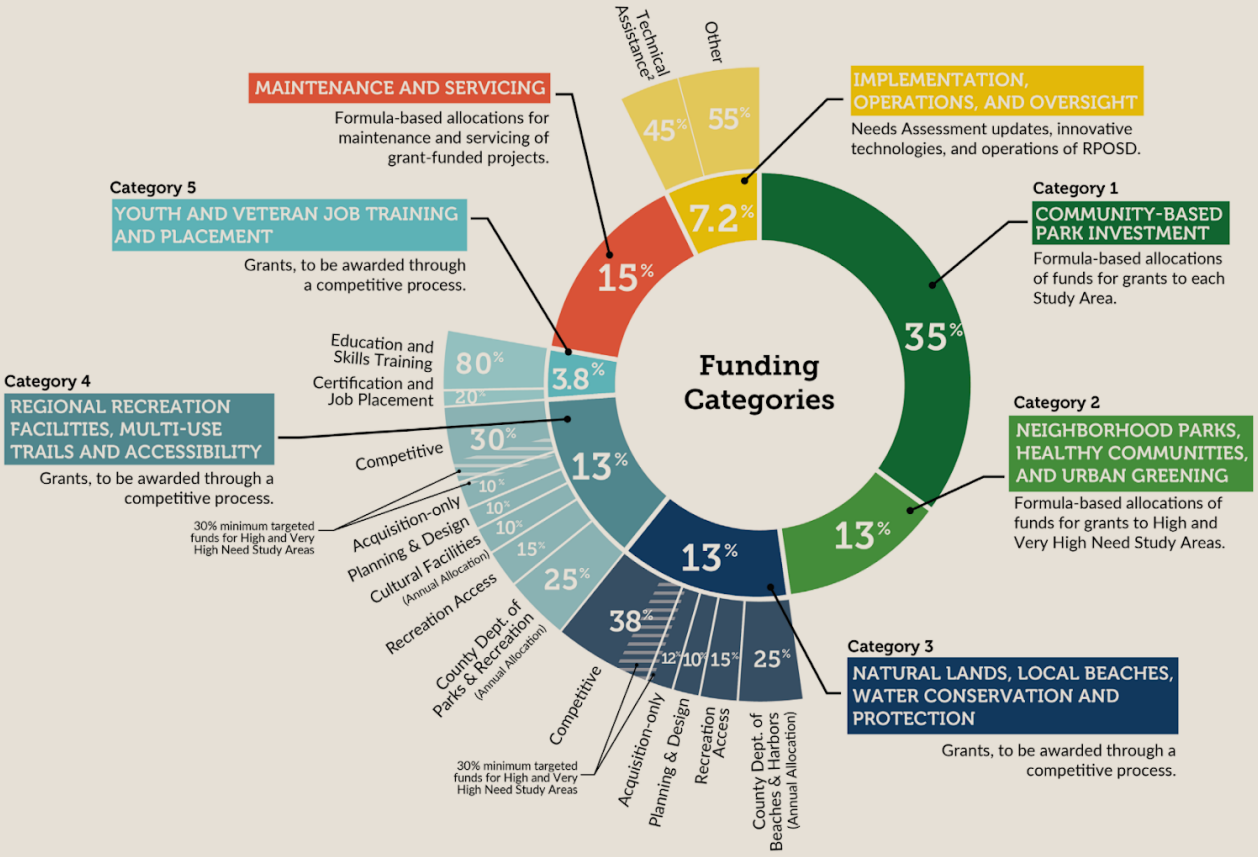
Influenced by the success of Measure A, State of California voters approved Proposition 68 in 2018, which was seen as a major win for many park advocacy groups and city governments. Prop 68, otherwise known as the "Parks, Environment, and Water Bond Act of 2018", was a $4.1 billion statewide bond measure that supported funding the development of parks, environmental projects, water infrastructure projects, and flood protection measures throughout California. Like Measure A, Proposition 68 also has a significant equity component so that parks that are currently in the construction phase or acquisition phase have the opportunity to both have Measure A funding and state funding. Prop 68 funding is competitive, and funding is currently allocated in the following distribution:

With CA Prop 68, local government agencies can bring major park and open space investments to high-need communities when leveraging Measure A funding as well. Future park planning in Monterey Park must consider potential public funding sources such as Measure A and Prop 68 to maintain and enhance their open space network.

USES OF PROPOSITION 68 BOND FUNDS

[In Millions]

Natural Resource Conservation and Resiliency	**$1,547**
State conservancies and wildlife conservation	767
Climate preparedness and habitat resiliency	443
Ocean and coastal protection	175
River and waterway improvements	162
Parks and Recreation	**$1,283**
Climate preparedness and habitat resiliency	725
Ocean and coastal protection	285
River and waterway improvements	218
Ocean and coastal protection	55
Natural Resource Conservation and Resiliency	**$1,270**
State conservancies and wildlife conservation	550
Climate preparedness and habitat resiliency	370
Ocean and coastal protection	250
River and waterway improvements	100
TOTAL	**$4,100**



Measure A

County of Los Angeles

Built upon the concept of "park equity", Los Angeles County Measure A was approved by 74% of voters who supported an annual special tax on property within the county to meet the current and future park needs, as reflected in the PNA, with a minimum of 30% of the funds to be invested in the highest-need communities in Los Angeles County. Generating more than $90 million per year for the county's local parks, beaches, and open space areas, Measure A is an annual parcel tax of 1.5 cents per square foot of improved property, and includes both formula-based allocations to PNA Study Areas and competitive grants that are open to public agencies, nonprofit organizations, and schools. Measure A funding is competitive, and funding is currently allocated in the following distribution:

With Measure A, local government agencies can bring major park and open space investments to high-need communities when leveraging CA Prop 68 funding as well. Future park planning in Monterey Park must consider potential public funding sources such as Measure A and Prop 68 to maintain and enhance their open space network.

CONSIDERATIONS & BEST PRACTICES

Recreational Trends

Recreational preferences across Los Angeles County and the San Gabriel Valley increasingly emphasize outdoor activity, physical and mental wellness, environmental sustainability, and culturally resonant programming. These trends are particularly relevant for Monterey Park, given its unique demographic composition and urban form.

The Los Angeles County Department of Parks and Recreation's 2023 Strategic Plan highlights a commitment to equity-driven programming that adapts to the region's changing needs. This includes improving park access, enhancing recreational programming, and providing services that support the county's most vulnerable populations . Initiatives like "Every Body Plays" offer structured activities and field trips, ensuring that youth remain engaged and active throughout the year[17] [18].

Furthermore, the Parks Needs Assessment Plus [PNA+] emphasizes environmental conservation, restoration, and regional recreation, focusing on expanding access to parks and open spaces for nature-deprived residents . This approach aligns with the county's efforts to remediate degraded lands, such as brownfields and landfills, transforming them into usable parkland to serve underserved communities [19] [20].

Monterey Park's demographic profile, characterized by a majority Asian population, significant Hispanic/Latino community, and a substantial proportion of elderly residents, necessitates recreational programming that is culturally responsive and inclusive. Given that 71.8% of residents aged 5 and over speak a language other than English at home, and 22.5% of the population is over 65 years of age, programming should cater to linguistic diversity and the needs of older adults.

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[17] Los Angeles County Department of Parks and Recreation. Strategic Plan 2023. Retrieved from https://parks.lacounty.gov/strategicplan

[18] Los Angeles County Department of Parks and Recreation. Every Body Plays Program. Retrieved from https://parks.lacounty.gov

[19] National Recreation and Park Association [NRPA]. [2023, March]. Los Angeles County's Parks Needs Assessment Plus [PNA+]. Retrieved from https://www.nrpa.org/parks-recreation-magazine/2023/march/los-angeles-countys-parks-needs-assessment-plus

[20] Esri. Mapping Equitable Nature Access in Los Angeles County. Retrieved from https://www.esri.com/about/newsroom/blog/la-county-maps-equitable-nature-access

Based on community feedback and regional trends, the following programming avenues are recommended:

- **Culturally Specific Events:** Organize festivals and activities that celebrate the city's diverse cultural heritage, including events specific to Asian and Hispanic/Latino communities.
- **Wellness Programs:** Implement programs focused on self-improvement, such as workshops for skill-building, meditation sessions, and fitness classes tailored to various age groups.
- **Environmental Sustainability Initiatives:** Establish workshops on community gardening and sustainability practices, aligning with countywide efforts to promote environmental stewardship.
- **Intergenerational Activities:** Develop programs that encourage participation across different age groups, such as family sports leagues, dance lessons, and social games, fostering community cohesion.
- **Youth Engagement:** Provide access to after school sports and leisure activities, ensuring that younger residents have access to safe and structured recreational opportunities.
- **Senior Services:** Offer health services and recreational activities tailored to the elderly population, including low-impact exercise classes and social gatherings.

By aligning park programming with both demographic realities and community-driven interests, Monterey Park can ensure equitable, inclusive, and active public spaces that serve the needs of all residents.

Adaptive Reuse

When redeveloping parks, amenities, and municipally-owned structures in Monterey Park, best practices should address the community's needs, limited land availability, and the city's cultural and environmental context. Efforts should start with a thorough evaluation of the park system, identifying underutilized spaces and outdated amenities. Site analyses, user surveys, and equity mapping can help prioritize investments. Inclusivity and multi-generational design are essential, ensuring parks serve residents of all ages and abilities. For example, playgrounds should feature universal design, while flexible gathering spaces can accommodate both large family events and smaller cultural gatherings.

Balancing passive and active uses is key to maximizing park utility in Monterey Park's limited space. Parks should support informal activities like picnicking and yoga alongside formal programming such as sports leagues. Multi-use spaces, like convertible sports courts, offer flexibility for changing recreation trends. Adding shaded seating, walking loops, and exercise stations enhances accessibility and promotes wellness, particularly for older adults. Durable, low-maintenance materials—such as synthetic turf, solar lighting, and drought-tolerant landscaping—ensure parks remain functional, attractive, and sustainable year-round.

The adaptive reuse of building structures in Monterey Park offers an opportunity to revitalize aging facilities while promoting public safety, fiscal responsibility, and sustainability. Upgrading existing recreation centers, picnic shelters, or storage buildings into multipurpose spaces for arts workshops, fitness classes, or community events avoids costly demolition and aligns with environmental goals. Preserving and adapting architecturally significant buildings can honor their character while meeting modern energy, safety, and accessibility standards. Flexible interior designs, like moveable walls or modular furniture, allow spaces to adapt to changing community needs.

Sustainability should underpin all redevelopment efforts, supporting California's resilience goals. Green infrastructure—such as permeable pathways, bioswales, and native landscaping—addresses environmental challenges while creating low-maintenance spaces. Renewable energy features, like solar panels on buildings or carports, can reduce operational costs, while shade structures, tree planting, and cooling elements like splash pads improve user comfort during hotter summers. For parks with limited land, creative design solutions like vertical or "stacked" facilities can maximize space. Multi-level recreation buildings with rooftop gardens or fitness spaces, along with multipurpose athletic fields, allow single spaces to serve diverse user groups. Small parcels or irregular areas can be transformed into pocket or linear parks with walking paths, seating, and urban gardens, enhancing neighborhood connectivity.

Urban Park Network

As the open space network expands, community and private entities must be seen as vital partners towards implementation as municipal resources for maintaining and programming existing park facilities are strained. As the City of Monterey Park Land Use and Urban Design Element describes, while Monterey Park has well-used parks, establishing new green space will be difficult given the community's built-out character. In developing a park network in an already built-out community with high land value, the City of Monterey Park should consider several best practices to maximize the use of limited space and resources. One approach is to transform underutilized land uses into parks or green spaces. This could include repurposing vacant lots, unused parking areas, or other underutilized spaces to create new parks or expand existing ones. By creatively reimagining these spaces, the city can increase its parkland without the need for extensive land acquisition.

Additionally, the City can explore additional joint-use partnerships with entities such as Southern California Edison and local schools, similar to those already in place with Southern California Edison, Jack Macy Intermediate School and Bella Vista Elementary School. These partnerships can allow the City to leverage existing infrastructure and land resources to create shared recreational spaces. For example, expanding partnership agreements with Southern California Edison to use their right-of-way for an additional multi-use trail or partnering with schools to open up their playgrounds and fields to the community outside of school hours can increase access to recreational opportunities without the need for new land development.

Furthermore, the City should prioritize creating a connected park network that maximizes accessibility and usability. This can be achieved through strategic park placement and the development of pedestrian and bike-friendly pathways that link parks and green spaces throughout the community. By creating a network of interconnected parks, residents can easily access recreational opportunities and enjoy a higher quality of life, despite living in a densely built environment with high land value.

Parks for Mental Health

The 2023 Monterey Park shooting, a tragic event that took place during the Lunar New Year celebration, continues to have a significant impact on the Monterey Park community. In light of this tragedy, the city has focused its efforts to prioritize mental health, aiming to assist the community in its process of coping and healing.

The relationship between parks and mental health is a subject of growing interest and research. Several studies have highlighted the positive impact that parks and natural environments can have on mental well-being. For the future development of open space, Monterey Park can consider mental health benefits such as:

- **Psychological Benefits:** Parks offer psychological benefits such as increased happiness, improved self-esteem, lower levels of stress, and a greater sense of well-being. Being in natural environments can positively affect mood and emotional state[21].
- **Cognitive Benefits:** Interacting with nature in parks can improve cognitive function, including attention, memory, and creativity. Exposure to green spaces has been linked to better cognitive development in children and may help prevent cognitive decline in older adults[22].
- **Physical Benefits:** Parks encourage physical activity, such as walking, jogging, or cycling, which is known to have numerous benefits for mental health. Regular physical activity in parks can reduce symptoms of depression and anxiety.
- **Social Interaction:** Parks often serve as community gathering places, promoting social interaction and a sense of belonging. Social connections are important for mental health and well-being[23].
- **Community Benefits:** Parks and other civic spaces are becoming centers for mental health-related services. Such is the case in Monterey Park with the MPK Hope Resiliency Center formerly located at Sierra Vista Park, where residents can learn about available programs related to mental health and well-being. Programs offered include support groups, counseling, resource assistance, journaling sessions, victim services and more[24]
- **Connection to Nature:** Parks provide an opportunity for people to connect with nature, which has been shown to have a positive impact on mental health. Nature exposure can reduce rumination, improve mood, and enhance overall well-being.

[21] Hunter, R. F., Christian, H., Veitch, J., Astell-Burt, T., Hipp, J. A., Schipperijn, J., & Turrell, G. [2015]. The Effects of Parks on Health: A Systematic Review of the Evidence.

[22] National Park Service. [n.d.]. Nature's benefits: Physical health. Retrieved from https://www.nps.gov/articles/naturesbenefits

Parks & Libraries

The collaboration between the Recreation & Community Services Department and the Library Department has already resulted in a variety of successful joint efforts that reflect Monterey Park's strong emphasis on academic achievement and lifelong learning. Programs such as outdoor storytimes and StoryWalks have brought literacy into the parks, encouraging families to engage with books in fun, interactive ways. At the Langley Senior Center, library-led performances and educational programs have supported lifelong learning for older adults, highlighting the value of combining recreational and intellectual activities. These partnerships have shown how shared spaces and expertise can create meaningful and accessible programming for residents of all ages.

In recent years, both departments have worked together to extend programming beyond their traditional venues, using parks as platforms for pop-up reading events, community storytelling, and intergenerational workshops. The inclusion of outdoor Wi-Fi, modular seating, and flexible furnishings in park spaces has further enabled these types of activities, allowing residents to participate in library programming in a relaxed, open-air environment without requiring major structural investments.

Looking ahead, there are additional opportunities to build on this foundation. Parks can continue to host library-led initiatives such as book clubs, homework help sessions, or technology literacy classes in shaded areas or multipurpose rooms. Summer reading programs could be paired with outdoor activities like nature walks, scavenger hunts, or youth fitness to foster both literacy and physical activity. For older adults, continued collaboration can expand offerings like arts and crafts, health workshops, or technology mentoring. Intergenerational programming—such as storytelling, collaborative art projects, or oral history interviews—can also strengthen community ties and reflect the city's cultural richness.

In the longer term, underutilized park structures could be adaptively reused to support satellite library services, including book lending kiosks, mobile tech hubs, or quiet learning zones, expanding library access to more corners of the city. By continuing to integrate educational programming into parks, Monterey Park can maximize its limited space, engage diverse user groups, and create vibrant, multi-purpose public spaces that support recreation, learning, and community connection.

[23] *The Trust for Public Land. [2023]. The power of parks to promote health.*

[24] *City of Monterey Park. [n.d.]. Heal MPK: Resources for victims and the community. Retrieved from https://www.montereypark.ca.gov/1483/Heal-MPK-Resources-for-Victims-and-the-C*

Equitable Green Development

To avoid the potential for green gentrification, the GROW Master Plan will adopt a comprehensive approach that prioritizes strategies that promote equity, affordability, and community engagement in its open space planning effort. Residential anti-displacement strategies could include:

- **Anti-Displacement Policies:** Implement policies to protect vulnerable communities from displacement, such as rent control, tenant protections, and land trusts that preserve affordable housing.
- **Community Benefits Agreements:** Negotiate community benefits agreements with developers to secure commitments for affordable housing, job training, and other resources that support existing residents.
- **Affordable Housing:** Integrate affordable housing initiatives into park and open space development projects to ensure that low-income residents can benefit from the improvements without facing displacement.
- **Economic Opportunity:** Create pathways for Monterey Park residents to access government jobs, volunteer, and entrepreneurship opportunities related to park development, programming, and stewardship.

By incorporating these strategies into comprehensive, citywide planning efforts, Monterey Park residents can access the benefits of green development while mitigating the risks of gentrification and displacement for generations to come.

Park Maintenance

Creating new parks and playgrounds can be exciting for any community, however, planning for new parks must be balanced with the ongoing maintenance needs of existing parks and the staffing challenges that come with managing a park system. One of the primary challenges of planning for new parks is securing adequate funding. While there are various funding sources available, such as grants and bonds, these funds are highly competitive and dependent on various factors. Additionally, the cost of acquiring land for new parks can be prohibitive, especially in densely populated urban areas like Monterey Park where land prices are high.

Any future park development plans in Monterey Park, and any of its associated costs, must also take into consideration maintenance tasks such as upkeeping green spaces, managing irrigation and utilities, repairing facilities, as well as more intensive maintenance efforts such as renovating playgrounds and sports fields. The desire for more recreational programming should also consider the additional staff it would take to lead the programming efforts. Adequately funding and staffing maintenance and programming efforts is crucial to ensuring that parks remain safe, attractive, and functional. Seasonal fluctuations in park use can also create staffing challenges, requiring parks departments to adjust staffing levels to meet demand.

To address these challenges, communities can take several steps to balance park planning, maintenance, and staffing needs. One approach is to prioritize maintenance funding and staffing to ensure that existing parks remain in good condition. This may involve reallocating resources from new park development to maintenance efforts or seeking additional funding sources specifically earmarked for maintenance. Additionally, the City of Monterey Park can continue to conduct regular assessments of park facilities and infrastructure to identify maintenance needs and developing long-term maintenance plans to address them.

Park Partnerships

Establishing formalized partnerships with non-traditional entities such as community-based organizations, advocacy and service-based groups, corporate sponsors, and local businesses is critical for enhancing the funding, programming, maintenance, and advocacy of parks in Monterey Park. These partnerships can provide additional resources, expertise, and support, helping to address challenges such as limited municipal budgets, high maintenance costs, and the need for diverse, inclusive programming. By leveraging the strengths of external partners, parks can become more dynamic and sustainable community assets, better reflecting the needs and aspirations of Monterey Park residents.

School Districts

In Monterey Park, the relationship between the public school system and the City's parks infrastructure is deeply interconnected, shaped by both geography and decades of shared use. Schools serve as neighborhood anchors, and in many cases, their campuses, particularly fields and gymnasiums,function as extensions of the City's park system. This is especially true in areas with limited park acreage, where school sites help fill a gap in access to open space and recreational programming. Over the years, the City of Monterey Park has formed joint use agreements primarily with the Alhambra Unified and Montebello Unified School Districts to allow public use of facilities such as fields, courts, and open play areas during non-school hours. These partnerships have been critical in ensuring that residents, especially youth, have access to safe and convenient recreation spaces.

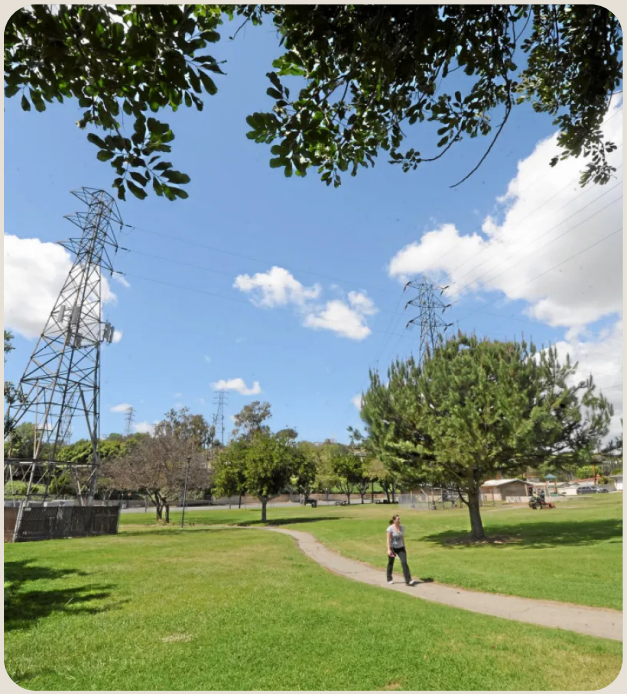
However, many of these agreements were created decades ago and no longer align with current community expectations, maintenance needs, or liability standards. They often lack clarity on key issues like scheduling protocols, funding responsibilities for upkeep, or coordination during periods of construction or renovation. In practice, this can lead to conflicts over access, uneven facility quality, and confusion about who is responsible for repairs or improvements. As the City plans for the future of its park system, the Monterey Park Parks System Master Plan identifies the need to revisit and modernize these agreements as a priority action item. Clear, updated partnerships can strengthen inter-agency collaboration, improve resource sharing, and lead to better-maintained spaces that meet both school and community needs.

School athletic programs also have a significant and ongoing impact on city park services. High school swim teams, for example, frequently use public pools for practice, especially when on-campus facilities are insufficient or undergoing upgrades. This usage creates added demand on limited space, contributes to wear and tear, and intensifies scheduling challenges during peak seasons. As another example, youth sports leagues, often coordinated in part through schools or community organizations, further increase competition for facilities. Without coordinated planning and communication, this can lead to frustration among residents, staff, and user groups. By reengaging with each of the four school districts and developing a shared framework for managing joint facilities, the City can reduce these tensions, improve efficiency, and better support both academic and recreational programming.

Looking ahead, the GROW Monterey Park offers an opportunity to create more intentional partnerships that align with broader City goals around equity, health, and community building. For example, updated agreements could prioritize shared capital investments in multi-use facilities, incorporate climate resilience improvements like shaded gathering areas or permeable surfaces, and ensure language access and equitable participation in programming decisions. They can also help unlock grant opportunities that require inter-agency collaboration or demonstrate joint benefits. Ultimately, building stronger relationships with local school districts will not only expand recreational opportunities for residents—it will also reinforce the schools' roles as central community assets, creating a more integrated and resilient park and recreation system citywide.

Southern California Edison

Southern California Edison (SCE) has played a significant role in enhancing public recreation in Monterey Park through its long-standing partnership with the City. Since 1965, the City has held a license agreement with SCE to utilize the



land beneath its transmission lines, leading to the development of Edison Trails Park. This park offers residents a natural hillside trail experience within an urban setting, providing scenic views and a tranquil environment. The collaboration between SCE and the City has transformed utility corridors into valuable community assets, demonstrating the potential of multi-use spaces[25].

However, the partnership has faced challenges. In 2013, SCE introduced new vegetation management requirements, citing safety concerns. These changes mandated the removal of trees within 50 feet of transmission towers and trimming of branches within 25 feet of poles or wires, with a height restriction of 15 feet for all trees. The City and residents expressed concerns over these stringent measures, fearing the loss of mature trees and the park's aesthetic value. After negotiations, a compromise was reached, allowing for selective trimming rather than widespread removal, thus preserving the park's natural beauty while addressing safety protocols[26].

[25] *News Flash. (n.d.). https://www.montereypark.ca.gov/Archive/ViewFile/Item/174?utm*

[26] *ibid.*

Building on the success of Edison Trails Park, there is an opportunity to expand recreational spaces along SCE's transmission corridors in Monterey Park. Other communities have successfully transformed utility rights-of-way into linear parks and trails, balancing infrastructure needs with public use. For instance, the City of Montebello's Edison Trails Study proposes a 10-acre linear park trail corridor across SCE-owned parcels, enhancing connectivity and providing recreational opportunities. By exploring similar initiatives, Monterey Park can further utilize SCE's transmission corridors to develop additional green spaces, promoting health, connectivity, and environmental stewardship.

Water District

The San Gabriel Valley Municipal Water District [SGVMWD] has been a longstanding partner in Monterey Park's efforts to promote water conservation and environmental education. A notable example of this collaboration is the Demonstration Garden at 720 Metro Drive, developed in partnership with the City's Public Works and Recreation & Community Services Department. This garden showcases drought-tolerant landscaping and serves as an educational resource for residents, illustrating practical water-saving techniques and sustainable gardening practices. The garden was officially opened to the public in 2017, marking a significant step in community engagement around water stewardship[27].

Looking forward, there is potential to expand partnerships with the Metropolitan Water District of Southern California, particularly concerning the Garvey Reservoir. While the reservoir primarily functions as a water storage facility, its surrounding areas could be considered for passive recreational uses, such as walking trails or educational signage, without compromising its primary purpose. Similar initiatives have been successfully implemented elsewhere in Southern California. For instance, the Hollywood Reservoir in Los Angeles features a 3.5-mile loop trail that allows public access while maintaining the reservoir's operational integrity.

Similarly, the Silver Lake Reservoir offers a pedestrian path that balances recreational use with water management needs. In Anaheim Hills, the Walnut Canyon Reservoir is surrounded by a loop trail, providing residents with scenic walking opportunities adjacent to the water facility.

Integrating such features around the Garvey Reservoir could enhance community access to open spaces and promote environmental education. Collaborative planning between and the City and the Metropolitan Water District of Southern California could explore the feasibility of developing low-impact trails or educational installations that highlight water conservation efforts. Such initiatives would not only provide recreational benefits but also reinforce the importance of sustainable water management practices among residents.

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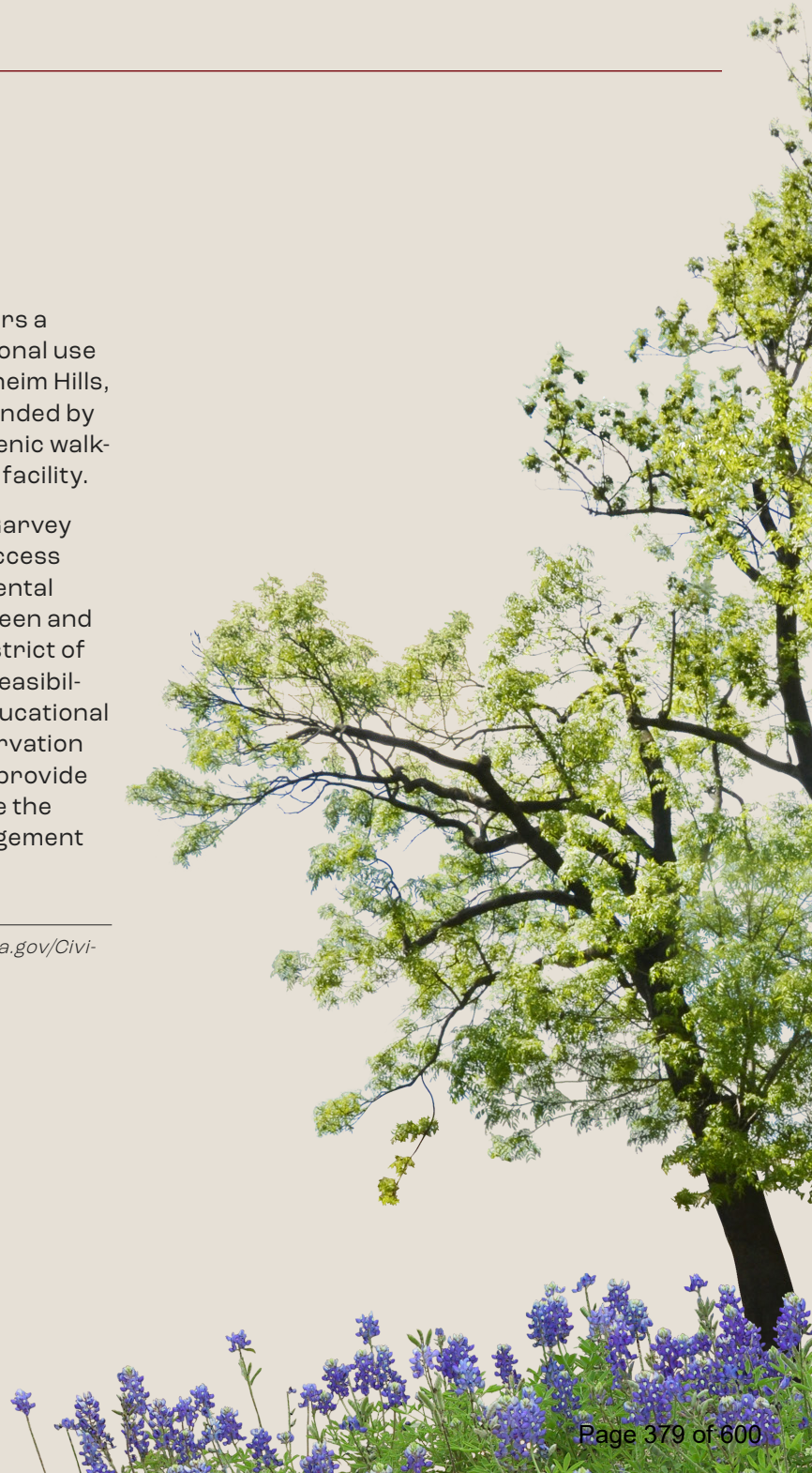
[27] News Flash. (n.d.). https://www.montereypark.ca.gov/CivicAlerts.aspx?AID=351&ARC=529&utm



Community & Private Partnerships

Monterey Park has a strong foundation of partnerships with community groups, nonprofits, businesses, and other external partners that enhance the City's parks system. One key example is the City's partnership with the Chinatown Service Center, which operates the MPK Hope Resiliency Center—a hub for mental health and wellness services formerly housed in a City facility. This collaboration underscores how partnerships can extend the function of public spaces to meet broader community health and wellness needs. Community-based organizations and advocacy groups are especially important in this regard as they bring deep connections to underserved populations and offer local expertise. These groups are well positioned to deliver culturally relevant programs in park spaces, such as language-specific fitness classes, community art workshops, intergenerational activities, and youth mentorship programs. They also play a critical role in building grassroots support for park improvements, helping to promote public participation and long-term stewardship—particularly when park projects are tied to broader equity or resilience goals.

In addition to nonprofits, partnerships with businesses and corporations present opportunities to bring in new resources, programming, and visibility to the parks system. Corporate sponsors can support capital improvements or special events in exchange for branding or recognition, helping to offset costs for amenities such as playgrounds, shade structures, or fitness zones. Local businesses—whether restaurants, fitness studios, or creative firms—can also help activate parks through one-time or recurring events that attract diverse audiences and encourage ongoing community use. These public-private partnerships create shared value: businesses build community goodwill, and parks become better maintained, more vibrant, and more responsive to residents' needs. By formalizing partnership structures and clearly defining roles, the City can continue to scale these efforts, leveraging cross-sector collaboration to transform parks into inclusive, resilient, and well-loved public spaces.

Park Funding

To create a reliable funding stream, the City of Monterey Park can explore dedicated mechanisms, such as impact fees from developers, targeted parcel or sales taxes, and consistent municipal budget allocations for park maintenance. Development impact fees are intended to mitigate the impact of new development on the need for additional park space and amenities, ensuring that new development contributes to the enhancement of the city's park system. These funding sources would ensure parks remain operational without compromising other City priorities.

Additionally, state and federal grants that prioritize equity or multi-year funding for park sustainability can help supplement these resources. There are a range of funding sources available to the City of Monterey Park for future park development and maintenance, including Proposition 68, Measure A, Measure W, Measure R, state grants, federal grants, local bonds, public-private partnerships, impact fees, and community fundraising. By leveraging a combination of these available funding sources, Monterey Park can develop a funding strategy for its growing park system.

Beyond Proposition 68 and Measure A, which are described on pages 130 and 131, Measure W and Measure R are also Los Angeles County initiatives that can help to support the development of the city's open space network. Measure W, a stormwater parcel tax measure approved by Los Angeles County voters, generates funding for projects that capture, treat, and recycle stormwater. Monterey Park could potentially access Measure W funds for park development projects that incorporate green infrastructure elements to manage stormwater runoff. Measure R, another voter-approved initiative in Los Angeles County, provides funding for transportation projects that enhance connectivity and access to parks. Monterey Park can use Measure R funds to improve pedestrian and bicycle infrastructure, facilitating easier access to parks and recreational facilities. Similarly, Measure M, approved by Los Angeles County voters in 2016, provides funding for transportation projects, including improvements to streets, sidewalks, and bike paths that enhance access to parks.

Beyond local funding sources, there are state and federal sources of public funding to be aware of as well. California offers various grant programs for park and recreation projects, such as the California Youth Soccer and Recreation Development Program, Recreational Trails Program, and the California Habitat Conservation Fund. These grants can provide funding for park improvements, land acquisition, and recreational facilities, enhancing the overall quality of Monterey Park's park system. The federal government provides grants through agencies like the National Park Service and the Land and Water Conservation Fund. These grants support projects that enhance outdoor recreation opportunities and protect natural resources, providing Monterey Park with additional funding options for park development.

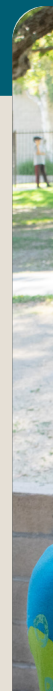
The City of Monterey Park can also consider other common, non-public sources of park funding such as public-private partnerships, park impact fees, and philanthropy. These partnerships ensure that park maintenance is not solely dependent on municipal budgets. Collaborating with private organizations, businesses, and foundations can provide additional funding for park development. These partnerships can include sponsorship agreements, donation programs, and joint development projects, allowing Monterey Park to leverage private resources for park improvements. Collaborating with private entities, nonprofit organizations, and the community can also address the lack of community stewardship over the development and care of our public parks.

Businesses could sponsor park features, while nonprofits could assist with fundraising for specific projects. Community volunteer programs, including structured clean-up and landscaping days, foster a sense of shared responsibility and reduce operational costs. This could include events, donation drives, and crowdfunding campaigns, fostering a sense of community ownership and support for park projects.

Strong political leadership and public support are critical for advancing park funding initiatives. Monterey Park can prioritize equity by directing resources to underserved neighborhoods, ensuring all residents benefit from well-maintained parks. Public awareness campaigns and transparent reporting on park maintenance success can bolster trust and encourage community backing for dedicated funding measures. By embracing these strategies, Monterey Park can secure the long-term sustainability of its parks system while addressing the needs of its diverse population.

Open House One: Some of the Community-Generated Park Funding Ideas

COMMUNITY VOICE



800.717.KIDS

GROW
Monterey Park
Parks System Master Plan

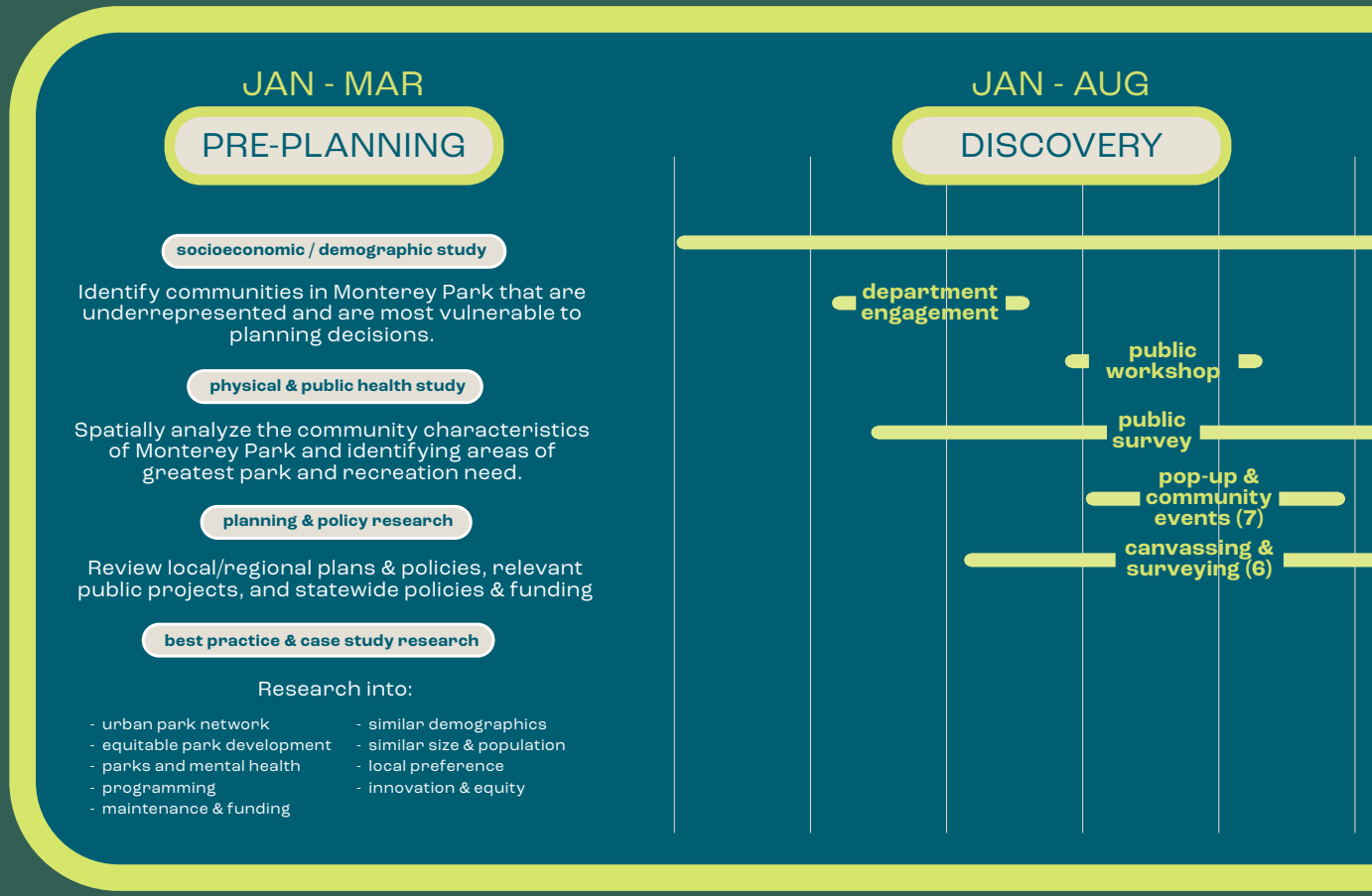
park equity in Monterey Park
DISTANCE TO PARKS
POPULATION DENSITY
2 PARK ACRES PER 1,000 POPULATION
The county average is 3.3 park acres per 1,000 population
do we
parks?

3
10
some "green"!
1 collect your $5 park dollars
2 check out the "park menu" below
3 decide together what to buy
4 put your dollars in the red envelope
come spend some "green"!

Community Voice

OVERVIEW

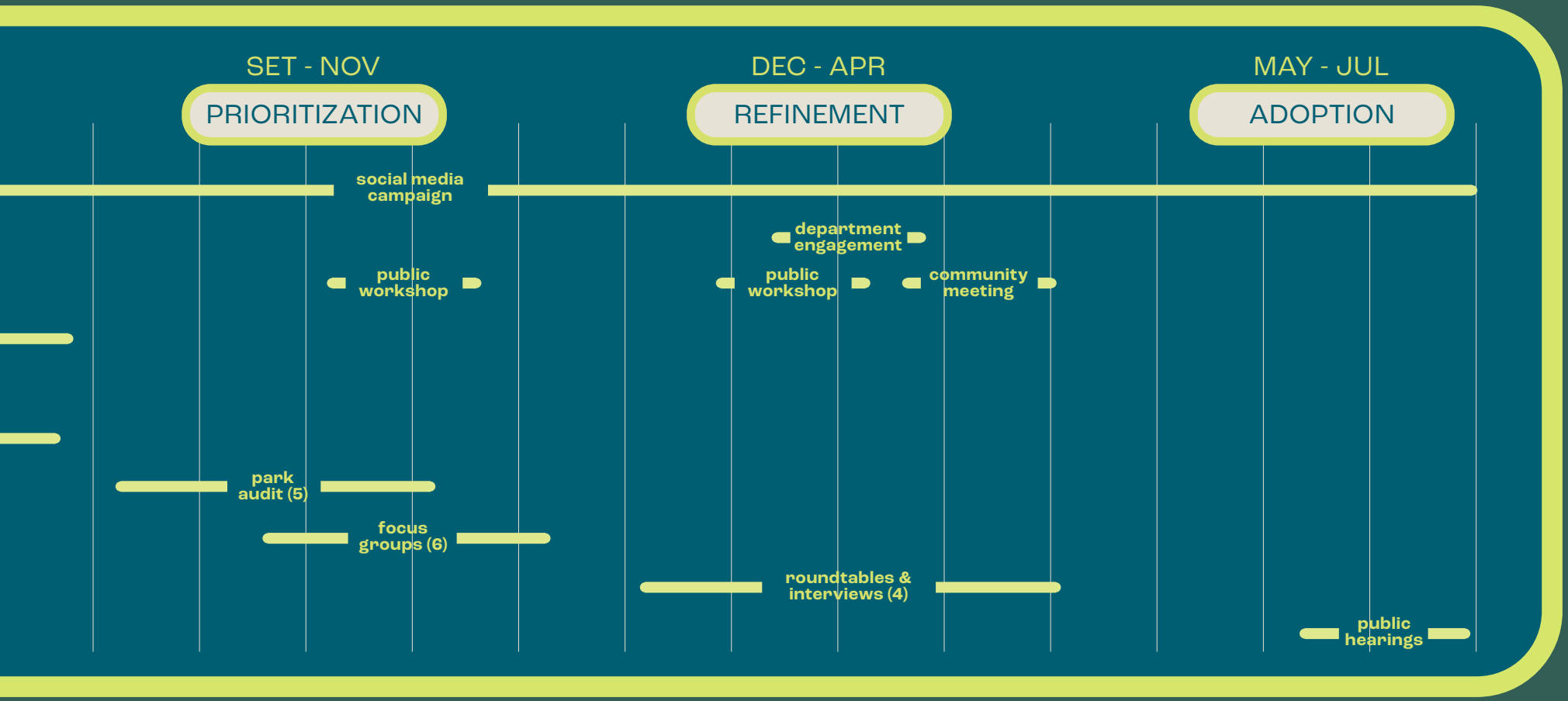
The City of Monterey Park led a community-centered approach to planning for its park network and system. This section summarizes the public outreach strategy as well as the findings that directly impacted the decision making at various points throughout the three-phase planning process. Before initiating public outreach in early 2024, the Project Team conducted a preliminary existing conditions analysis to contextualize the park network using available public data and research. Simultaneously, a study of the current community stakeholder landscape was done in this preliminary phase to understand the relational dynamics between various organizational entities, stakeholder groups, and community leaders, helping to refine an effective community engagement strategy.



Engagement Timeline

CITY OF MONTEREY PARK: GROW PARKS SYSTEM MASTER SCHEDULE

With this initial basis of understanding, the Project Team was able to determine an equity-centered approach to community engagement by uplifting historically marginalized and under resourced populations. Based on the existing conditions analysis, it was determined that our target populations were youth (under 18 years old), seniors/elders (over 65 years old), and low-income renters living in Monterey Park. In addition to being targeted as part of the engagement process, the responses from these populations were disaggregated and uplifted in the data analysis.



Phase One
Discovery

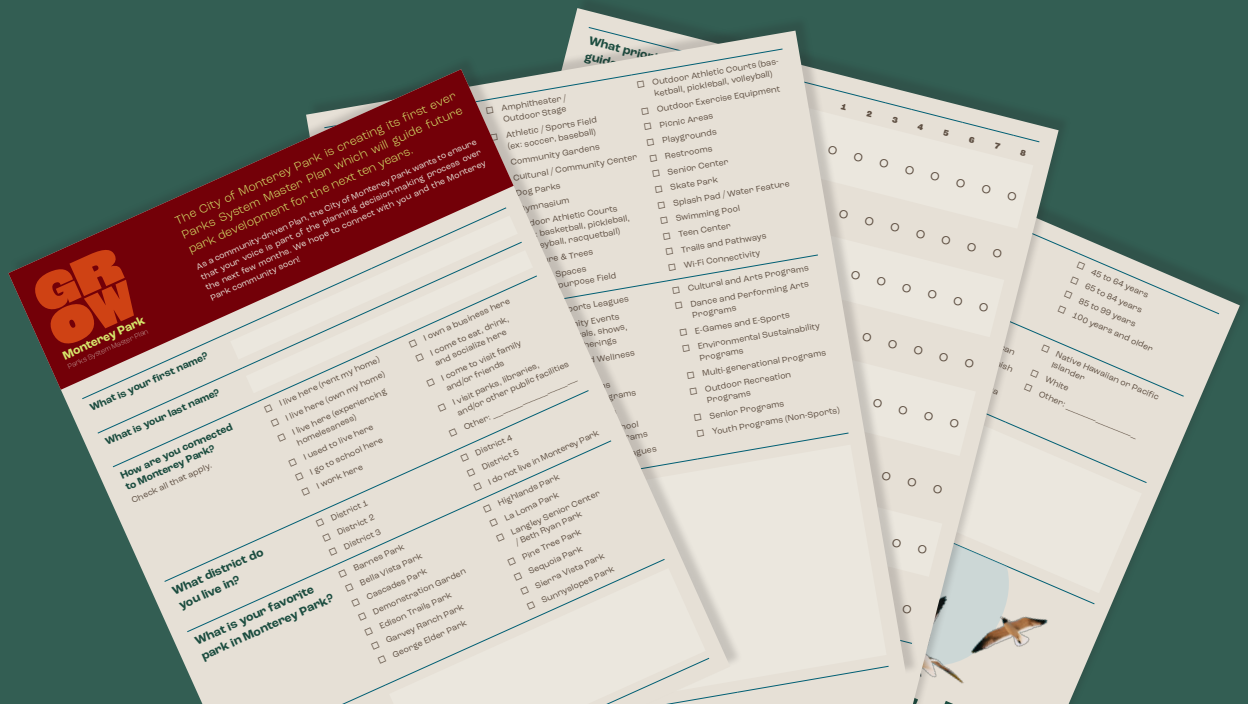
Following the preliminary data analysis, the Project Team began a three-phase public outreach process, starting with the "Discovery" phase. In this first phase, the Project Team evaluated the existing conditions of the Monterey Park park network through a spatial data analysis, literature research and review, site visits meeting with community leaders and City partners. The City of Monterey Park worked with the nonprofit consultant, City Fabrick, to develop a project branding and social media messaging campaign that was used to create promotional and marketing materials in Chinese, Spanish, and English.

1,896
Survey Participants

154
Open House One Participants

6
Canvassing & Park Survey Events

7
Pop-Ups & Events



During this time of communications development, the Project Team began to establish and build upon existing relationships with City staff, local community organizations and neighborhood groups. Additionally, the Project Team conducted a Community Visit and Assessment on January 29th, 2024 to kick-off the engagement process. This early engagement involved affirming initial data findings and research assumptions by tapping into the lived experiences of community members. This first phase of public engagement helped to refine the Project Team's understanding of the common goals and objectives for the Monterey Park open space network and park system; this feedback, as well as the data and best practice research, helped to inform the Master Plan's "Vision, Goals, and Objectives" and "Needs Assessment" for future park design, development, and programming/partnerships.

PARK SURVEY & POP-UPS

For the GROW Master Plan, the City of Monterey Park, with support from City Fabrick and identified community partners, initiated the comprehensive public engagement process with the launch of a community survey, available in Simplified and Traditional Chinese, Spanish, and English. This survey was designed for both print and online, and captures the community's preferences, needs, and aspirations related to Monterey Park's public parks and programs. The survey, promoted through social media, the City's website, Cascades newspaper, park canvassing, pop-up events, and partner listservs, served as a baseline tool for collecting quantifiable data. To encourage participation, the survey included an opportunity drawing and was supported by professionally designed visuals and marketing materials to maximize reach.

The goal for the survey was to achieve a sample size of 500 participants, a number calculated to ensure statistical significance for the city's population. A statistically significant sample size means the survey results accurately represent the views and needs of the broader community with minimal margin of error, increasing confidence that the findings reflect the population as a whole. This benchmark was far exceeded, with a total of 1,886 people participating in the public survey. This robust response greatly enhanced the reliability of the data, providing a strong foundation for understanding community priorities and informing the Plan's recommendations.

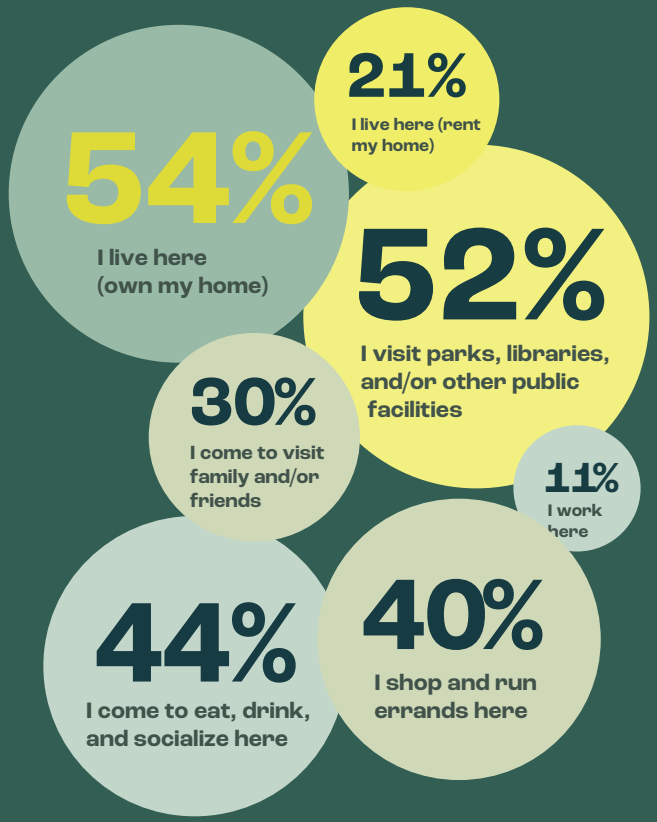
The resulting data provided critical insights and helped establish initial contacts for deeper engagement through subsequent workshops and roundtables.

In addition to promoting the survey online, the Project Team implemented a dynamic engagement strategy to provide the public with multiple opportunities to offer feedback through the survey. Park surveying days, pop-up events, Department-hosted events/programs, and a public open house allowed participants to evaluate existing park conditions and contribute ideas for improvement.

Park Surveying & Pop-Up Days:

- Spring Egg Hunt - 3/28/2024
- General Park Survey Day #1 - 4/20/2024
- Cherry Blossom Festival/Earth Day - 4/27/2024
- Cinco De Mayo/Monterey Park Birthday Festival - 5/9/2024
- General Park Survey Day #2 - 5/11/2024
- SGV Pride Parade and Festival - 6/1/2024
- Independence Day Celebration - 6/29/2024

Overview Of Survey Participants



The Community's Favorite Park In The City

1 Barnes Park
2 Garvey Ranch Park
3 Sequoia Park
4 George Elder Park
5 Highlands Park
6 La Loma Park

Renters
1 Barnes Park
2 Garvey Ranch Park
3 George Elder Park

Youth (ages 24 and under)
1 Barnes Park
2 Garvey Ranch Park
2 Sequoia Park
3 George Elder Park
3 Edison Trails Park

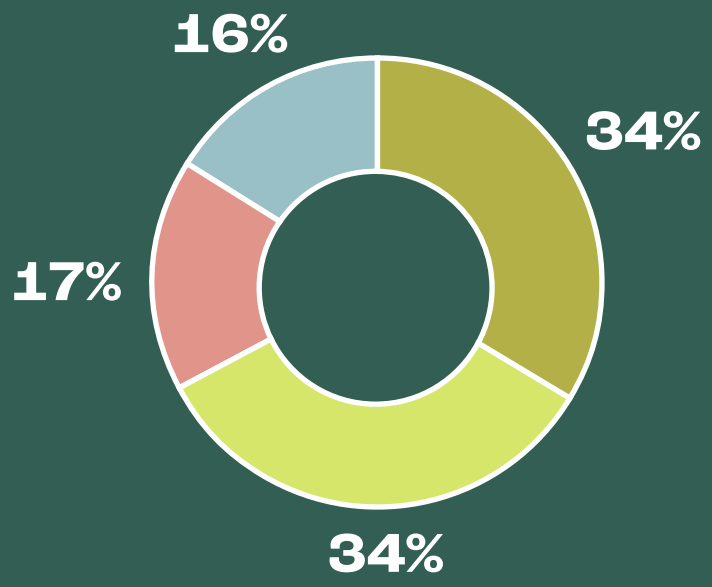
Seniors (ages 65 and older)
1 Barnes Park
2 Garvey Ranch Park
3 Sequoia Park
3 Sierra Vista Park

What People Like The Most About Their Favorite Park

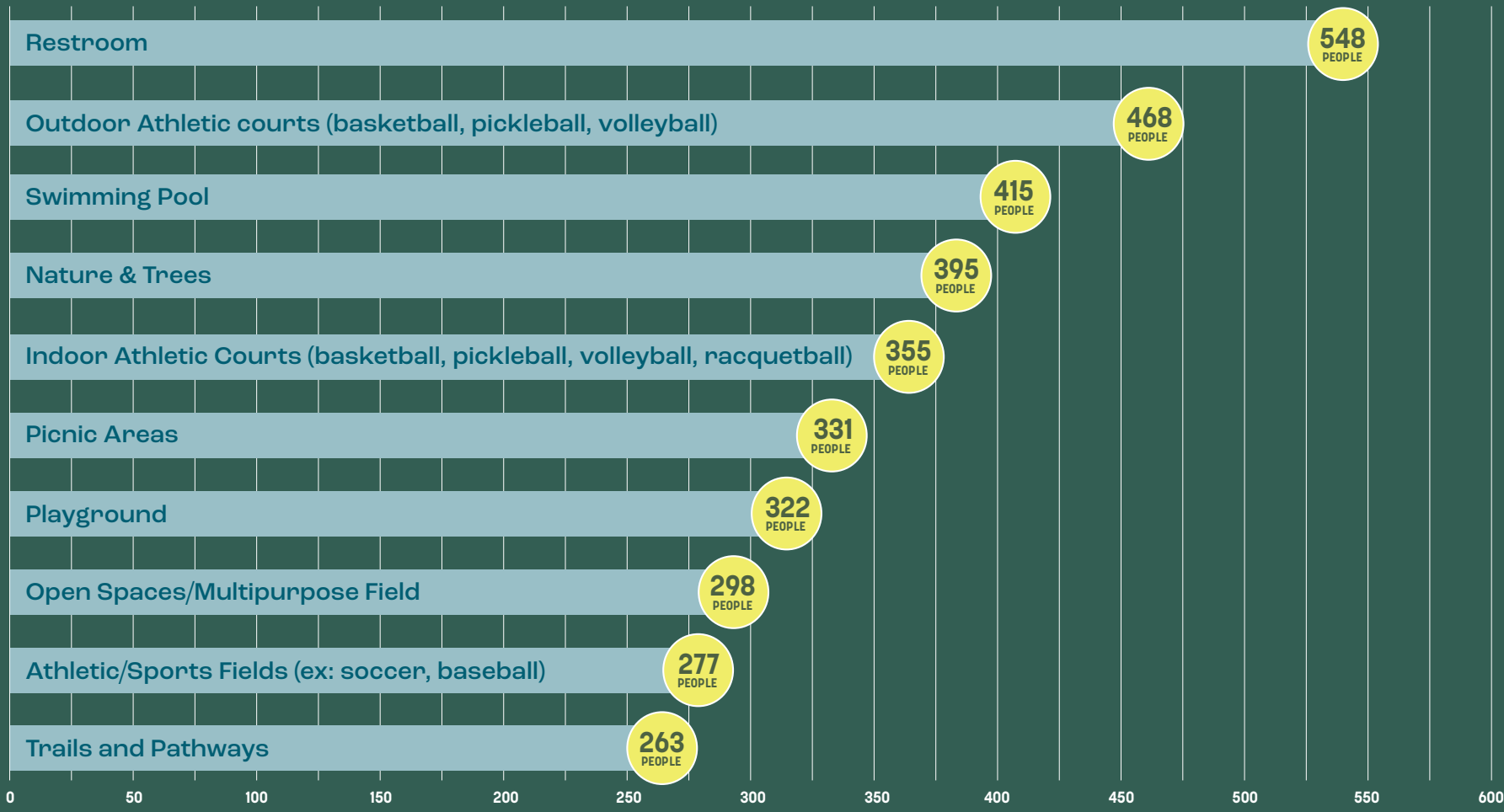
Top Priorities That Community Believes Should Guide The GROW Planning Process

- **Upgrades** — Enhance existing facilities before considering new park — 492 PEOPLE
- **Safety** — Improve safety inside and getting to the park — 457 PEOPLE
- **Sustainability** — Plan and design parks for the health of the environment — 378 PEOPLE
- **Quality** — Use designs and materials that are low-maintenance but high in quality — 361 PEOPLE
- **Health** — Improve and expand the availability of healthy activities — 360 PEOPLE
- **Equity** — Increase park access to underserved communities — 336 PEOPLE
- **Culture** — Enhance the cultural programs being offered and spaces for them — 302 PEOPLE
- **Education** — Consider the park a chance to learn about nature and history — 298 PEOPLE

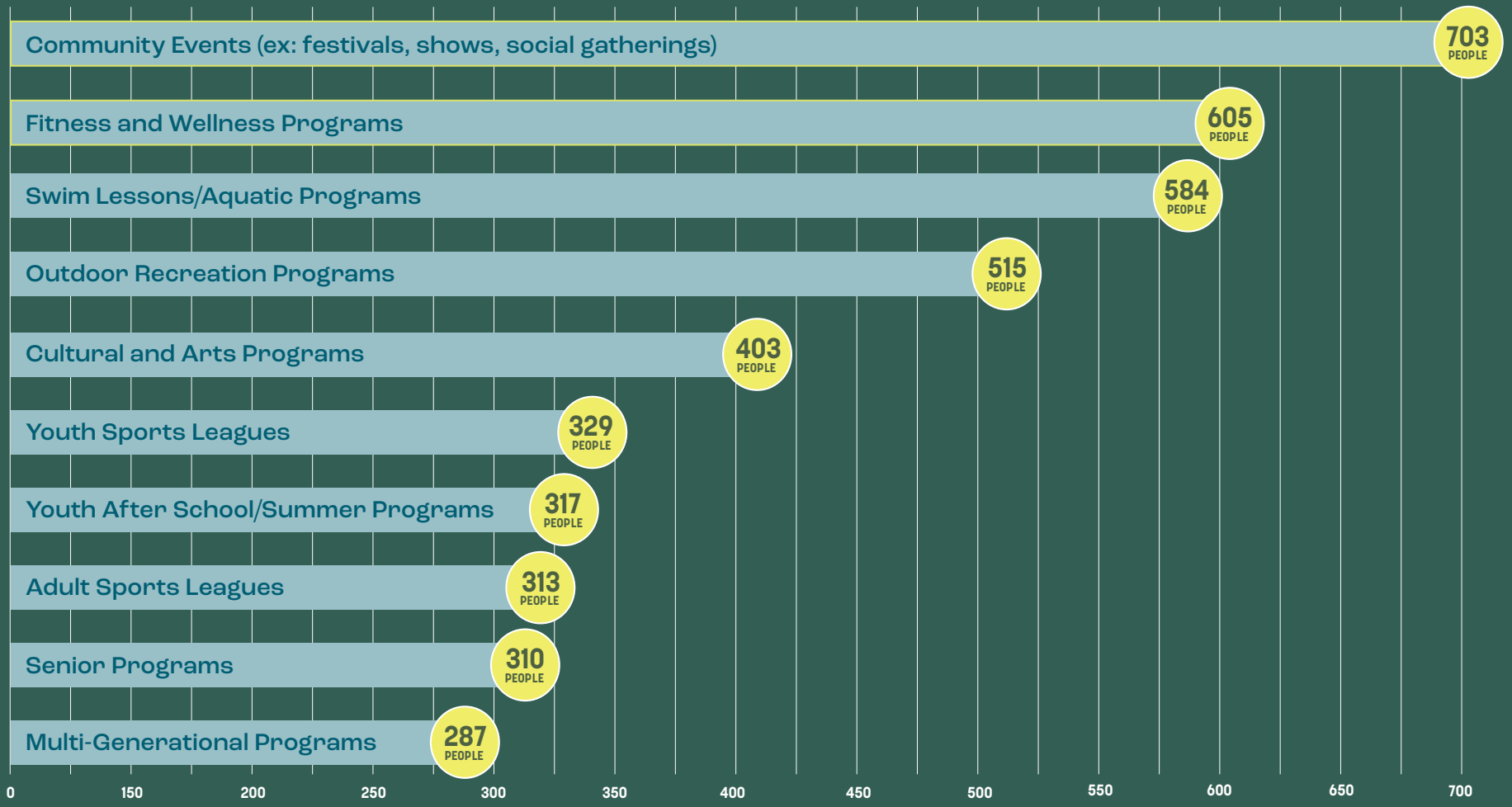
Fewer, Larger Parks & Open Spaces Versus More, Smaller Ones



Most Important/ Desired Park Amenity



Most Important/ Desired Park Program



Most Important/Desired Park Amenity & Program by Target Populations

Most Important/ Desired Park Amenity

1 Restroom

2 Outdoor Athletic courts (basketball, pickleball, volleyball)

3 Swimming Pool

Renters
1 Restroom
2 Nature & Trees
3 Swimming Pool

Youth (ages 24 and under)
1 Restroom
2 Swimming Pool
3 Nature & Trees

Seniors (ages 65 and older)
1 Restroom
2 Outdoor Athletic courts (basketball, pickleball, volleyball)
3 Nature & Trees

Most Important/ Desired Park Program

1 Community Events

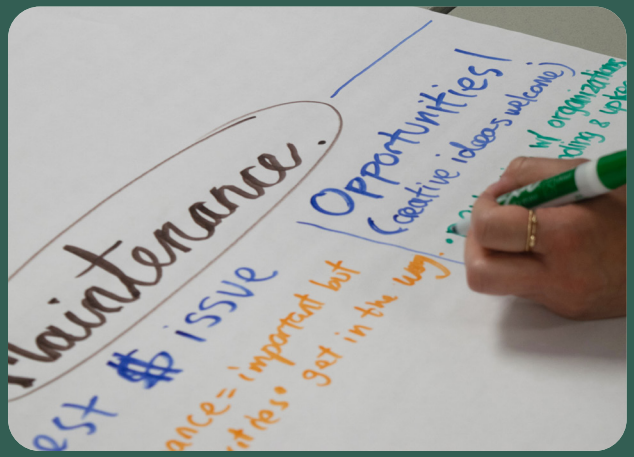
2 Fitness and Wellness Programs

3 Swim Lessons /Aquatic Programs

Renters
1 Community Events
2 Cultural and Arts Programs
3 Swim Lessons /Aquatic Programs

Youth (ages 24 and under)
1 Community Events
2 Fitness and Wellness Programs
3 Swim Lessons /Aquatic Programs

Seniors (ages 65 and older)
1 Fitness and Wellness Programs
2 Senior Programs
3 Community Events



STAFF ENGAGEMENT

Following the launch of the park survey, key staff from the Recreation & Community Services Department were engaged in a two-part workshop to gain an institutional understanding of Departmental operations, challenges, and opportunities. The workshops provided a comprehensive platform for staff to reflect on current practices, share insights, and collectively plan for a sustainable and inclusive future for the City's parks and recreational services. These sessions were designed to foster active participation, build a shared understanding of the Master Plan's objectives, and establish clear implementation priorities.

The first session, conducted virtually on April 15th, 2024, introduced staff to the foundational elements of the Master Plan, highlighting its equity-driven, community-led approach. Participants engaged in activities that prompted them to critically review the Department's mission and goals, identify areas for growth, and reflect on how their individual and collective roles contribute to the overarching vision of the Department. This session also included updates on ongoing engagement initiatives, such as park surveys and community events, ensuring that staff were informed and aligned with the broader planning efforts.

The second, in-person session [hosted on April 19th, 2024] delved deeper into strategic planning through interactive exercises, such as SWOT analyses and priority-setting activities. Staff worked collaboratively to identify the Department's strengths, weaknesses, opportunities, and threats, linking these findings to actionable goals. A key activity involved prioritizing strategic focus areas based on current and aspirational goals, fostering meaningful discussions about operational improvements and resource allocation. These exercises not only clarified immediate priorities but also empowered staff to envision a more connected and resilient parks system.

Key outcomes of the workshops included a refined mission statement, an enhanced implementation framework, and a stronger sense of shared ownership among staff. Additionally, the sessions helped build team cohesion, aligning staff across various roles toward a unified purpose. By facilitating these workshops, City Fabrick supported the Department in creating a foundation for thoughtful, community-centered growth while addressing operational challenges and fostering a collective commitment to serve Monterey Park residents effectively. These efforts underscore the Department's dedication to enhancing the quality of life through well-maintained parks, dynamic programming, and equitable service delivery.

Important Takeaways

Park Development

Reimagining Park Spaces:

- There is a need to rethink how existing park spaces are used to accommodate future events and demands, ensuring parks remain relevant and functional for diverse activities.

Navigating Tradeoffs:

- Park development often requires difficult decisions and compromises, such as removing or consolidating amenities or programs to meet evolving demands. While challenging, these tradeoffs can lead to more impactful outcomes and better alignment with community needs.

Programs and Events

Desirable Programs:

- Community feedback consistently highlights gratitude for the quality and range of programs offered.
- Recreational programs and special events remain highly popular and morale-boosting, particularly after the pandemic. These activities foster a sense of belonging and community pride among staff and residents.
- Family programs are essential due to the community's large number of families. These programs foster inclusivity and connection.
- Free programs help eliminate cost barriers, ensuring access for all residents.
- Senior programs reflect the cultural needs of the older adult community, promoting engagement and activity.
- Summer swim lessons, once held on weekends pre-pandemic, are still requested by the community but face staff limitations.
- After school activities are a priority, though the city faces challenges in addressing the needs of four school districts, requiring additional resources to ensure equitable service.
- Regular recreational programs remain essential, especially for youth and seniors experiencing post-pandemic challenges like social isolation and behavioral issues. Expanding facilities would enable more programming to meet these needs.

Desirable Events:

- Family-oriented events, including the Spring Egg Hunt, Monster Mash Halloween, and Snow Village, remain popular community traditions.

- Cultural celebrations like the Cherry Blossom Festival and Lunar New Year highlight the city's diverse heritage.
- Staff and residents place significant importance on cultural events and practices, which strengthen community identity and pride.
- There is an opportunity to expand programming for adults aged 21-35, such as hosting movie nights or food-and-drink events. The City currently hosts an annual Electric Park music event.

Challenging Programs and Events:

- Staffing limitations make event setup and management difficult.
- Licensed after-school programs need scaling to serve low-income families, with opportunities for partnerships to subsidize childcare costs.
- Contract classes face challenges in recruiting and retaining instructors due to insurance and other requirements.

Future Program Opportunities:

- Expanding youth sports, teen programs, and pickleball leagues to meet community demand.
- Increasing accessibility and inclusivity for individuals with disabilities or mental health needs.
- Introducing innovative wellness programs like yoga, meditation, and sound baths.

Staffing and Volunteers

Staff Strengths:

- Staff innovation and creativity are crucial in meeting goals of respect, participation, and compassion.
- The team excels in teamwork, innovation, creativity, and community care, with a shared commitment to improving the quality of life for every Monterey Park resident. Upholding the Department's values of public participation, respect, and compassion ensures the success of its initiatives.
- Staff members find fulfillment in directly engaging with and serving Monterey Park residents. They especially value witnessing their positive impact on youth and older adults, which reinforces their dedication to the community.
- Many team members have long tenures with the City, providing deep institutional knowledge. Despite their experience, they remain open to new ideas and innovations, especially in response to the post-pandemic landscape.

Staffing Needs:

- Part-time employees are vital as they are the department's public face, providing customer service and maintaining community connections.
- Limited staff capacity poses a risk to the quality and frequency of events. To maintain high morale and ensure successful execution of impactful programs, addressing staff workload is critical.
- The loss of experienced instructors post-pandemic has created a need to recruit and retain passionate, skilled professionals.
- Reliable mid-level positions are needed to incentivize retention and foster professional growth.
- A sense of accomplishment arises when program participants transition into roles as volunteers, part-time staff, or even full-time employees. Establishing a Community Ambassador Program could further institutionalize this progression and nurture local leadership.
- Residents express gratitude for staff efforts, acknowledging successful programming, events, and capital improvements. Recognizing and celebrating these "community victories" is vital for maintaining morale and public trust.

Volunteer Contributions:

- Volunteers play an essential role in supporting events and programs, filling gaps where staffing is limited.

- Bilingual translator volunteers enhance program accessibility for diverse populations.
- Youth-focused volunteer programs, provide growth opportunities and ensure event sustainability.

Maintenance

Current Maintenance Issues:

- Addressing aging infrastructure is a top priority for staff. Efforts to repair or upgrade facilities like playgrounds, roofs, and other park amenities are either ongoing or planned. Maintenance of high-quality infrastructure, already superior to neighboring cities, is essential to meet community expectations.
- Addressing facility safety concerns and creating inclusive outdoor spaces remain ongoing priorities.
- Barnes Gym flooring has significant damage due to water and needs to be replaced.
- Facilities, including restrooms, basketball courts, and roofing, require attention to improve safety and usability.
- Bella Vista Park lacks nighttime lighting, creating a potential safety opportunity for solar-powered solutions. Added lighting will provide an opportunity to expand park hours.

Pool Challenges:

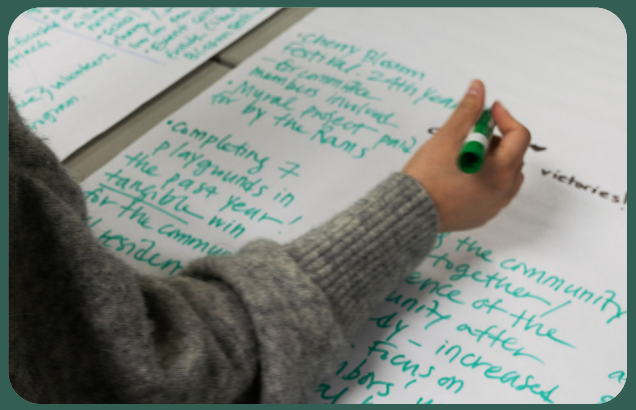
- Maintenance costs for the George Elder Park city pool have risen due to increased chemical prices since COVID-19.
- Both the Barnes Pool and George Elder Pool is aging and future repairs will be needed to maintain operations.

Pickleball Maintenance:

- Evaluating whether pickleball courts are a lasting need or a passing trend is critical to resource allocation.

Maintenance Opportunities:

- Staff and community members value sustainability efforts to maintain parks for future generations. Exploring sustainable practices and solutions is key to ensuring the longevity of park resources.
- Partnering with local organizations can support funding and facility upkeep.
- Training staff to handle minor maintenance issues can reduce dependency on external resources.
- Expanding in-house maintenance knowledge to help address immediate, simple repairs.



Funding Opportunities

Funding Strategies

- Maintaining existing facilities is the top priority to support future program and park improvements.
- Increased fees for facility reservations and rentals can help offset costs.
- Partnering with local school districts, water districts, or sponsorships can secure additional resources.
- Collaborative grants with nonprofits or community groups can bring diverse funding streams to the city.

Collaboration and Partnerships

Programs

- Expanding partnerships with sports organizations like the NBA and MLB can provide unique engagement opportunities.
- Collaborations with groups like Nature for All, Boys & Girls Club, and the YMCA can strengthen program offerings.
- Partnering with educational institutions can enhance access to arts and sciences.
- Residents' are vocal and provide constructive engagement that reflects their strong pride in Monterey Park.

Maintenance

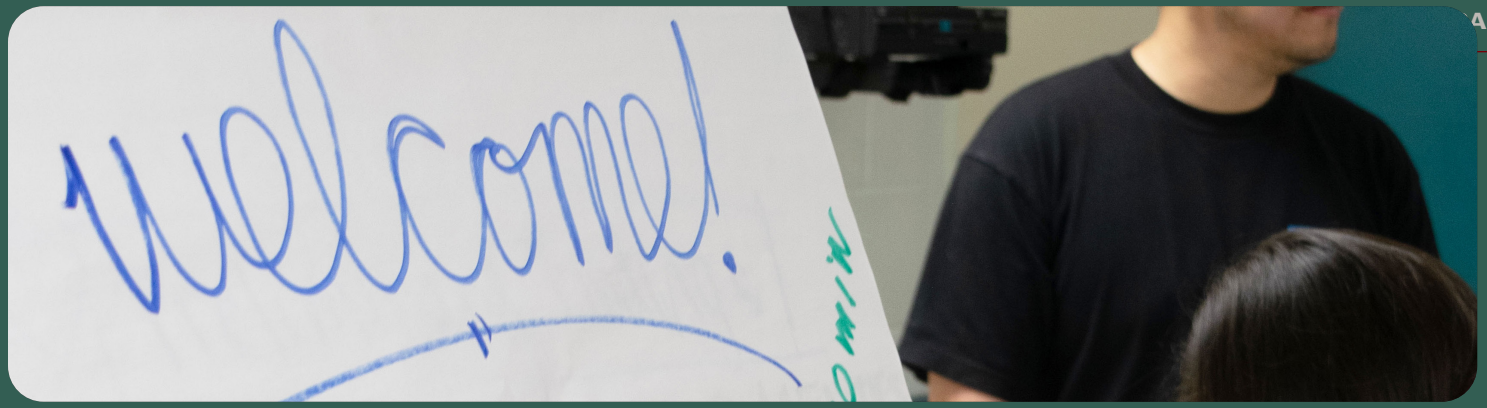
- Working with organizations like Scout BSA can encourage volunteer-led cleanups and Eagle Scout projects.
- Local high school clubs and summer camp volunteers can assist with facility upkeep and community programs.

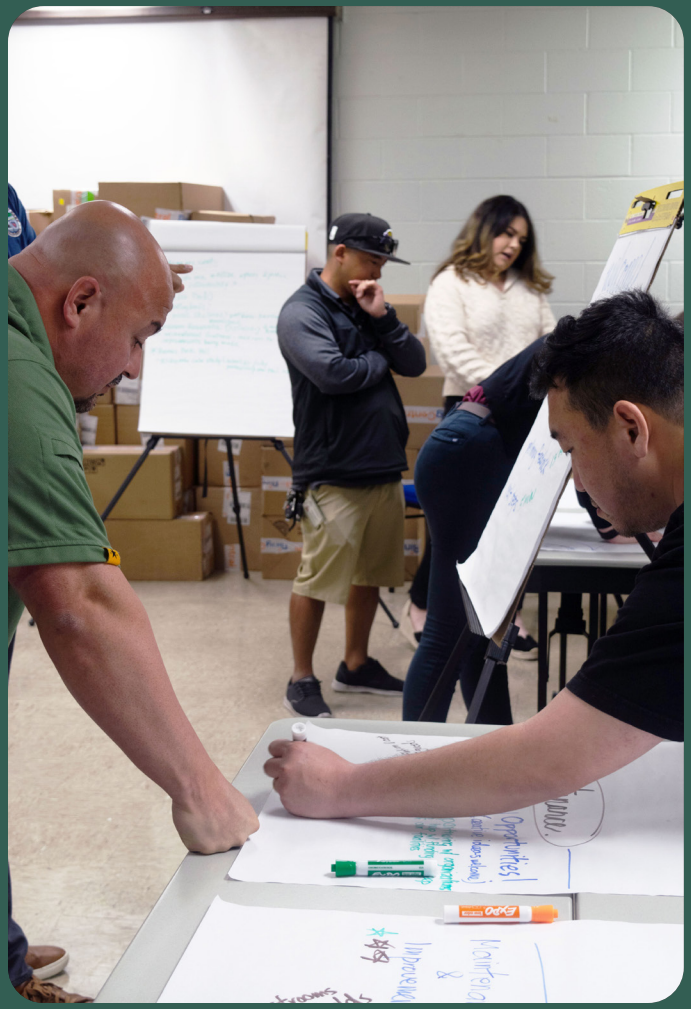
Development

- Incorporating recreational features into housing developments can increase community usability and pride.
- Exploring innovative options like disc golf courses or interactive park elements can diversify offerings.

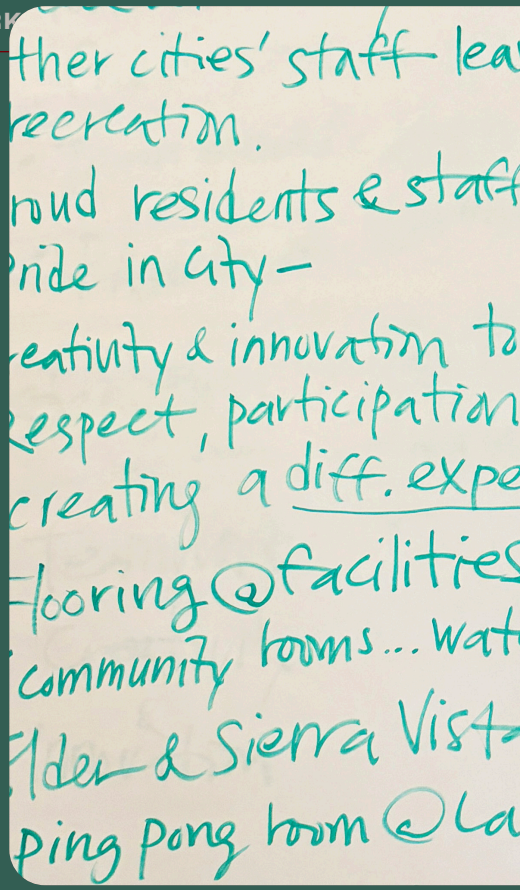
Community Victories

- The Cherry Blossom Festival's 25th year marks a milestone of cultural celebration.
- The community mural project funded by the LA Rams demonstrates success in arts programming.
- Completion of seven playgrounds in the past year ensures all residents live within a mile of a park.
- Resilient community spirit following recent tragedies has increased pride and focused on mental health well-being.


welcome!



Reflections from Takeaways:
• community continues to express gratitude for the dept.
• Creativity & innovation to meet goals of Respect, participation & compassion.
– creating a diff. experience for comm. members
• Flooring @ facilities (community rooms... water damage)
(Elder & Sierra Vista)


ther cities' staff lea
recreation.
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ride in city –
eativity & innovation to
Respect, participation
creating a diff. expe
Flooring @ facilities
community rooms... wat
Elder & Sierra Vista
ping pong room @ La

ASHLEY
Parks System

maintain our existing parks
and make repairs as needed

survey results
35%
35%
16%
15%
PROXIMITY
SPACIOUS SIZE
We are closing the survey this weekend. If you haven't participated yet, please do so to ensure your voice is included in the final results.

OPEN HOUSE ONE

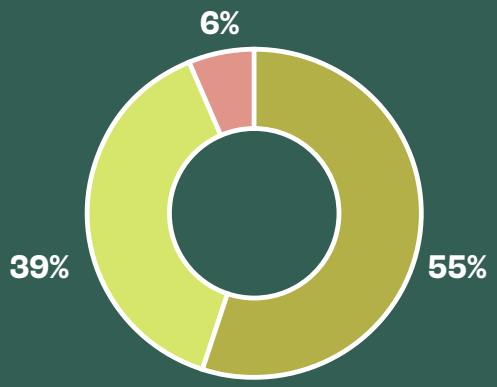
The first public open house for the GROW Master Plan was a success in participation, showcasing the importance of engaging the community in new and interactive ways. Unlike traditional town hall meetings, this event offered a dynamic and welcoming environment with multiple stations with interactive activities designed to foster meaningful dialogue. Held on Sunday, July 28, 2024, the open house was a key opportunity for residents to provide feedback on the city's parks and recreation system. By targeting youth, older adults, low-income families, and active transportation users, the event reflected a commitment to inclusivity and equity.

In total, 154 attendees registered for the open house. Given its open and interactive nature, even more unaccounted community members stopped by throughout the event to participate. The event was widely promoted in Chinese, Spanish, and English through social media, email listservs, neighborhood canvassing, and flyers distributed at parks, ensuring accessibility for Monterey Park's diverse population. Attendees were treated to free snacks and refreshments, with the added incentive of prize giveaways, creating a lively and inviting atmosphere for all.

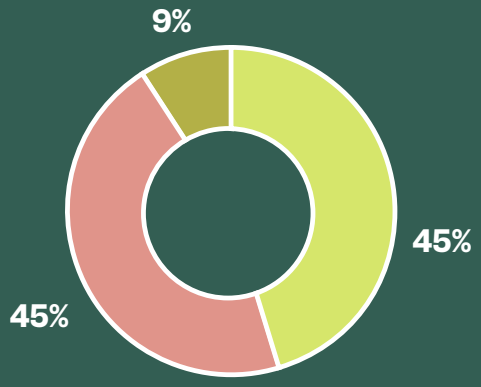
Participants engaged with various stations, each offering unique ways to share input and ideas. At the Intro Station, staff introduced the project, highlighting key findings from "Phase 1 - Discovery", including Monterey Park's park space statistics compared to regional and national medians. The "Park Ideas" Station encouraged attendees to contribute their "big park ideas" through an interactive wishing tree and prioritize potential projects using colorful sticky notes and dots. Meanwhile, the "Come Spend Some Green" Station offered a participatory budgeting activity, where attendees allocated "Monterey Park dollars" to their preferred park improvements before enjoying a complimentary boba drink.

The "Interview" Station added a personal touch, inviting participants to share their perspectives on parks and recreation in Monterey Park through written and video interviews. These insights provided invaluable qualitative data to complement the quantitative survey results. Staff at every station ensured participants felt heard and valued, creating an inclusive space where everyone's voice mattered. The open house successfully achieved its goals of sharing information about the GROW Master Plan initiative and deepening understanding of the community's needs, paving the way for the next phase of this important project.

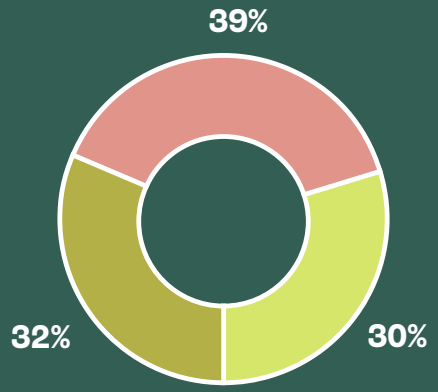
Park System Planning: Community Priorities



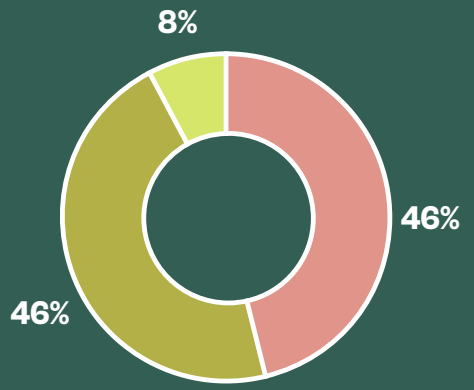
MAINTAIN OUR EXISTING PARKS AND MAKE REPAIRS AS NEEDED



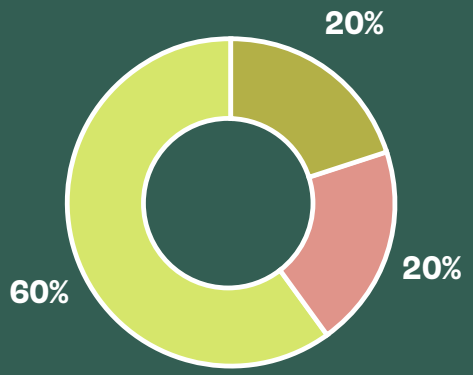
IMPROVE MOBILITY AND ACCESS TO ND FROM (AND WITHIN OUR PARKS)



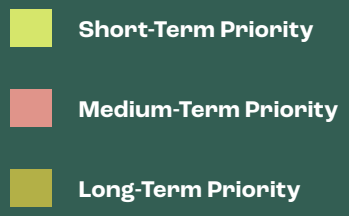
REDESIGN PARKS TO ADD MORE DESIRABLE AMENITIES AND PROGRAMS



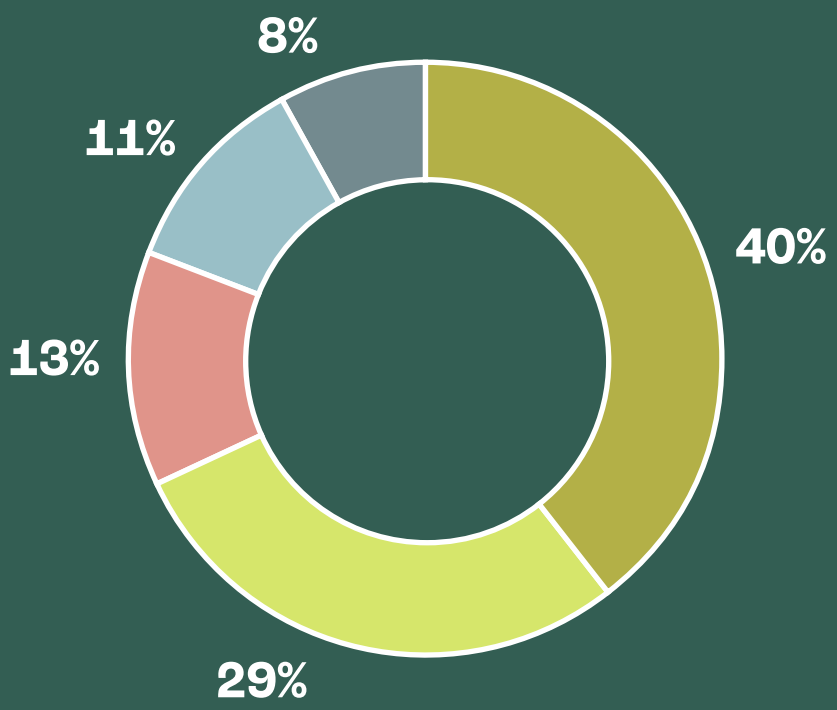
BUILD NEW PARKS FOR RESIDENTS THAT HAVE LITTLE TO NO ACCESS TO PARKS



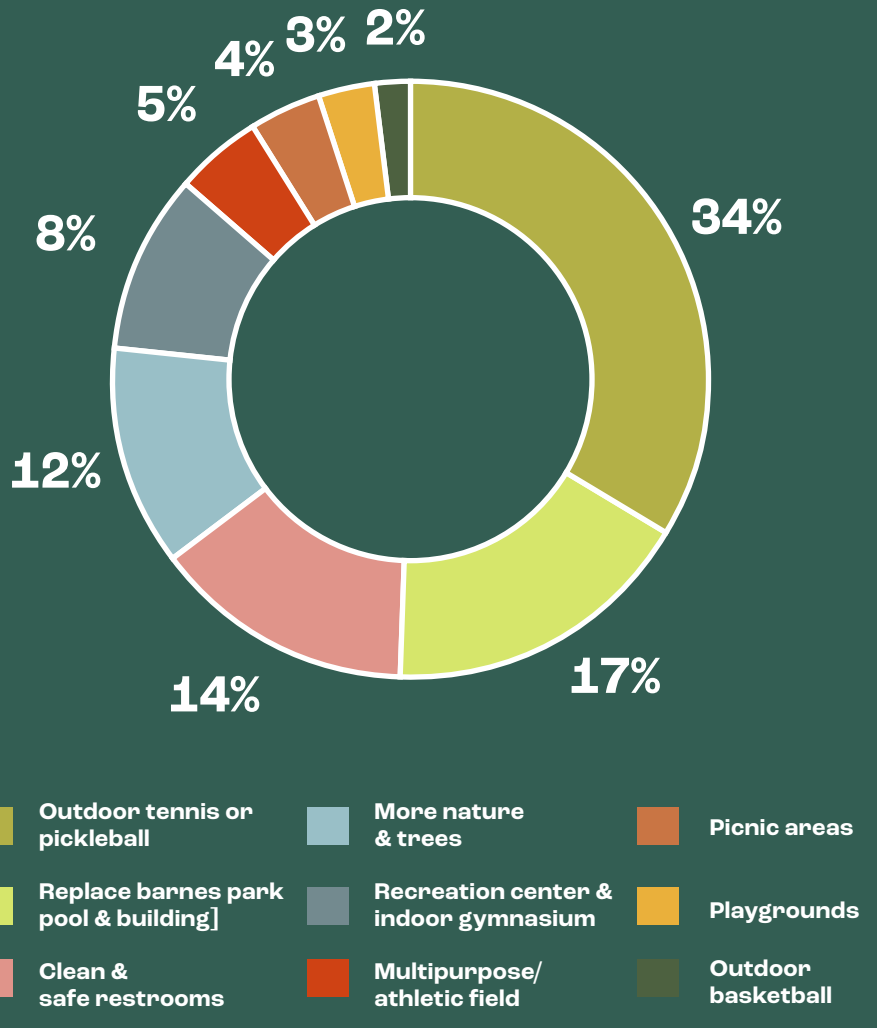
CONTINUE TO HOST AWESOME COMMUNITY EVENTS & PROGRAMS

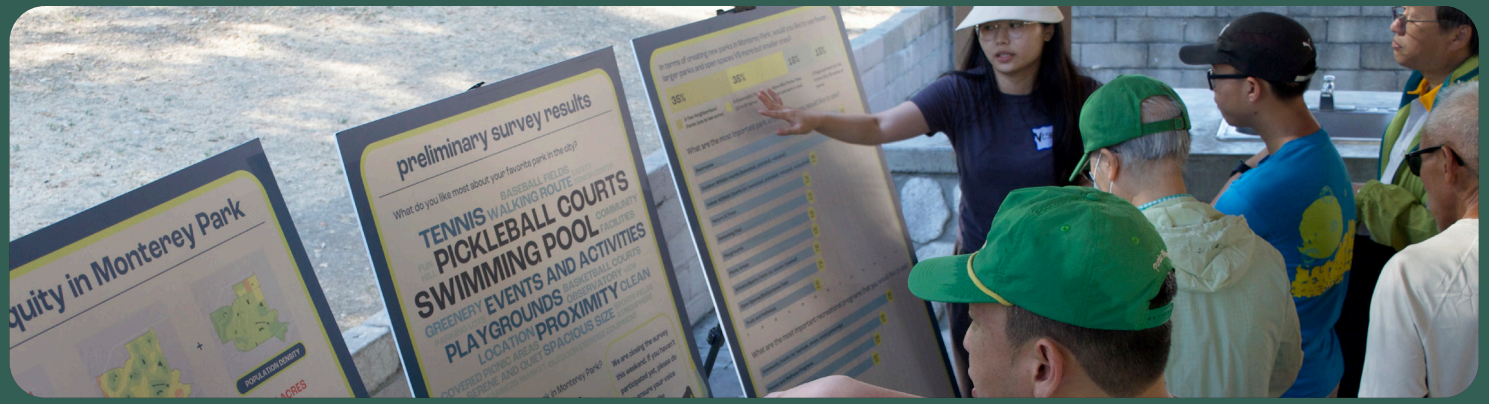


Big Ideas: Park Wishing Tree

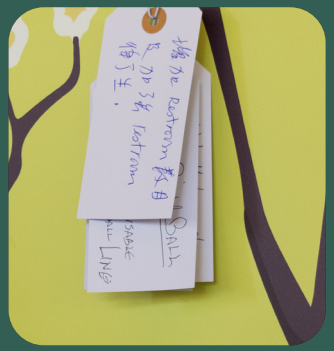


Big Ideas: Park Budgeting Activity




preliminary survey results
TENNIS
PICKLEBALL COURTS
SWIMMING POOL
EVENTS AND ACTIVITIES
PLAYGROUNDS
PROXIMITY

park wishing
what cool ideas do you have for our park
new park idea
park fundraising idea



3
10
outdoor basketball
recreation center & indoor gymnasium
picnic areas
more nature & trees

maintain our existing pa
and make repairs as nee
improve mobility and acc
to and from (and within) our
redesign parks to add m
desirable amenities and pro

Important Takeaways

Park Priorities

Short-Term

- Importance of maintaining our existing parks as opposed to spending resources developing new ones.
- Participants also felt that it was important to host community events and recreational programs.
- Redesigning parks to add more desirable amenities and programs was important as well to some participants, which could look like a phased approach to redevelopment.
- Building new parks seemed to be not important to the participants, which could be because of the limited land availability and funding to acquire and develop new parkland.

Medium-Term

- Open House participants expressed that in the medium-term, redesigning our existing parks to meet current needs should be the main priority.
- Building new parks, improving accessibility, and hosting events / programs were uplifted as medium-term priorities. Building new parks and improving park accessibility are costly and can take longer to plan for and implement.

Long-Term

- The most popular long-term idea was to maintain our existing parks and make repairs as needed. Given that this was both a short- and long-term priority, maintaining high-quality parks and facilities is important for future planning efforts.
- Redesigning our existing parks was also a highly favored long-term community priority.
- There was some interest in developing new parks for park-poor communities as a long-term goal, along with hosting high-quality events / programs.

Big Ideas

High Priority (Most Mentioned)

- Add new pickleball courts & lines.
- Refurbish and upgrade existing pickleball courts (e.g., Bella Vista).
- Paint pickleball lines on all tennis courts in Monterey Park.
- Separate dedicated pickleball courts from tennis courts.
- Consider indoor pickleball courts.
- Add splash pads for kids.
- Repair and reopen Barnes Park swimming pool.
- Expand aquatics programs with lessons and recreational swim hours.
- Upgrade pool facilities with themed designs (e.g., swimming themes, children's art).
- Renovate and upgrade all restrooms in parks to be larger and more accessible for kids and grandparents.

Medium Priority

- Add tire swings and other unique play equipment.
- Include different types of exercise equipment at Sierra Vista Park and other locations.
- Provide more shaded areas near playgrounds.
- Upgrade all park lighting to LED for evening safety.
- Install solar lighting in playground and seating areas.
- Add yellow markings or speed bumps for safer crossings.
- Create hiking paths with scenic views (e.g., Garvey hill vista).
- Provide more hiking and walking trails.

Lower Priority (Specific but Less Frequent)

- Host more arts and education events (e.g., plays, talent shows).
- Create outdoor public Wi-Fi zones.
- Encourage community gardening, urban agriculture, and educational programs.
- Reintroduce senior-focused events like "Lion Club" gatherings.
- Develop native plant gardens to attract butterflies and birds.
- Replace weeds with drought-resistant plants like Lantanas.
- Plant more trees and bushes along park edges for aesthetics and fencing.
- Maintain and refurbish tennis courts while adding hybrid pickleball lines.
- Upgrade baseball fields and consider adding volleyball, badminton, or handball courts.
- Include indoor table tennis options or classes.
- Add dog parks.
- Limit the number of dogs in some areas.

Additional Suggestions

- Add more seating and picnic areas in parks.
- Install removable covers for performance areas.
- Ensure better maintenance and cleanliness of parks, including addressing homelessness concerns.

Desirable Park Amenities

Outdoor Tennis or Pickleball

- With 139 responses, this category is overwhelmingly the most requested amenity, showing a strong community interest in expanding or enhancing outdoor sports facilities like tennis and pickleball courts.
- Residents are advocating for more courts across various parks, including:
- Garvey Ranch Park: Suggestions include using existing flat land near tennis courts or other spaces for new pickleball courts.
- George Elder Park: Some propose creating discrete pickleball courts rather than overlaying lines on tennis courts.
- Barnes Park: Many request repairs and additional pickleball courts here.
- Hybrid Courts: Several residents support painting pickleball lines on existing tennis courts to share space, provided tennis players agree to the arrangement.
- Dedicated Pickleball Spaces: Some advocate for separating pickleball and tennis entirely by building standalone pickleball courts to avoid conflicts with tennis players.

- Preservation of Tennis Courts: A vocal segment of the community opposes adding more pickleball lines to tennis courts, especially at Barnes Park and George Elder Park, citing the overuse of current courts for tennis instruction and recreational play as well as a desire to preserve at least one dedicated tennis court at Barnes Park.
- Some tennis players feel their needs are being overshadowed by the push for pickleball.

Barnes Park Pool and Building Replacement

- The second most mentioned amenity, with 70 responses, indicates a significant demand for improving or replacing the pool and related facilities, emphasizing the importance of aquatic activities.
- Many comments emphasize the need to repair or replace the Barnes Park pool as a 50-meter Olymic-sized facility, highlighting its importance to the community and the lack of comparable facilities nearby.
- Alternatively, there is interested in replacing the pool with a smaller pool with a splash pad for recreational use as well as an idea for an indoor, heated pool and therapy pool.
- Regarding availability and access, particpants request more lap swimming hours to accommodate fitness swimmers and expanded recreational swim hours, ensuring the pool serves a broad audience.
- Mark Keppel High School's championship team has been without a home pool for over four years.
- Community members highlight the importance of providing a pool for practice and competition to support the team and inspire youth athletes.

Clean and Safe Restrooms

- Garnering 58 responses, clean and safe restrooms are a high priority, highlighting a basic but crucial need for improved park infrastructure.
- Many comments express dissatisfaction with the current state of restrooms, emphasizing that they are often dirty and poorly maintained.
- Specific mention of La Loma Park highlights the distance and inaccessibility of restrooms for individuals with mobility challenges, making it difficult for all users to access these facilities.
- Community members suggest restrooms should be cleaned multiple times a day to ensure they remain sanitary and usable.
- Some comments call for new or remodeled restroom facilities, recognizing that the current infrastructure is outdated and inadequate.
- Requests include more running water to improve functionality and hygiene.

More Nature and Trees

- With 49 responses, the community values natural elements like trees and landscaping, showing a desire for green spaces and environmental enhancements.
- Many community members expressed disappointment over the removal of ficus trees, especially along Atlantic Boulevard, and requested replanting efforts to restore the canopy.
- There is a strong desire for more shaded areas in parks, particularly through the addition of shade-providing trees like oaks.
- Concerns were raised about certain activities (e.g., gambling and smoking) at Sierra Vista Park, with suggestions to plant shorter trees to discourage such behavior.
- Requests for more California native plants and milkweed aim to support biodiversity and encourage the growth of the butterfly population.
- Community members suggest adding bushes in specific areas, like along Sierra Vista Park and residential streets, to enhance the natural environment.
- A call for a cohesive, citywide tree plan suggests planting aesthetically pleasing and sustainable species, such as Palo Verde and Agave, which have been positively received in areas like Garvey Pass.

Recreation Center & Indoor Gymnasium

- This category, receiving 40 responses, reflects interest in indoor recreational facilities for activities throughout the year.
- A strong demand for dedicated indoor pickleball courts, reflecting the sport's growing popularity and the need for year-round play regardless of weather.
- Requests for spaces specifically designed for Tai Chi, accommodating seniors and those seeking meditative or low-impact physical activities.
- Interest in adding indoor table tennis facilities, particularly for children, to provide additional recreational options.
- A desire for Wi-Fi connectivity in the park and recreation center to support digital inclusion and provide a modern amenity for park users.

Multipurpose/Athletic Fields

- Gaining 20 responses, multipurpose fields are moderately popular, showcasing an interest in flexible spaces for sports and community activities.
- Request for a dedicated space for seniors, ensuring outdoor fields accommodate their needs for recreation and relaxation.
- Improvement and renovation of existing baseball fields to better serve local teams and the community.
- Suggestion to add more athletic fields at Sierra Vista Park (Rural Drive side) to enhance sports and fitness opportunities.

Other Priority Amenities:

- Picnic areas (16 responses), playgrounds (12 responses), and outdoor basketball (8 responses) we also noted as desirable amenities.
- Regarding picnic areas, there is a desire to replace damaged picnic tables, particularly in spaces like La Loma Park. Desire to add electricity & charging ports in picnic areas to enhance their usability for events and gatherings.
- Regarding playgrounds, George Elder Park playground is noted as a high-use space with unclear plans for equipment replacement. Requests include adding shade structures for sun protection, ensuring equipment is maintained or replaced as needed, and adding shading in open areas to make spaces more comfortable during hot weather.
- Additional requests include installing benches and seating for parents and other park users who need rest areas and splash pads at playgrounds, offering a fun and cooling activity for children and families.

Phase Two
Prioritization

The second phase of the Master Planning process, called Prioritization, focused on deepening engagement with the Monterey Park community. This phase built on the foundation established during the Discovery phase and concentrated on prioritizing potential ideas for the park network while identifying viable solutions. The Project Team conducted a range of activities to ensure diverse voices were heard and integrated into the planning process. These activities included roundtables and interviews with key stakeholder groups, such as local leaders, advocacy organizations, and user groups.Additionally, park audits allowed the team to gather park data that helped to standardize park need and opportunities. Lastly, a second Open House ensured that the broader Monterey Park community was also able to provide feedback in prioritizing ideas for implementation.

The outcome of this phase was instrumental in shaping the future of the park network. Through careful analysis and synthesis of community feedback, the Prioritization phase produced several implementation strategies designed to address the most pressing challenges and opportunities identified during the planning process. These strategies laid the groundwork for actionable plans, ensuring that the park network would reflect the community's collective vision while addressing gaps and enhancing equity within Monterey Park's open space system.

56+
Open House Two Participants

33 Roundtable Participants

17 Park Audits

PARK AUDITS

The GROW Master Plan Project Team conducted 17 comprehensive park audits as a foundational step in understanding the city's current park conditions, identifying needs, and uncovering opportunities for improvement. Park audits are a systematic process of observing and evaluating park facilities, amenities, accessibility, and overall usability. These audits are critical in gathering detailed information about the physical conditions of parks, as well as how they are used by the community.

By documenting elements such as park cleanliness, signage, seating, play areas, and landscaping, the team was able to establish a baseline understanding of Monterey Park's open space assets, reflected "Park Evaluations" subsections on page 16-47.

To capture a holistic picture of park usage, the team intentionally visited at different times of day, days of the week, and weather conditions. This approach allowed the team to observe variations in park activity, community engagement, and operational needs. For instance, morning visits highlighted how parks are utilized for exercise and leisure, while evening visits captured family gatherings and organized sports.

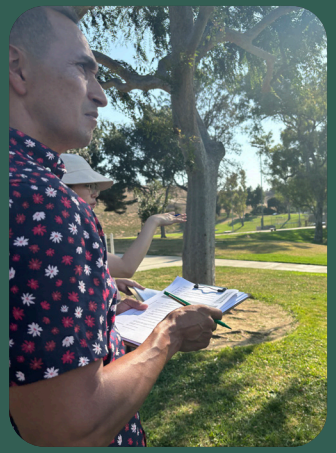
Findings from the park audits directly informed the development of the Parks Matrix, a detailed tool that synthesizes data on each park's amenities, conditions, and opportunities for enhancement. This matrix served as a critical resource in identifying gaps in the park system, prioritizing areas for investment, and aligning future improvements with the needs of Monterey Park's diverse community. By conducting these audits with consistency and diligence, the Project Team ensured that the planning process for the GROW Master Plan was rooted in a clear and comprehensive understanding of the city's existing open space network.

Park Audit Days:

The audits were conducted over multiple visits to ensure a thorough assessment of each park. The Project Team visited the city's parks on the following dates:

- July 24, 2024
- July 25, 2024
- July 27, 2024
- August 22, 2024
- August 24, 2024

SERVICE CLUBS



ROUNDTABLES

As part of the second phase of the planning process, the Project Team conducted a series of targeted roundtables to engage with key groups identified as critical to the successful implementation of this Plan. The purpose of these roundtables was to build on findings from the first phase of engagement—community surveys, open house events, and park audits—by generating focused discussions on real-life challenges, priorities, and opportunities for the city's park system.

The roundtables were specifically designed to connect with stakeholders who play a significant role in shaping and sustaining Monterey Park's parks and recreation resources. These target groups included various City Departments, tennis & pickleball advocates, various City commissioners, aquatics advocates, and organized sports groups. By bringing these groups together, the roundtables sought to deepen understanding, gather critical feedback, and address the practical realities of the Parks Master Plan's implementation.

Each roundtable session began with a brief presentation, providing participants with an overview of the Parks Master Plan, the planning and engagement process to date, and key findings from earlier engagement efforts. This ensured participants had a shared understanding of the context before diving into more interactive discussions. The consultant team, City Fabrick, facilitated the sessions, delivering prompts that were carefully crafted based on Phase One community feedback and framed to reflect real-world challenges, priorities, and cost-benefit tradeoffs.

The interactive roundtables were designed to accommodate participants' varying schedules and availability, with both in-person and virtual options. The format fostered meaningful dialogue, leading to tough but essential conversations. Stakeholders discussed opportunities, trade-offs, and resource constraints, offering candid feedback and practical ideas for improving Monterey Park's open space network and operations. These discussions also created an opportunity for participants to build empathy and understanding across perspectives, strengthening relationships between community leaders, City Staff, and interest groups.

City Departments Roundtable Takeaways

Tuesday, 10/29/2024 | 8:30 AM - 10:00 AM

The City Departments roundtable gathered representatives from various City of Monterey Park Departments to discuss challenges and opportunities with the Recreation and Community Services Department. Following a virtual presentation about the planning effort and findings from the first phase of engagement, the main topics of conversation included park maintenance, safety improvements, and potential partnerships. The key takeaways from this conversation are presented to the right:

Restroom Maintenance

- Responding to the fact that survey respondents desired better-maintained restroom facilities, roundtable participants recommended starting a public education campaign to share accountability for the upkeep of restrooms and encourage community to clean up after themselves.
- Acknowledgment that there is limited staff capacity to maintain restrooms resulting in these services being contracted out.
- Recommendation to install educational signage at park restrooms to keep them clean, highlighting shared responsibility.

Cleanliness

- Related to issues of illegal dumping, cigarette butts, and dog waste, especially at parks like Sierra Vista Park and Garvey Ranch Park, roundtable participants recommended more trashcans with more-frequent pick-ups, along with educational signage (in multiple languages) to encourage greater stewardship and information to report areas that need maintenance.
- Recommendation for the creation of a program to better engage and educate community members around the shared responsibility of maintaining the cleanliness of parks and providing the materials to do so.
- Recommendation to better promote the Monterey Park GoMPK app, which is another way for regular park users and visitors to report issues, even installing signage that encourages park users to this app.

Personal Safety

- Recommendation to improve park safety through better lighting at parks, multilingual emergency signage, and community programs that provide personal safety resources and guidance.
- Recommendation to extend lighting hours and improve visibility to address late-night park use, vandalism, and safety concerns for both visitors and park maintenance crews working after hours.
- Recommendation to install signage for reporting suspicious activity to deter criminal behavior and promote a sense of security among park users.

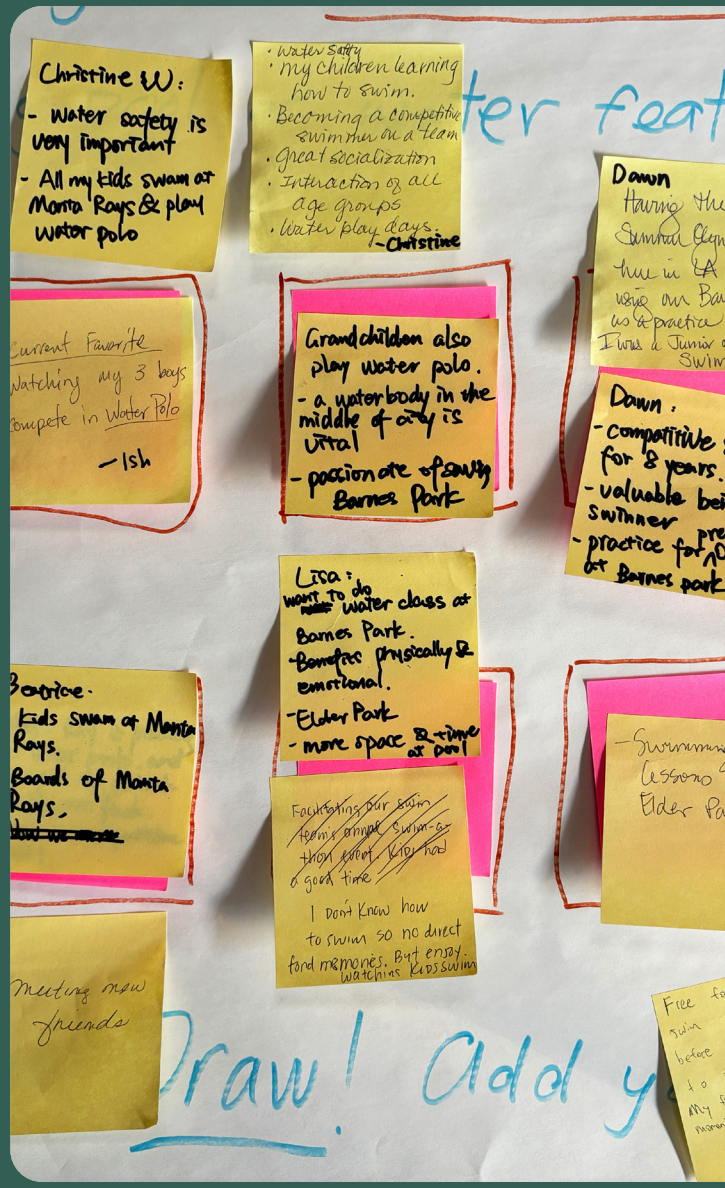
- Recommendation to hold community meetings and increase park events hosted by city departments to enhance resident safety and foster stronger community connections through visible engagement.

Park Design for Safety

- Recommendation to implement CPTED design, safety phone towers (drawing inspiration from university campuses), and energy-efficient lighting in dimly lit pathways and high-traffic areas to improve visibility and prevent crime, benefiting both park visitors and maintenance staff, especially during nighttime.
- Recommendation to improve walking and biking accessibility to parks by enhancing transportation safety and creating safer pathways for pedestrians and cyclists.

Partnerships

- Recommendation to collaborate with the Library Department to develop and formalize more programs for children, teens, and adults, emphasizing skill-building activities.
- Recommendation to rotate classes and events among different parks, not just Barnes Park, offering diverse programs like environmental projects, safety training, and emergency preparedness in collaboration with groups such as the Eagle Scouts, Keep California Beautiful, the Police Department, and the Fire Department.
- Recommendation to partner with local nonprofits, vendors, and community groups to host fundraising efforts, tree planting events, and beautification projects across all parks in Monterey Park to promote civic engagement and equity.
- Recommendation to host regular community meetings at various parks throughout the city to share community updates and foster stronger connections between residents and City resources.



Aquatics Community Roundtable Takeaways

Saturday, 11/2/2024 | 8:00 AM - 10:00 AM

The Aquatics Community roundtable was held in person and brought together Monterey Park residents and community leaders to discuss opportunities and challenges related to the revitalization of the Elder and Barnes Park pools. Following a presentation about the planning effort and findings from the first phase of engagement, there was a facilitated discussion on potential improvements. The main topics included the possibility of re-establishing an Olympic-sized pool at Barnes Park, funding strategies, and community programming. Participants highlighted the importance of water safety education, partnerships with local schools, and revenue-generating opportunities such as facility rentals and sponsorships. While competitive swim events were a key focus, attendees emphasized the need to balance diversified programming and funding realities. The key takeaways from this conversation are presented to the right:

Pool Redevelopment and Programming

- Offer a variety of aquatic programs, including water aerobics, physical therapy, and swimming lessons for children, to ensure accessibility and water safety for different ages and abilities.
- Balance swim meets with other community programs to serve a diverse range of users, including children, teens, adults, and the elderly.

Barnes Park Pool

- There were strong opinions to redevelop and reopen the Barnes Park pool and building meaning that Elder Park pool becomes a recreational water park and Barnes Park pool becomes a state-of-the-art Olympic-sized facility for competitions and rentals.
- Understanding the funding challenges that this may imply, there is vocal support for the redevelopment of the Olympic-sized pool at Barnes Park to attract large-scale competitions, increase tourism, and generate revenue through event ticket sales, sponsorships, and partnerships with local businesses and corporations.

Alternative Pool Concepts

- If full redevelopment of the Olympic-sized facility is not financially feasible, there was a discussion to consider instead a smaller-sized pool with additional water features that can accommodate various ages, abilities, program interests, and skill levels.
- Acknowledgement that conversion of the Barnes Park pool complex into recreational space may be a lower-cost alternative to a pool and building redevelopment at Barnes Park, though it may not serve the needs of the competitive swimming community.

Revenue Generation

- Explore multiple funding sources, including membership passes, facility rentals, concession stands, and partnerships with local schools and organizations.
- Pursue corporate sponsorships with businesses such as Costco and hotels in Monterey Park to help fund pool redevelopment.
- Recommendation to engage local alumni and former swim team members, such as Manta Rays alumni, to support fundraising efforts for the new pool.
- Consider community-driven fundraising efforts, including partnerships with local businesses and outreach to residents, to help meet funding goals.

Tennis/Pickleball Roundtable Takeaways

Thursday, 11/7/2024 | 5:00 PM - 7:00 PM

The Pickleball and Tennis Community roundtable was hosted in person, and brought together Monterey Park residents and advocates to discuss challenges and opportunities related to court access and shared use. Following a presentation about the planning effort and findings from the first phase of engagement, there was a facilitated discussion on current issues and potential improvements. The main topics of conversation included the tensions between both pickleball and tennsus due to limited space, safety concerns, and the need for additional dedicated courts. Participants explored potential solutions such as shared courts, improved regulations, and the development of new pickleball courts. While tensions remain, attendees emphasized the importance of creating a fair and organized system that allows all players to enjoy the game. The key takeaways from this conversation are presented to the right:

Court Expansion and Space Allocation

- Participants from both sports desired to Increase the number of courts and provide more space between them to address overcrowding and safety concerns.
- Discussion around exploring opportunities to repurpose space at Barnes Park, including the area near the closed pool, inside the closed pool, and the closed gym for additional pickleball courts.
- Recommendation to develop more pickleball courts at Garvey Ranch Park to alleviate demand on shared courts.

Shared Use and Safety Considerations

- Recommendation to establish clearer regulations for court use to reduce tensions between pickleball and tennis players, particularly at Elder Park.
- Recommendation to develop a structured system for court access to replace the informal, inconsistent rules currently in place, particularly at Elder Park
- Recommendation to enhance safety measures by ensuring adequate separation between courts to prevent injuries, especially for advanced tennis players whose serves may land in pickleball play areas.
- Need to encourage mutual respect between sports communities by addressing tensions and ensuring fair access to playing time.
- Acknowledgment that shared courts are not truly equitable as pickleball players regularly use tennis courts, while tennis players do not use designated pickleball spaces.

Funding and Resource Allocation

- Pickleball advocates expressed that the City should assess the feasibility of maintaining two pools in Monterey Park, as some community members believe it may not be sustainable given redevelopment and ongoing maintenance costs.
- Desire from both sports groups to maximize existing park resources by utilizing available space efficiently, such as repurposing areas adjacent to courts for additional recreational use.

Organized Sports Groups Roundtable Takeaways

Saturday, 11/23/2024 | 8:30 AM - 10:00 AM

The Organized Sports Group roundtable virtually gathered representatives from local sports organizations to discuss challenges and opportunities for improving organized sports programs in Monterey Park. Following a virtual presentation about the planning effort and sharing findings from the first phase of engagement, the main topics of conversation included facility maintenance, program expansion, safety enhancements, and funding opportunities. The key takeaways from this conversation are presented to the right:

ADA Accessibility & Park Access

- Discussion on the need for improved ADA accessibility at parks, particularly at Garvey Ranch Park, where a higher senior population and sports participants would benefit from switchbacks for safer access to lower areas.
- Recommendation to implement switchbacks to facilitate easier movement for seniors and individuals carrying heavy sports equipment.
- Proposal to establish designated walking trails and improve connectivity between park amenities to enhance accessibility.

Field Maintenance and Safety

- Acknowledgment of maintenance issues at Sequoia Park and Garvey Ranch Park, including lumpy grass, gopher holes, and dog waste, which pose safety hazards for park users.
- Recommendation to replant the field and improve upkeep to prevent injuries, particularly for baseball, football, and soccer players.
- Suggestion to install dog waste dispensers to maintain cleanliness and prevent waste from accumulating on sidewalks and fields.
- Recognition of poor lighting as a safety hazard for both sports participants and general park users. Recommendation to install energy-efficient LED lighting to extend safe park use after dark.
- Suggestion to implement emergency “blue button” call stations, similar to those on college campuses, to improve security at parks; questions on the feasibility and cost of such improvements.

Facility Improvements & Expansion

- Recommendation to construct additional indoor basketball courts to meet increasing demand and address permit challenges.
- Suggestion to install bat and helmet racks for better equipment organization, following examples from other communities.
- Advocacy for increased shade structures at baseball fields to enhance spectator comfort and encourage greater community engagement.

Funding & Cost Offsets

- Recommendation to seek corporate partnerships with organizations such as MLB, NBA, and the Dodger Foundation to sponsor events and facility improvements.
- Suggestion to host sports clinics and training sessions with ticketed enrollment to generate funds for park enhancements and maintenance.

Commissioners Roundtable Takeaways

Saturday, 11/23/2024 | 10:30 AM - 12:00 PM

The Commissioners roundtable met virtually on two occasions (to address participant availability issues) to discuss challenges and opportunities related to youth programs, senior access, and community participation. Following a presentation on findings from the first phase of engagement, the discussion focused on expanding youth environmental programs, improving senior access to park resources, and increasing volunteer participation. Key takeaways included the need for habitat restoration programs at Garvey Ranch Park, better outreach and transportation options for Spanish-speaking seniors, and clearer roles for volunteers to encourage greater community involvement. A school-based volunteer program was also proposed to engage parents and foster civic engagement across generations. The key takeaways from this conversation are presented to the right:

Youth Programs and Environmental Initiatives

- Discussion around having youth programs focused on environmental education and habitat restoration.
- Recommendation to introduce initiatives that engage youth in enhancing park biodiversity, such as planting native species near the Historical Museum at Garvey Ranch Park.

Senior Accessibility & Participation

- Participants discussed how seniors, particularly Spanish-speaking residents in the southern part of the city, face transportation and language barriers limiting their access to Langley Center programs.
- Recommendation to improve outreach efforts to ensure seniors are aware of available transportation options and provide multilingual resources to increase participation.
- Discussed the need for a more inclusive environment at Langley Center to better serve diverse senior populations.

Community Engagement & Volunteerism

- Recommendation to create clear role descriptions and provide accessible information on flyers to encourage volunteer engagement.
- Discussion to develop school-based volunteer opportunities to involve parents and foster long-term civic engagement.

Funding & Sponsorship Opportunities

- Concerns over funding sources for park improvements and community programs.
- Recommendation to explore partnerships with local businesses and organizations, offering sponsorship opportunities in exchange for public recognition in parks.

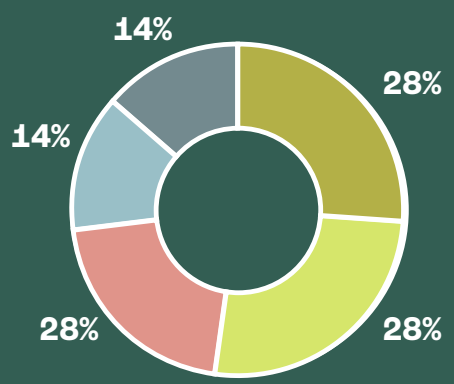
OPEN HOUSE TWO

On January 25, 2025, the City of Monterey Park hosted a public open house at Sierra Vista Park to conclude the second phase of community engagement for the GROW Master Plan. The event provided an opportunity to share updates on the planning process and its potential impact on the City's parks and recreation system while encouraging community members to stay involved.

The open house targeted feedback from youth, older adults, low-income families, and active transportation users to ensure diverse community input. Interactive boards and activities allowed participants to share their perspectives on the distribution of amenities across the park network and explore opportunities to enhance connectivity between parks.

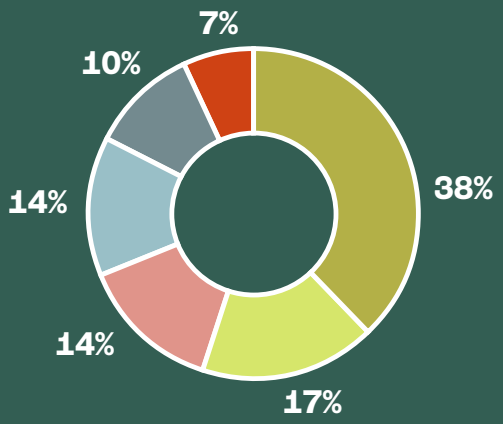
The feedback gathered deepened the City's understanding of community needs, helping to inform the next steps of the GROW Monterey Park initiative. The event was well-attended, with approximately 50 participants actively contributing their insights. The following represents what the public shared:

Maintenance & Cleanliness



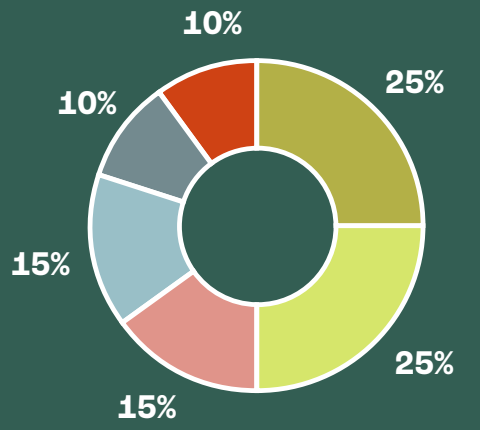
- Upgrade/Maintain Existing Facilities
- Waste Management (pets, trash, etc.)
- Improve Restroom Cleanliness
- Surveillance
- Community Partnerships

Access to Park Amenities



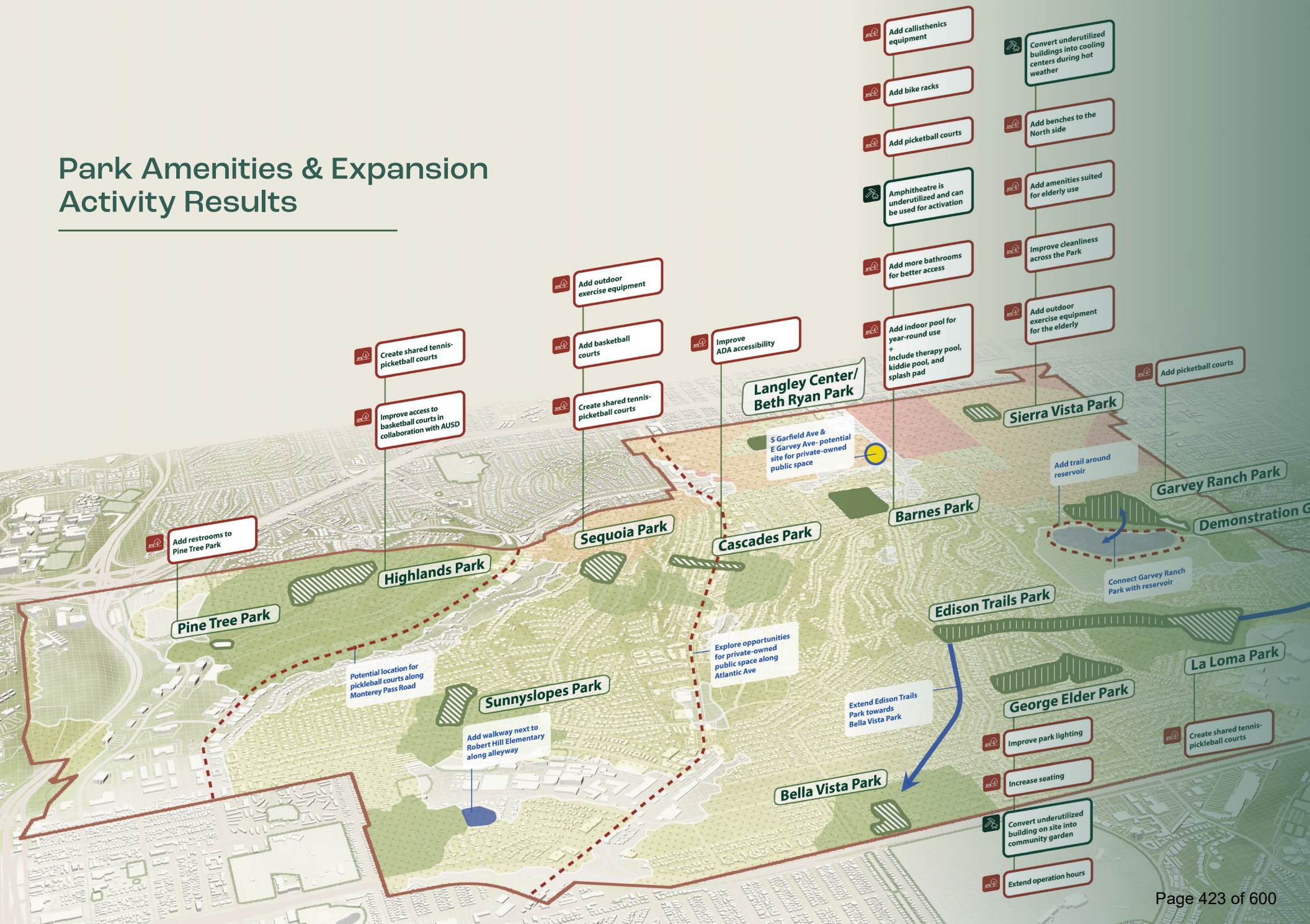
- Improve Sports Facilities & Amenities
- Improve Park Access for the Elderly
- Incewase Seating and Shade
- Improve Cleanliness
- Community Center Access
- Restroom Upkeep

Improve or Adapt Underused Land



- Improve Design & Space Utilization
- Add/Improve Sports Facilities
- Add Walking Trails
- Acquire Privately Owned Land
- Community Gardens
- Rest Areas

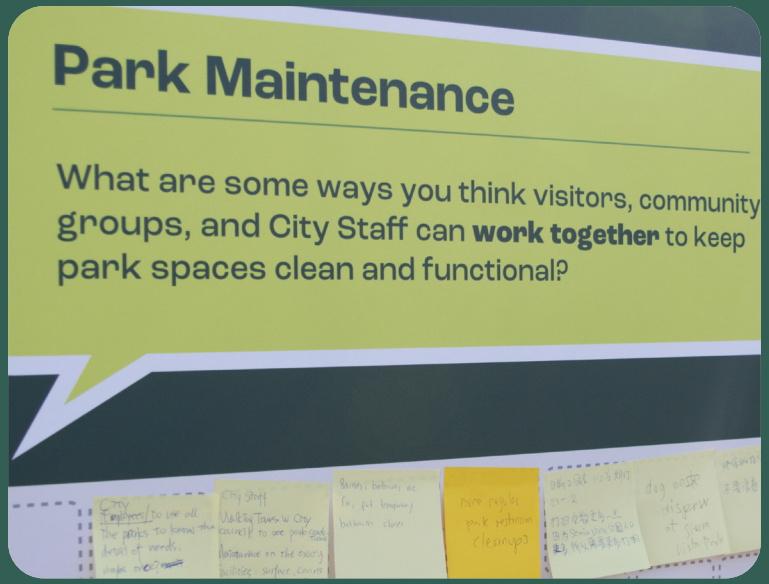
Park Amenities & Expansion Activity Results



Important Takeaways

- Improve and regularize park upkeep with attention to maintenance of restroom facilities.
- Foster increased collaboration with community groups to increase localized participation in park operations and space activation.
- Improve operation of sports facilities at parks by reworking operation hours and establishing an online reservation system
- Identify underutilized components of park systems and convert their use for more requested and relevant functions.
- Explore the implementation of a fee-based model for the use of select park amenities, specifically sports facilities.

  Upgrade and redesign pool facilities (Barnes Park) to cater to wide variety of users.
- Explore possibility of acquiring private property for public use to increase available space for amenities.
- Improve communication with the local community to better inform residents about park programming and other updates. Additionally, create spaces for community meetings, workshops, and gatherings.
- Improve ADA accessibility across all parks.
- Redesign park systems to cater to elderly community members and their use of park spaces.


Park Maintenance
What are some ways you think visitors, community groups, and City Staff can **work together** to keep park spaces clean and functional?

Park Development
How could **underused areas** in our parks **be improved or adapted** to meet the community's needs without acquiring new land?

Park Funding
What **creative ideas** do you have for **increasing funding** to support our parks and recreation programs? E.g. **membership programs, sponsorships, or reservable amenities** such as swimming pools, courts, or event spaces, with **associated fees.**

Park Audit Results
Neighborhood Parks
City-wide Parks
Park Score
Barnes Park
Sunnyslopes Park
Cascades Park
Highlands Park
Langley Center/
Barnes Park

NIKE

timeline
we invite you to be a part of this planning process
DISCOVERY
erey Park
stem Master Plan

hello
I am a
(example: MP resident, student, mother, etc.)

Columbia

Phase Three
Refinement

The third and final phase of the Master Planning process, called Refinement, focused on finalizing and polishing the prioritized strategies developed in the earlier phases. During this phase, the Department, key stakeholders, and the general public collaborated to refine the strategies into actionable and implementable recommendations. To engage the community, City Fabrick hosted a public open house event as part of a celebratory gathering. This event, widely promoted through various media and outreach channels, provided a platform for community members to review and provide feedback on the proposed ideas. It also served to build excitement and momentum for the Plan's eventual adoption and implementation.

The recommendations developed during the Refinement phase were designed to be action-oriented and aligned with the Plan's established Goals and Objectives. These recommendations included clear assignments of responsibility, feasible timelines for implementation, and specific strategies for achieving desired outcomes. A key deliverable from this phase was the production of a highly visual and accessible final document. This document was carefully crafted to ensure that it could be easily understood by both City staff and the public, maximizing its utility as a reference and guiding tool.

Beyond its practical applications, the Master Plan developed during the Refinement phase was intended to serve as a powerful advocacy tool. By clearly outlining strategies and assigning accountability, the Plan encouraged stewardship among various stakeholders and fostered a shared sense of responsibility for its successful implementation. Ultimately, the Refinement phase ensured that the Master Plan was not only a strategic roadmap for enhancing Monterey Park's open space network but also an instrument for driving long-term engagement and equity within the community.

101+ Open House Three Participants

19 Roundtable Participants

87+ Community Workshop Participants

Bella Vista Park
Upgrades & Quality
Safety
policies & programs will make our parks even better?

I ♥
GROW
Monterey Park

citywide & special use parks
Edison Trails Park
Barnes Park
George Elder Park

2nd FLIP ME OVER
3rd
5th
6th
7th

Community
2nd FLIP ME OVER!
6th FLIP ME OVER!

Monterey Park, we hear you!
mini-parks
La Loma Park
Sequoia Park
Sierra Vista Park
Beth Ryan Park

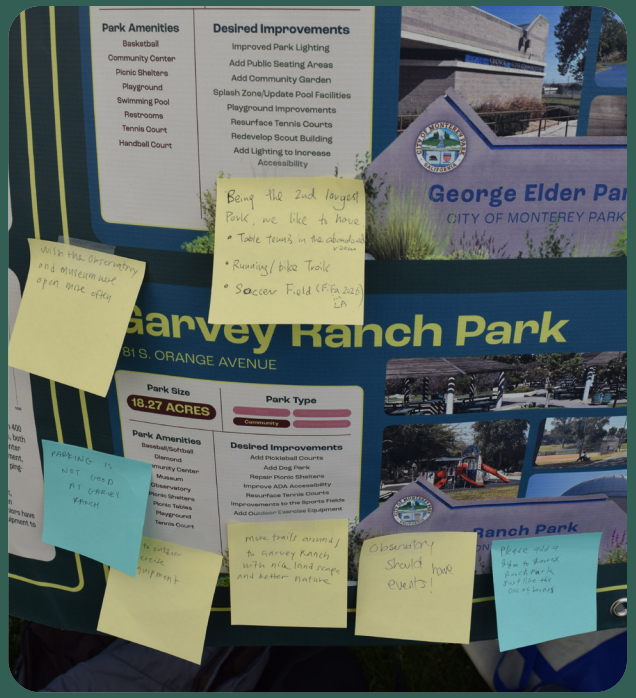
OPEN HOUSE THREE

On April 12, 2025 the City of Monterey Park hosted its third and final public open house for the GROW Parks Master Plan. Held as a culminating event in the citywide planning process, the public open house offered a unique opportunity for residents and community members to review and reflect on the collective input gathered throughout the project. Display materials summarized key findings from previous engagement activities, such as surveys, workshops, and pop-ups, showcasing the range of community priorities, ideas, and aspirations that have helped shape the draft vision for the City's park system. These engagement activities allowed Monterey Park community members to clarify their priorities using the provided data, helping to sharpen the focus and enhance the effectiveness of planning efforts.

In addition to community feedback, the materials presented also incorporated insights and guidance from City staff, highlighting the City's internal goals, operational needs, and planning priorities. The event featured a series of interactive engagement banners, which invited attendees to respond to the draft ideas and share additional input on projects, programs, and policies under consideration. This final round of public feedback plays a critical role in ensuring the GROW Master Plan is aligned with both community desires and the City's long-term objectives for its parks and recreational spaces.

Important Takeaways

- Explore the usage of the parks as outdoor learning hubs, introducing educational programs to children, teens, and adults.
- Foster greater community engagement at additional parks throughout Monterey Park to promote more family fun events and programs for residents in different areas.
- Explore the expansion of new adult sports leagues in collaboration with local organizations encouraging physical health benefits, community cohesion, social development and skill building.
- Improve existing parks by addressing maintenance and layout refinements for long-term sustainability rather than expansion or the creation of new parks.
- Explore the implementation of resiliency hubs in various Monterey Parks for disaster preparedness and community recovery.
- Explore the redesigning of the Monterey Park Community Center to implement cooling/heating centers, backup power sources, emergency storage, water stations, and communication infrastructures to support long-term community resiliency.
- Improve collaborations with youth organizations to help foster more programs for younger Monterey Park residents ensuring the youth have a voice in shaping their communities.
- Improve cultural programming for youth and adults to encourage meaningful connections through shared cultural experiences.
- Redesign current park layouts to implement meditation space, providing water elements for a peaceful environment.
- Improve lighting and landscape maintenance for better visibility and decreased crime.



ROUNDTABLES

As part of the third phase of stakeholder engagement, the Project Team hosted a second series of virtual roundtable discussions. These sessions built upon the insights gathered during the earlier phases of engagement intended on engaging key groups and stakeholder representatives to take a closer look at emerging draft ideas and community priorities. Through a series of interactive activities using Mural, these groups incorporated community input and identified priority park amenities.

Each session began with a presentation that provided updates on the Parks Master Plan process, including key takeaways from the previous two phases. Participants were then guided through an interactive activity where they shared input on the feasibility, refinement, and level of support for various proposed park projects, programs, and policies. These discussions surfaced a wide range of ideas and practical considerations, helping to align the vision for Monterey Park's parks system with operational realities and community needs. The feedback collected during these roundtables has been instrumental in shaping the strategies and recommendations that will appear in the final Parks Master Plan.

City Commissioners Roundtable Takeaways

Monday, 4/28/2024 | 6:00PM - 7:00 PM & Tuesday, 5/6/2025 | 6:00PM - 7:00 PM

The Commissioners roundtable met twice virtually to address the prioritization and implementation of policies, programs, and projects for Monterey Park. Following a virtual presentation about the finalizing and polishing of the prioritized strategies, phase three aims to refine this plan into actionable and implementable recommendations. Key takeaways included improving upgrades and enhancements of current policies such as implementing more outdoor learning hubs, incorporating cultural and educational programs, and addressing current concerns that may cause a decrease in park engagement.

Outdoor Learning Hubs

- Discussion on using parks as extensions of the classroom by introducing educational programs for children and teens, supported by signage, interpretive trails, and interactive activities.
- Recommendation on using the Monterey Park Museum and Observatory as a helpful resource for educational programs.
- Recommendation to implement a themed playground to foster learning on local ecosystems, native plants, history, and sustainable practices.

Family Fun Series

- Participants discussed the high level of events at Barnes Park and advocated for the need of more family events at the other parks such as movie nights, game nights, and outdoor concerts in the local parks and community centers.
- Recommendation on using surveys to see what specific family-centered programs the community would want more of.

Expand Adult Social & Cultural Recreation

- Discussed the need to expand and create new adult sports leagues either though the city or with collaboration of an organization, including basketball, flag football, softball, pickleball, soccer, etc.

Department Staff Roundtable Takeaways

Thursday, 5/1/2024 | 9:00AM - 10:00 AM

The Recreation and Community Services roundtable met twice virtually to discuss and prioritize policy, program, and project upgrades and enhancements for Monterey Park. Following a presentation on the previous Open Houses, a park priority list was presented to staff showcasing engagement results on the planning and design process. The results showcased a higher need for enhancing existing facilities, improving safety inside and around the parks, and implementing more sustainable design within the parks. Key takeaways included prioritizing the maintenance of existing facilities, utilizing recreation centers as resiliency hubs, youth engagement initiatives, and fostering programs that aid in bridging generations and addressing mental and health wellness needs.

Prioritizing Maintenance of Existing Facilities

- Recommendation to prioritize improvements of existing parks in Monterey Park—rather than expansion—including addressing maintenance issues in the community rooms at George Elder and Garvey Ranch Park.
- Discussion on maintaining and improving existing park facilities to ensure long-term sustainability to support future program and park enhancements.

Recreational Centers as Resiliency Hubs

- Participants discussed the need for resiliency hubs in multiple locations for the community to congregate in case of a disaster, including improving existing community and recreation centers for disaster preparedness.
- Recommendation to support long-term community resiliency in providing maintenance to current Community Centers within the Monterey Parks by implementing cooling/heating centers, backup power sources, emergency storage, water stations, and communication infrastructures.

Youth Engagement Initiatives

- Recommendation to partner with more youth organizations to offer more programming ensuring younger residents have a voice in shaping public spaces.
- Discussion to integrate public art, murals, and interactive installations into the city through park activities that help engage children and adults of the community.

Bridging Generations

- Participants acknowledged the success of the Intergenerational Culture & Knowledge Exchange Program and suggested creating additional programs like it to foster meaningful connections between older adults and youth through shared cultural experiences, storytelling, and skill-building activities.
- Recommendation to introduce recreational and cultural programming for adults aged 21-35 which aims to implement fitness classes, cultural workshops, and food festivals for adults.

Mindfulness and Wellness

- Recommendation to create more space for meditation within the parks that have water nearby to provide a relaxing environment for yoga and other mental health programs.
- Recommendation to expand the park behind the Langley Center for more outdoor space and a peaceful atmosphere for organizations that offer mindful and mental health programming.

Executive Team Roundtable Takeaways

Thursday, 4/23/2025 | 2:00 PM - 3:00 PM

The City of Monterey Park Executive Team met once virtually to discuss future park development, programs, and operations of Monterey Park. Following a presentation on community priorities, data from previous engagement activities displayed the need for sustainability, safety, and quality upgrades for the existing parks. Improvements focused on expanding recreational offerings for community events, fitness and wellness, and swim lessons, with aquatic, cultural, and arts programs identified as top priorities by community members. The main topics of discussion included enhancing park safety by addressing strategies to combat crime, implementing outdoor learning and nature exploration for students, expanding youth sports groups and environmental programming, and bridging generations to continue intergenerational culture.

Mindfulness & Wellness Enhancing Park Safety Through Crime Prevention & Design Strategies

- Participants discussed the need for better lighting and landscape maintenance for improved visibility for park users and law enforcement, promoting natural surveillance.
- Recommendation to incorporate a volunteer park patrol program in collaboration with the Police Department Citizen Patrol to address safety concerns proactively.
- Recommendation for more renovations and maintenance improvements for all park restrooms, accessibility, and safety.
- Recommendation to enhance all park lighting to energy-efficient LED fixtures throughout the parks for better visibility during evening play and decreased crime.

Outdoor Learning and Nature Exploration for Students

- Recommendation to expand library hours to include more recreational programming providing local students with opportunities to study and engage in educational activities in the City's parks and open spaces.
- Recommendation to focus on maximizing spaces for programming before building more facilities by collaborating with local schools, libraries, and environmental organizations.
- Participants discussed the lack of staff and the need for more full time positions to hire more individuals community-based organizations such as Nature for All, Boys & Girls Club, and the YMCA.
- Recommendation to implement gardening programming and promote environmental and sustainability initiatives that enhance environmental stewardship for residents of all ages.

Expanded Youth Sports, Teen Activities, and Pickleball Leagues

- Recommendation to expand program offerings at Barnes Park, including dance programs that promote cultural education and engagement.
- Recommendation to introduce additional teen programming at the Langley Center by sharing space with senior programs, fostering intergenerational engagement and participation from residents of all ages.

Bridging Generations

- Participants discussed the availability of the Senior Center after hours to utilize for intergenerational programs.
- Recommendation to promote Tai Chi programs for youth participants and allocate dedicated space at the Langley Center for teen dance groups who currently lack adequate facilities.
- Recommendation to explore more options for programming at the library to foster meaningful connections between older adults and the youth.

COMMUNITY WORKSHOP

On the evening of May 5th 2025, the City of Monterey Park hosted a community workshop at Bruggemeyer Library. The workshop, which was made available virtually, was attended by approximately 87 community members, including all City Councilmembers. The event included a presentation outlining the current park planning process, a summary of community engagement conducted to date, and ongoing park improvement efforts, culminating with an opportunity for attendees to provide input.

This workshop served as an important opportunity to listen directly to community priorities as the City continues shaping a long-term vision for its park system. A key theme that emerged from participants was the strong support for saving and revitalizing Barnes Park Pool, emphasizing its historic and social importance, especially for local competitive swim team and high school swim programs. There is growing frustration that the City has neglected Barnes Park Pool, allowing it to deteriorate and now planning to fill it with dirt due to safety and liability concerns—creating fear that it will be lost permanently. Many felt that Barnes Pool has not been prioritized, even though it is centrally located and meaningful to generations of residents. Multiple community members shared personal testimonies of swimming at Barnes and how its loss affects local competitive teams and morale. Some residents also expressed distrust in the planning process, especially the public survey and prioritization metrics that appear to favor pickleball and courts over aquatics. Residents want to see actionable financial strategies and commitments, including bold moves like a municipal bond, phased improvements, and better use of existing funds and partnerships.

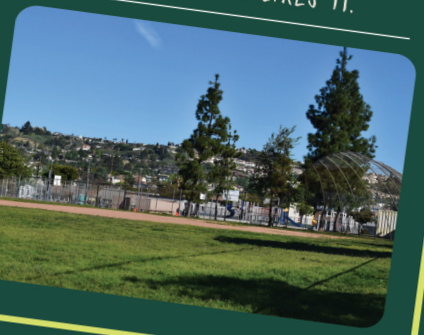
The participants also raised broader park concerns, including missing swings at Elder Park, dislike of a recently installed play infrastructure, and a desire for more hiking trails. A resident who attended the recent parks funding emphasized the urgent need for local investment in trees and gardening spaces, framing this as essential to environmental resilience and community well-being. They shared that federal inaction on climate and public health calls for local solutions. They advocated for localized resource management, regenerative practices like composting, and the creation of park spaces that serve as living, healing environments. Their message urged a shift from passive aesthetics to active, sustainable, and communal hope.

STORYTELLING CAMPAIGN

As part of the GROW Parks Master Plan, the City of Monterey Park launched a storytelling campaign to collect and share personal stories from parkgoers at all three public open houses and throughout the broader engagement process. These stories captured how residents use parks in their daily lives, what spaces mean to them, and the role parks play in building community. By showcasing these stories on social media, the City kept community members engaged during the final phase of the process and leading up to the City Council meeting. The campaign highlighted that parks are not just physical spaces, but living places shaped by the people who use and care for them.

because...

MY DAUGHTER LIKES IT.



hello

I am a

MP RESIDENT

my favorite park in Monterey Park is

C BARNES PARK

because...

IT'S CLOSE TO HOME.

because...

I LIVE AROUND THIS PARK!

hello

I am a

MP RESIDENT

my favorite park in Monterey Park is

A LANGLEY SENIOR CENTER

because...

IT'S GREAT FOR SENIORS.

because...

TO SWIM AND WALK,
A SCHOOL JOINT USE.

hello

I am a

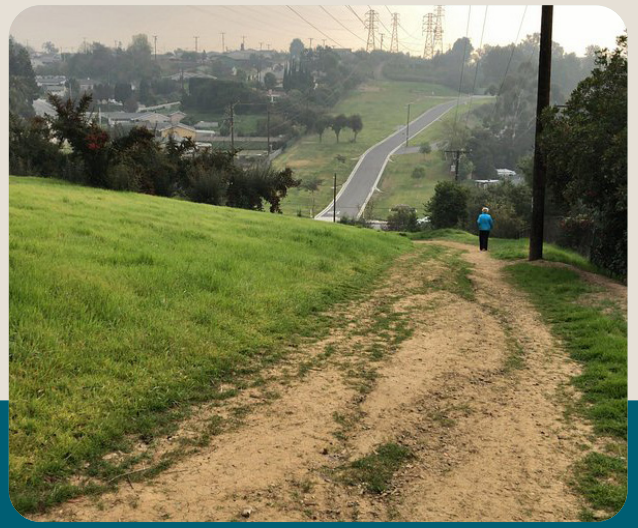
MP RESIDENT

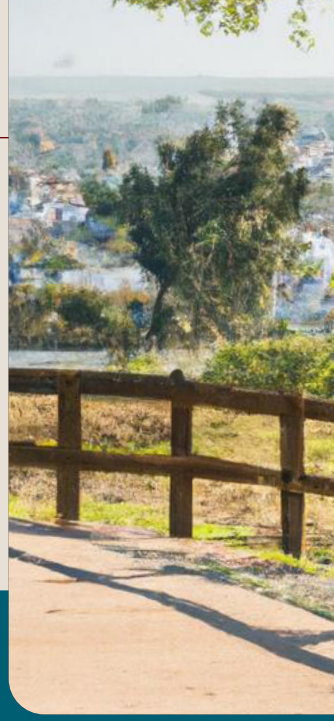
my favorite park in Monterey Park is

C BARNES PARK

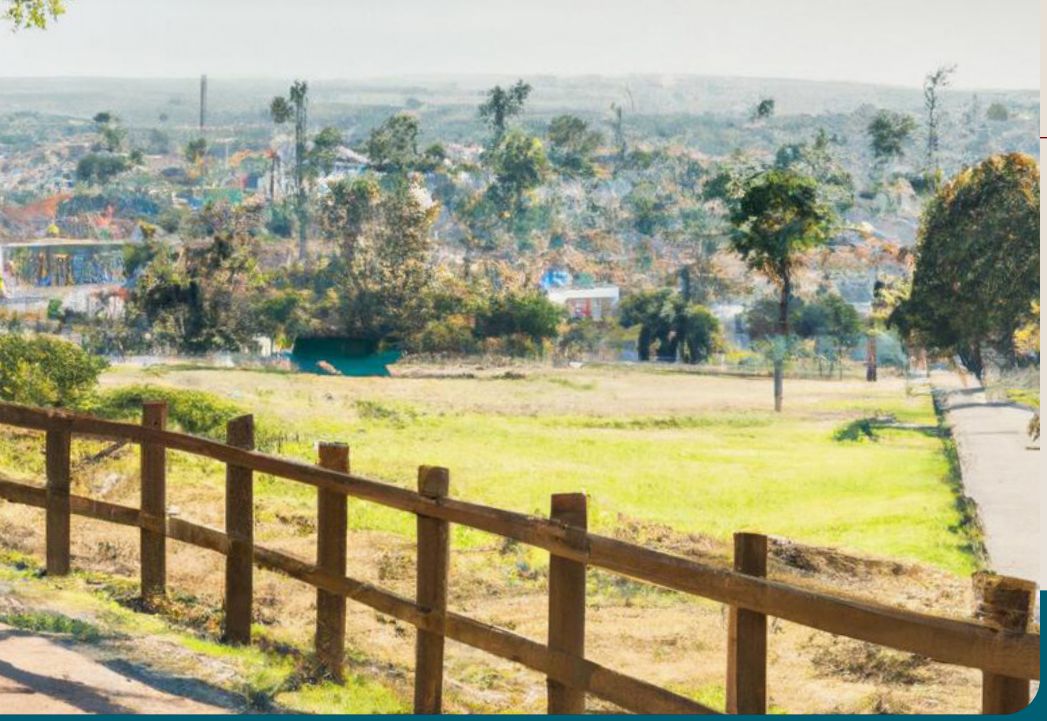
because...

IT HAS MORE
PICKLEBALL COURTS.

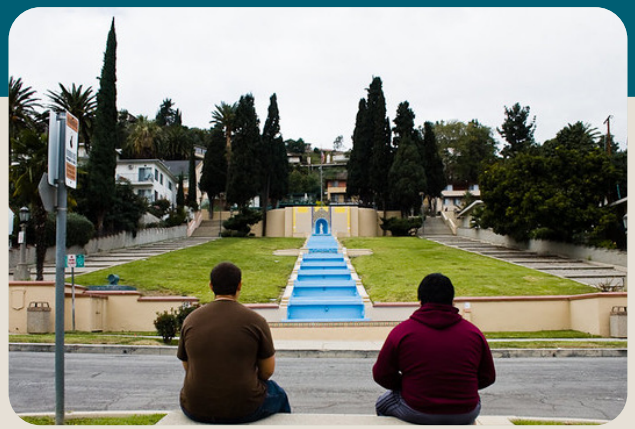




OPPORTUNITIES



Farmers Market
BUY LOCAL
Thursdays



OVERVIEW

The GROW Monterey Park parks system master plan represents a pivotal step in shaping the city's recreational future, addressing key challenges while identifying opportunities to enhance the quality, accessibility, and connectivity of park amenities and programs.

Despite the limited availability of vacant land and high development costs, Monterey Park is uniquely positioned to leverage its robust existing network of parks and recreation facilities. With all residents currently within a 15-minute walk of a park, the challenge—and opportunity—lies in evolving this network to ensure that every amenity is of high quality and equitably accessible. This planning effort integrates a comprehensive review of existing conditions data, best practices, policy and planning frameworks, funding strategies, and, most importantly, robust community engagement to chart a path forward that reflects the aspirations of its residents.

The ultimate challenge for Monterey Park is the opportunity to plan for the short-, medium-, and long-term. In the short-term, the focus is on enhancing connectivity and accessibility within the existing park system. Strategies include leveraging and expanding the Dial-A-Ride program, managed by the Department of Recreation and Community Services, and to strengthen multimodal transportation connectivity between parks. Concurrently, upgrading existing amenities, improving maintenance practices, and fostering a strong volunteer-to-staff pipeline will be key priorities to elevate the immediate user experience.

In the medium-term, the emphasis shifts toward maximizing the potential of existing park spaces rather than creating new parks. This includes identifying opportunities for shared or underutilized land uses to host desirable park amenities and expanding programming to meet the evolving needs of the community. Partnerships and collaborations with local organizations, other City departments, and stakeholders will be critical to delivering innovative programs and services.

Long-term opportunities revolve around substantial investments to address park equity and expand park access, particularly in park-poor areas. Strategies include park expansion, land acquisition, and joint-use agreements to activate underutilized spaces for community recreation. This phased approach allows Monterey Park to build on its strong foundation while continuously adapting to emerging needs, ensuring that its parks system remains a vibrant and inclusive resource for generations to come.

Enhance connectivity within the current park system.
Expand and improve Dial-A-Ride services.
Strengthen multimodal transportation links between parks.
Upgrade existing park amenities.
Improve maintenance practices.
Develop a volunteer-to-staff pipeline.

Short-Term Priorities

Immediate improvements to existing system

Maximize use of current parkland instead of creating new parks.
Identify shared/underutilized spaces for new amenities.
Build partnerships with local organizations and City departments.
Deliver innovative community programs and services.
Expand and diversify park programming.

Medium-Term Priorities

Optimization of existing park spaces

Invest in addressing park access gaps in underserved areas.
Ensure inclusivity and long-term vibrancy of the park system.
Establish joint-use agreements for community recreation.
Adapt to long-term and evolving community needs.
Pursue park expansions and land acquisition.

Long-Term Priorities

Expanding equity and access across the city

COMMUNITY VISION

Monterey Park envisions a parks system that is inclusive, resilient, and deeply connected to the needs and aspirations of its residents. Rooted in the city's strong tradition of neighborhood parks and community programming, the GROW Monterey Park Plan reflects a shared desire to elevate the quality of existing parks while creating more opportunities for wellness, connection, and environmental stewardship. This vision is shaped not only by a comprehensive review of existing conditions and best practices, but also by robust community input that speaks to both practical needs and long-term hopes for the city's public spaces.

Residents consistently expressed a desire for improved accessibility, enhanced safety, and more equitable access to high-quality amenities. From ADA improvements and expanded trail connections to increased seating, restrooms, and better lighting, the community has identified clear and actionable steps to make parks more welcoming and functional for all. There is also strong interest in activating underutilized spaces, such as old buildings, vacant parcels, and overlooked corners of existing parks, to support a wider range of programming, including cooling centers, community gardens, and event spaces. These ideas speak to the creativity and adaptability of Monterey Park's residents, and their commitment to making parks central to everyday life.

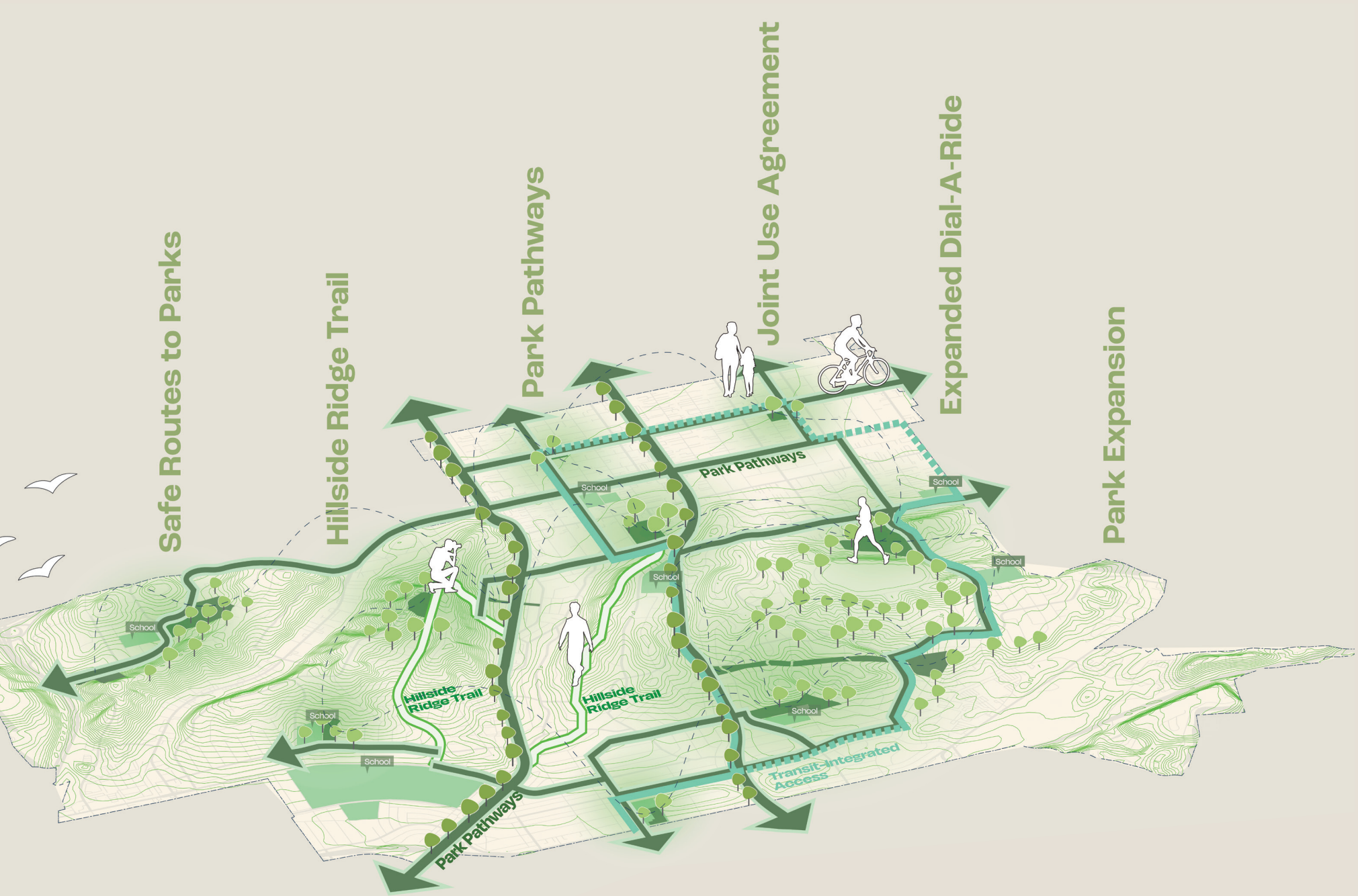
At the same time, the community emphasized the importance of parks as places of wellness and intergenerational connection. Many voiced support for amenities such as outdoor fitness equipment, pools, splash pads, and shaded gathering areas—features that can support seniors, children, and families alike. Residents also underscored the need for nature in the city: more trees, views, natural trails, and pollinator gardens that contribute to mental health, environmental education, and a sense of place. These desires reflect a broader vision of parks not just as recreational spaces, but as vital infrastructure for community health and resilience.

Ultimately, the vision for Monterey Park's parks system is one of thoughtful evolution. It is a commitment to build upon the city's strong foundation, where every resident already lives within a 15-minute walk of a park, by enhancing the quality, diversity, and inclusiveness of the experience each park provides. Through a combination of physical improvements, expanded programs, and community-driven partnerships, Monterey Park aims to create a parks system that grows with its people, enriches its neighborhoods, and endures for generations to come.

Connection

Connecting parks, neighborhoods, and green spaces through safe, accessible, and scenic pathways.

Key opportunities include creating park pathways with bike lanes, shaded walkways, and improved sidewalks; developing a Hillside Ridge Trail with scenic overlooks; expanding transit options like shuttles and Dial-A-Ride for seniors and residents with limited mobility; and identifying park expansion to enhance connectivity and access across the city.


Safe Routes to Parks
Hillside Ridge Trail
Park Pathways
Joint Use Agreement
Expanded Dial-A-Ride
Park Expansion
Park Pathways
School
School
School
School
School
School
School
Hillside Ridge Trail
Hillside Ridge Trail
Transit-Integrated Access
Park Pathways

OPPORTUNITY TYPOLOGIES

Next Generation Upgrades

Monterey Park has a robust network of parks, but many facilities require modernization to meet current standards and community expectations. Opportunity lies in renovating outdated infrastructure, such as restrooms, aquatic centers, and playgrounds, to enhance usability, cleanliness, and universal accessibility. Upgrading sports fields, lighting, seating, and Wi-Fi connectivity will help create more welcoming and better-functioning spaces for everyday use. Prioritized investments also include the refurbishment and hybrid striping of tennis and pickleball courts, along with evaluations of baseball fields to improve safety and playability.

Parks for Wellness

To promote lifelong health, the City can expand wellness-focused amenities that cater to all ages and abilities. Opportunities include developing indoor pickleball courts, fitness zones, hydration stations, and nature-based walking loops such as the Reservoir Trail. Additional wellness strategies include Tai Chi and meditative movement spaces and the redevelopment of aquatic facilities to include year-round indoor pools, therapy pools, and splash pads—encouraging active living in all seasons.

Everyday Safety & Long-Term Resilience

Residents voiced a strong desire for safer and more secure park environments. Opportunities include upgrading lighting systems to LED, improving restroom conditions, and increasing visibility and signage. Retrofitting community centers as resiliency hubs will further strengthen emergency preparedness and climate adaptation. Shaded seating, cooling areas, and well-maintained paths ensure that parks remain safe, comfortable, and accessible for all users.

Equity & Access Expansion

With all residents already living within a 15-minute walk of a park, the next step is ensuring that every park is equally high-quality and responsive to community needs. Targeted investments in underserved areas—such as ADA upgrades, seating, and additional restrooms—can reduce access barriers. Strategic partnerships, like joint use agreements with Mark Keppel High School and ELAC, can unlock new recreational and educational opportunities, particularly for youth, seniors, and residents with limited mobility.

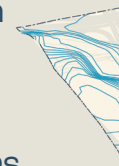
Resilience

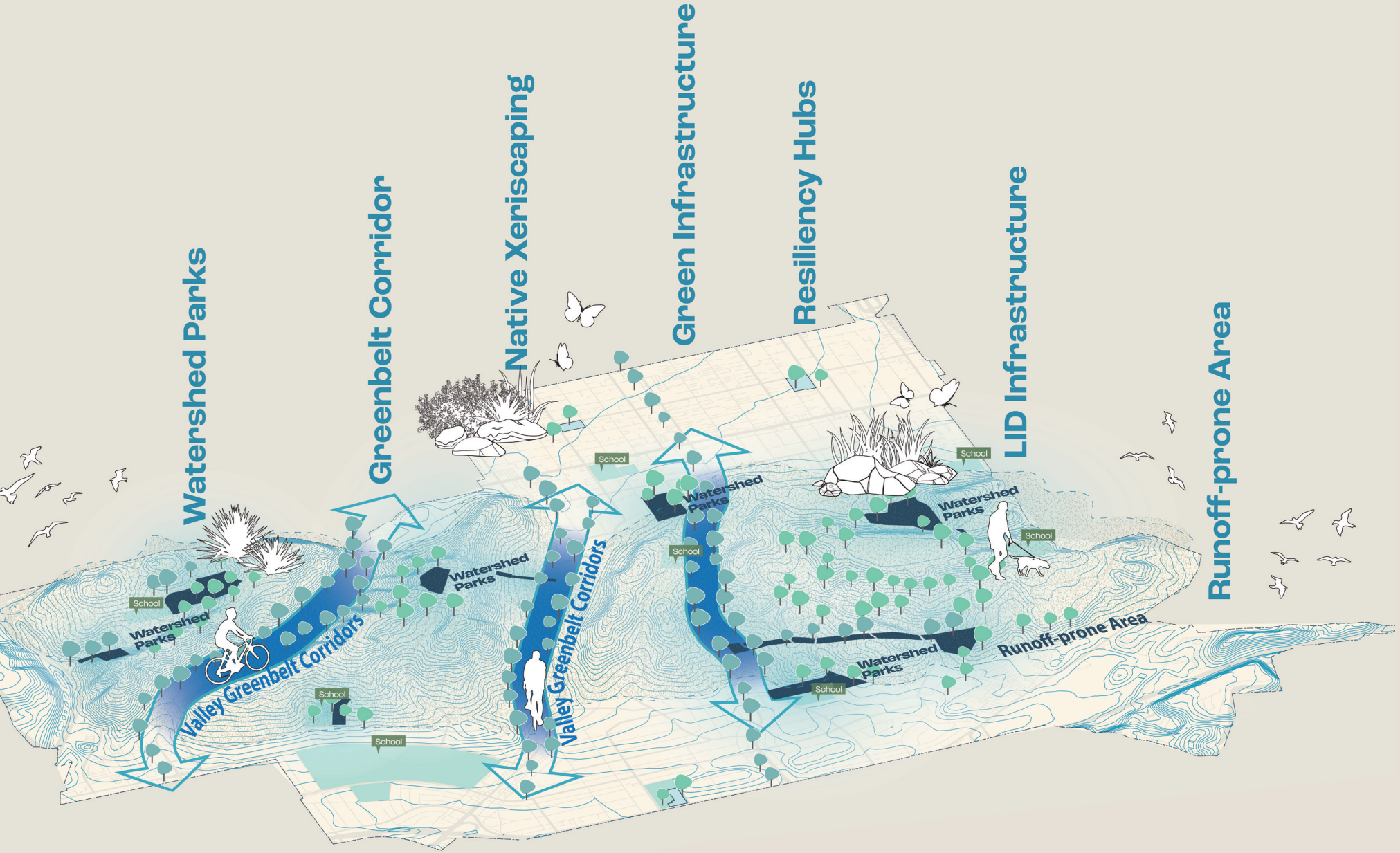
The city's mountainous terrain and valleys present a key opportunity to build a multifunctional green infrastructure system.

High-runoff areas can be managed by placing green infrastructure and watershed parks at the base of slopes to capture and filter rainwater.

Additionally, valley greenbelt corridors using bioswales, rain gardens, and permeable paths can help absorb stormwater and reduce downstream flooding and pollution.

To support sustainable transportation, these green corridors also incorporate bike racks and EV charging stations, encouraging eco-friendly access while reinforcing environmental goals.




Watershed Parks
Greenbelt Corridor
Native Xeriscaping
Green Infrastructure
Resiliency Hubs
LID Infrastructure
Runoff-prone Area
Valley Greenbelt Corridors
Valley Greenbelt Corridors
Watershed Parks
School

Sustainability & Green Infrastructure

Monterey Park's natural topography provides an opportunity to incorporate green infrastructure throughout its parks and corridors. Expanding watershed parks at runoff-prone areas, integrating rain gardens and bioswales, and establishing the Valley Greenway network will address stormwater issues while creating ecological, educational, and recreational value. Permeable trails, tree planting, native landscaping, and passive recreation elements like scenic overlooks further enhance environmental sustainability.

Culture & Community Activation

Community programming is essential for creating active, vibrant public spaces. Opportunities include activating parks with multilingual signage, amphitheaters, art classes, outdoor classrooms, and seasonal events such as cultural festivals, nature pop-ups, and concerts. Expanded community programming can also support language-specific workshops, intergenerational exchange, and inclusive learning spaces. Youth leadership, wellness education, and after-school programs can enrich park spaces as hubs for lifelong learning and cultural expression.

Connected Parks & People

Improving access between parks and neighborhoods is a key opportunity for system-wide impact. Enhancing walkable routes through the Safe Routes to Parks program, adding shaded rest areas, and expanding the Dial-A-Ride and shuttle services will improve mobility, particularly for seniors and youth. The Park Connection Network, including park pathways and the Hillside Ridge Trail, will create a city-wide spine for movement, recreation, and access to nature.

Shared Ownership & Stewardship

Sustaining a vibrant park system depends on local involvement. Expanding volunteer programs, organizing clean-up events, regular park audits, and programming with others empowers residents to care for and shape their parks. Parks can also serve as platforms for community voice and pride through pop-up programs, neighborhood events, and partnerships that amplify local culture and environmental stewardship.

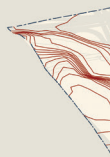
Program

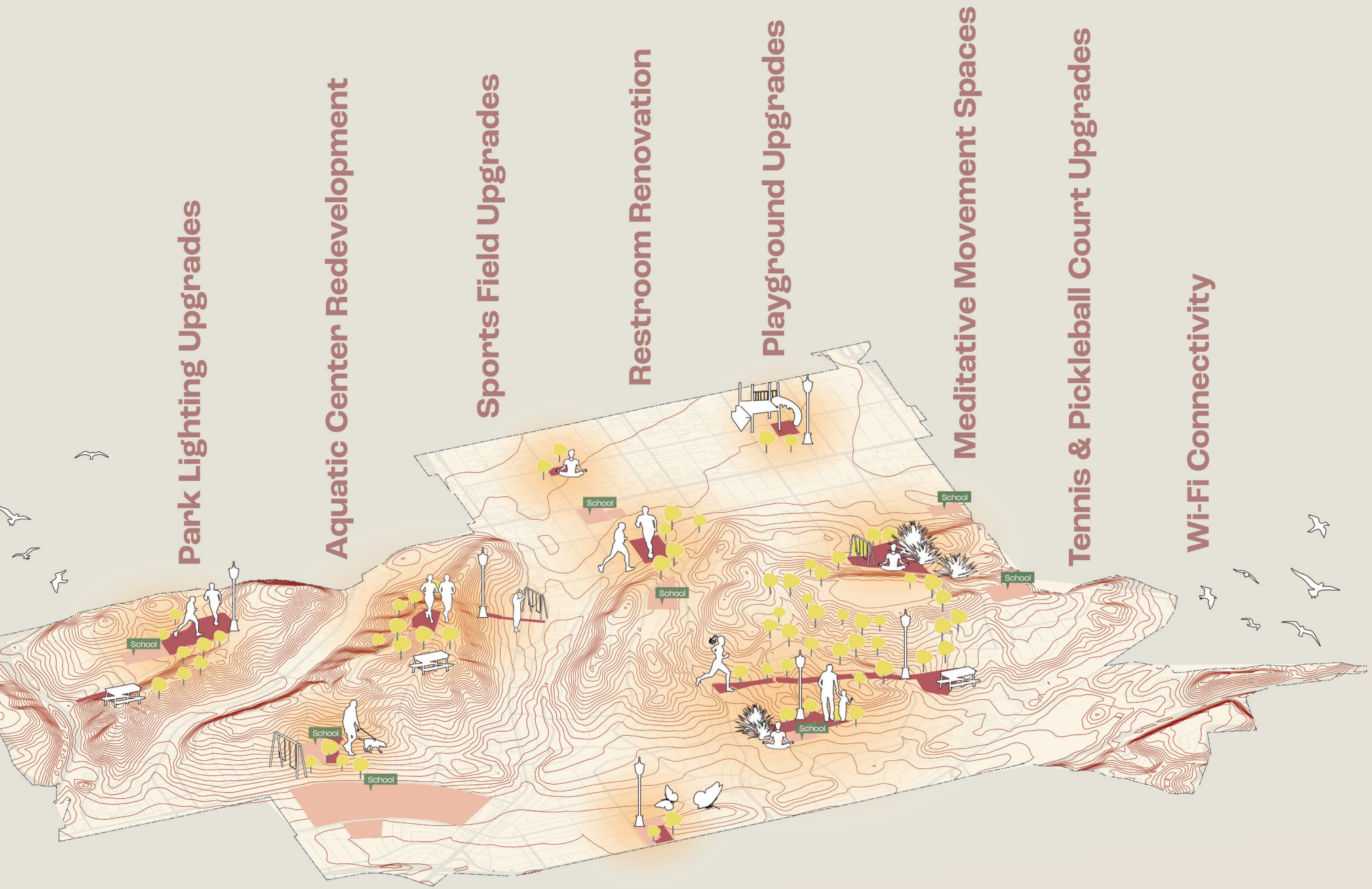
Activating parks with inclusive amenities and diverse programs creates spaces that promote wellbeing, cultural expression, and lifelong engagement.

This includes adaptable features like shaded gathering areas, ADA-accessible trails, community rooms, and multilingual signage.

Resilience and safety infrastructure—such as clean restrooms, emergency call stations, and clear wayfinding—ensure accessibility for all.

Community-driven programming like stewardship events, youth leadership, and cultural pop-ups further encourage local participation, lifelong learning, and intergenerational connection.




Park Lighting Upgrades
Aquatic Center Redevelopment
Sports Field Upgrades
Restroom Renovation
Playground Upgrades
Meditative Movement Spaces
Tennis & Pickleball Court Upgrades
Wi-Fi Connectivity
School
School
School
School
School
School
School

CASE STUDIES

Long Beach Parks, Recreation, and Marine Strategic Plan

LOCATION: City of Long Beach

ADOPTION DATE: 2022

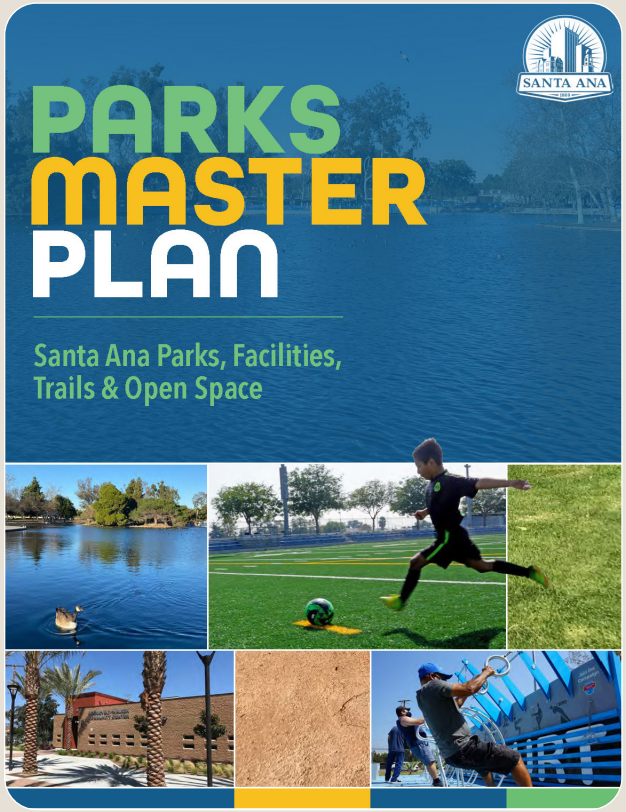
SUMMARY:

The Long Beach Strategic Plan for the Parks, Recreation, and Marine Department aims to address park management, park accessibility, and address systematic inequalities in open space while promoting equity among marginalized communities. The Strategic Plan included community voices through outreach efforts through multiple rounds of community and stakeholder surveys, workshops, and events. By promoting park equity, the Long Beach Strategic Plan is committed to improving the community's safety, institutional reform in policing, and allocation of resources.

The PRM Strategic Plan aims to transform the historically inequitable distribution and use of parks and recreational spaces. To achieve park equity, the Plan outlines several goals related to increasing safety and access to existing parks and open spaces, promoting health equity across the city, building innovative and lasting partnerships, and creating a financially secure and resilient operations. The Plan also outlines a strategy for increasing park development and programming to park-poor areas of the city, particularly West, North, and Central Long Beach.

KEY TAKEAWAYS:

- Park equity as a central concept to this Strategic Plan and implemented an equitable planning and outreach process to engage with underserved communities historically marginalized from the decision making process.
- The strategic planning process was built upon both data and community engagement, with thousands of community members participating in a variety of strategies in four languages.
- Reimagines underutilized uses as potential public recreation opportunities to better serve the community; such as joint-use agreements with local schools.
- Identifies strategies to increase and formalize community partnerships and interdepartmental coordination to meet ever-growing park programming needs.
- Emphasis on developing pathways for increasing volunteerism, which could be pathways to part-time and full-time employment as well as opportunities to advance their professional careers.
- Considers parks and green space as essential aspects to community climate resiliency and adaptation.



Santa Ana Parks Master Plan

LOCATION: City of Santa Ana

ADOPTION DATE: 2022

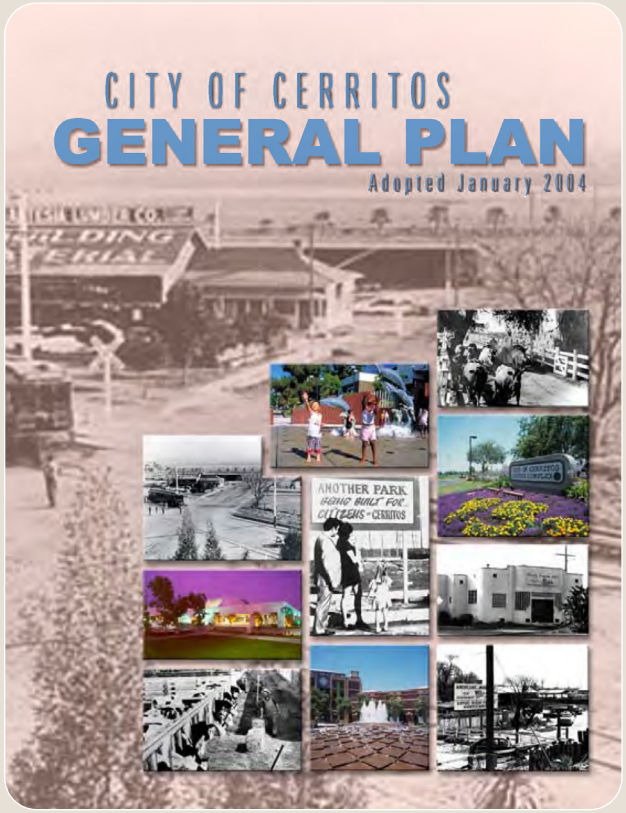
SUMMARY:

The City of Santa Ana Parks Master Plan (PMP) provides a 10-year roadmap for enhancing the city's parks, recreation facilities, trails, and open spaces to improve access, equity, and quality of life for residents. Through an 18-month, community-driven process with over 2,000 residents, city staff, and stakeholders, the plan prioritizes park system improvements, sustainable asset management, and diverse recreational options. Key actions include increasing funding through park impact fees, exploring new funding sources like voter-approved tax measures, enhancing partnerships with local schools, and expanding parkland through strategic acquisitions and trail development, such as the proposed Golden Loop.

KEY TAKEAWAYS:

- Diversifies funding, generate revenues, and support the capital and operational investment needed to enhance the park and recreation system.
- Strategies to expand joint-use agreements, including collaboration with public school districts, private schools, faith-based organizations, and community organizations to expand shared-use sites and facilities through cooperative agreements to maximize recreation options.
- Updates the joint-use agreement with SAUSD to explore options to ensure public access to sports fields and outdoor facilities especially in park deficient and unserved areas.
- Interest in allowing developers a reduction in on-site open space requirements by giving credits for park land for public use.
- Partners with community organizations to offer programs that are accessible to residents who live in areas underserved by open space and recreational facilities.
- Identifies enhanced lighting, cameras, or other security features that would enhance the safety or perceived safety of parks, trails, and other public spaces.

- Interest in allowing developers a reduction in on-site open space requirements by giving credits for park land for public use.
- Partners with community organizations to offer programs that are accessible to residents who live in areas underserved by open space and recreational facilities.
- Identifies enhanced lighting, cameras, or other security features that would enhance the safety or perceived safety of parks, trails, and other public spaces.



Cerritos Open Space and Recreation Element

LOCATION: City of Cerritos

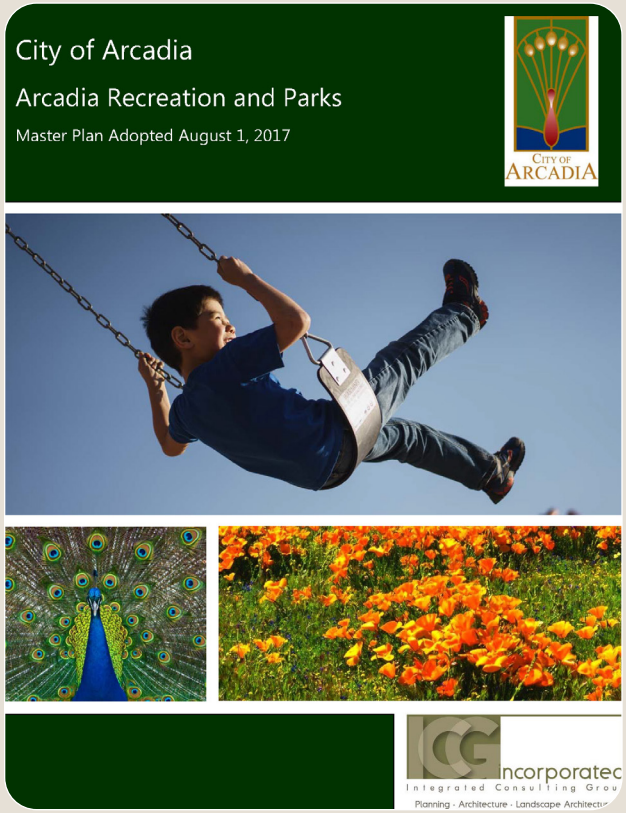
ADOPTION DATE: 2004

SUMMARY:

The City of Cerritos Open Space & Recreation Element outlines strategies to preserve and enhance open space areas to meet residents' recreational needs and promote public health and safety. As part of the City's General Plan, this Element encompasses plans for various public resources, including neighborhood, community, and regional parks, community centers, trails, golf courses, aquatic facilities, open space easements, and other accessible outdoor and indoor facilities. Open space resources are categorized into three key areas: Outdoor Recreation, Day Residents, and Public Health and Safety. The City intends to keep these efforts aligned with community needs through regular plan reviews and community feedback from residents and business owners.

KEY TAKEAWAYS:

- Uplifts the importance of collaborative agreements between the City of Cerritos and the school district to enhance community open space and recreation resources by maximizing shared use of school facilities, meeting local needs through resource-sharing efforts.
- Develops cooperative arrangements with adjacent jurisdictions and park departments for providing a coordinated set of recreational programs that provide a broader range of recreational programs than are already available.
- Coordinates with various civic and private groups to provide an overall recreation program that is well coordinated and responsive to the needs of the community.



Arcadia Recreation and Parks Master Plan

LOCATION: City of Acadia

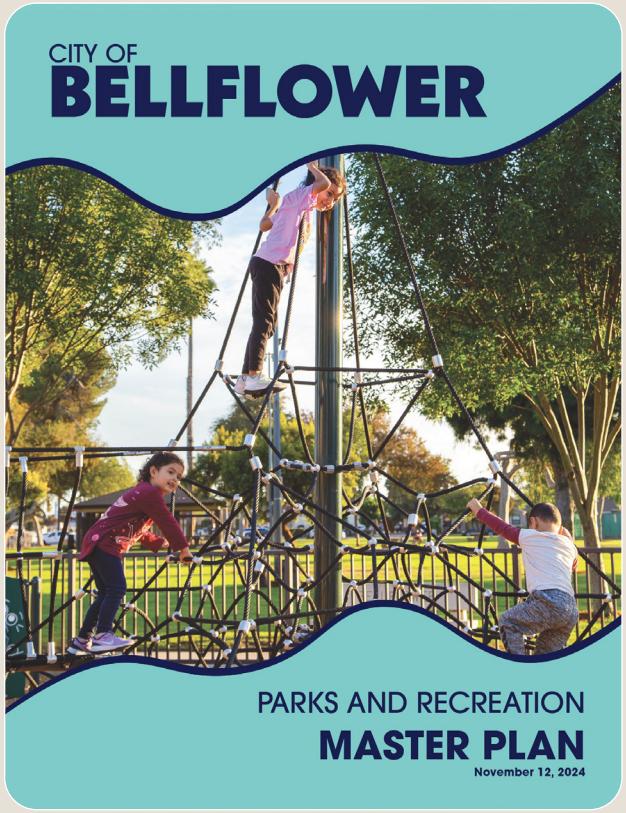
ADOPTION DATE: 2017

SUMMARY:

The City of Arcadia's updated Recreation and Parks Master Plan provides a strategic framework through 2037 to enhance residents' quality of life by expanding and maintaining parks, recreation facilities, and leisure programs for all ages. Much like Monterey Park, Arcadia is a mostly suburban community with a population around 60,000, featuring a predominantly Asian American demographic and a strong commitment to supporting public health, accessibility, and inclusive community spaces. Key objectives of the plan include enhancing park facilities with improved lighting, ensuring ADA compliance, expanding joint-use agreements with schools, and broadening programs in early childhood, sports, and academics to address the needs of a diverse and growing population.

KEY TAKEAWAYS:

- The City had engaged with the public through conducting 21 interviews with selected community leaders, civic organizations, and representatives of agencies the City had partnered with.
- Development and/update of plans/schematics of all existing parks and recreation
- Study and analysis of current public demand for parks, recreation, and cultural facilities
- Developments of Programs and Services
- Expansion of preschool programs
- Expansion of sports and academic programs
- Expansion of joint-use with schools for greater accessibility
- Improvement of transportation opportunities
- Signage and banners of both English and Chinese at public parks



Bellflower Parks and Recreation Master Plan

LOCATION: City of Bellflower

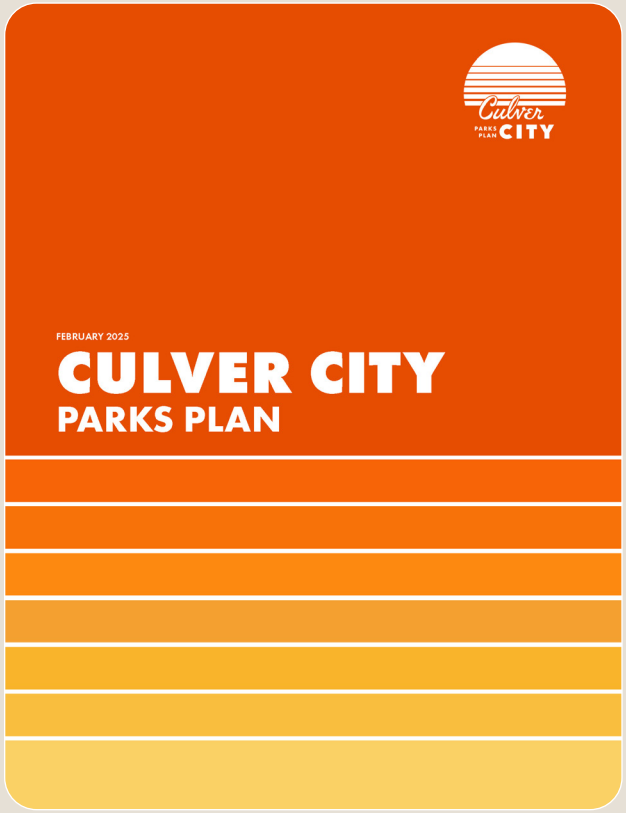
ADOPTION DATE: 2024

SUMMARY:

The nearby City of Bellflower developed its Parks Master Plan to create a more accessible, diverse, and well-maintained park system that meets the evolving needs of the community. Rooted in community input and data-driven analysis, the plan reflects residents' priorities and provides a roadmap for the next decade of parks and recreation improvements. By incorporating feedback from public engagement efforts, surveys, and demographic studies, the plan identifies key initiatives to enhance park access, introduce new programs and services, and ensure the long-term health and sustainability of Bellflower's recreational spaces. Additionally, the plan emphasizes equity, environmental stewardship, and strategic partnerships to maximize resources and improve overall park quality. These initiatives will guide future investments, ensuring that Bellflower's parks remain vibrant, inclusive, and responsive to the needs of its growing and diverse population.

KEY TAKEAWAYS:

- To involve the community, the City of Bellflower held pop-up events and workshops, collecting 723 surveys from residents on evaluating the city's park and recreation facilities.
- Respondents of the survey had reported the most significant facilities and services include community/neighborhood parks, trails, pathways, and open space areas. Additionally, the respondents found improvising amenities (restrooms, picnic areas) important priorities.
- Prioritize the future of parks the City has interest in acquiring private land or partnering with other entities to improve park access.
- Create a distinct place within Bellflower parks and recreation facilities showcasing the city's diversity, culture, and history; while ensuring the parks are designed with sustainability.
- Strategies potential funding sources for specific park projects from state grants. In addition to funding programs, traditional funding and financing tools would be used to advance parks projects.



Culver City Parks Plan

LOCATION: City of Culver City

ADOPTION DATE: 2023

SUMMARY:

The Culver City Parks, Recreation, and Community Services Department developed a comprehensive Parks Plan to shape the next generation of parks and recreational facilities with a strong focus on equity, accessibility, and community well-being. Through an extensive engagement process involving residents, city departments, and local organizations, the plan reflects community-driven priorities and identifies opportunities for enhancing park spaces, expanding recreational programming, and improving overall accessibility. The Parks Plan outlines strategic recommendations for infrastructure upgrades, facility enhancements, and new programming that address the evolving needs of Culver City's diverse population. Additionally, it explores funding opportunities, partnerships, and innovative strategies to support long-term implementation and sustainability. By guiding future investments in parks and recreation, the Parks Plan ensures that Culver City's public spaces remain inclusive, well-maintained, and vibrant for generations to come.

KEY TAKEAWAYS:

- Culver City had outreached to its community through pop-ups, online posting, and analog flyers. This outreached had surveyed 857 Culver City residents on the uses of parks and facilities.
- To increase resident access to parks, Culver City is suggested to a MOU with Culver City Unified School District. Blacno Park is a joint use between the school the city.
- In exploring funding sources, the City had found potential funding options in county, state, and federal levels.
- At the county level, Culver City could potentially find funding in developer fees, park bonds, and county measures. While at the state and federal level grants would be awarded.
- To create revenue from the parks, it is suggested that the parks have rental fees for commercial uses and create events for food and beverage partners. However, parks must be remained free and open to the public.

San Gabriel Parks and Open Space Master Plan

LOCATION: City of San Gabriel

ADOPTION DATE: 2018

SUMMARY:

The San Gabriel Community Services Department developed an Open Space Master Plan to establish a long-term vision for improving and expanding open spaces in the city. This plan aims to enhance accessibility, equity, and recreational opportunities for all residents, ensuring that parks and public spaces serve the diverse needs of the community. Through an extensive community engagement process, including surveys, workshops, and stakeholder meetings, residents provided input on their priorities, highlighting the need for expanded park amenities, improved maintenance, and additional programming. The findings emphasized that further development of community resources is necessary to address gaps in access, particularly in underserved areas. The plan outlines strategies for increasing parkland, improving existing facilities, and integrating sustainable and inclusive design principles to create a more resilient and welcoming public space network. By guiding future investments and policy decisions, the Open Space Master Plan ensures that San Gabriel's parks and recreational spaces continue to evolve in response to community needs and environmental challenges.

KEY TAKEAWAYS:

- San Gabriel had held six focus group meetings with residents and staff for community input in addition to a public presentation.
- A community survey was sent to a random sample of San Gabriel residents with a total of 581 complete responses.
- Respondents had commented on a desire for a beautification and enhanced maintenance of parks and facilities
- The City maintains five outdoor parks, for a total of 19 acres of parkland. Joint-use agreements are in place at two elementary schools, but not all facilities provide open access for residents.
- With the current park deficiencies in San Gabriel, future opportunity sites had been identified throughout the city for the creation of pocket parks, further joint-agreements, acquiring more spaces, and further installation for walkability and transportation.
- From community surveying, meetings, and service analysis it is recommended for San Gabriel to address issues of: expand open space and parks, expand bike paths and trail connectivity, maintain and improve facilities and amenities, improve ADA accessibility at all facilities, build on opportunities to increase partnership within the community

Uptown Open Space Vision Plan

LOCATION: City of Long Beach

DATE OF ADOPTION: 2018

SUMMARY:

The Uptown Open Space Vision Plan serves as a strategic and guiding document for the Long Beach Parks, Recreation, and Marine Department, shaping the future development of public open spaces in the Uptown area. This vision plan establishes a comprehensive framework for creating, enhancing, and sustaining green spaces, ensuring they are accessible, well-maintained, and responsive to community needs. It provides a roadmap for expanding recreational opportunities, improving connectivity between parks, and integrating sustainable design principles to promote environmental resilience. By outlining key priorities, such as park expansion, multi-benefit green infrastructure, and equitable access to recreation, the plan helps guide decision-making, funding strategies, and future implementation efforts. Ultimately, the Uptown Open Space Vision Plan plays a critical role in shaping a healthier, greener, and more vibrant public realm for Long Beach residents.

KEY TAKEAWAYS:

- Guide the public investment of open space and greenway projects for the City of Long Beach as well as public and private partners.
- Demographics: 11 neighborhoods, 58% Hispanic, 19% black, 12% Asian, 10% non-Hispanic whites
- Highly extensive engagement process that involved thousands of residents over a multi-phase outreach process.
- Identified over 170 unique open spaces, mostly underutilized land uses
- Strategies to Improve active transportation in a variety of places.
- Introduce bike boulevards on various neighborhood streets to connect parks.
- Add Class II bike lanes on several streets.
- Enhance active transportation connection to the LA River Trail.
- Improve active transportation east-west connections of the LA River and I710.
- Incorporate an urban forests to address environment and public health hazards.

IMPLEMENTATION

OVERVIEW

The City of Monterey Park has developed and adopted a number of foundational policies and plans that inform and support GROW Monterey Park, the City's Parks System Master Plan. This plan seeks to guide the equitable expansion of publicly accessible open spaces and community amenities throughout the city.

GROW Monterey Park brings together these relevant projects, programs, and policies and organizes them according to Open Space Opportunity Types. These Implementation Measures can be pursued comprehensively through citywide initiatives or advanced through targeted actions specific to each Opportunity Type.

The Implementation Measures are intended to support the realization of the open space, park, and connectivity projects proposed in this Plan. For instance, rather than approaching each site individually, the City may consider broader strategies—such as creating a standard framework or agreement with institutional or private landowners—that streamline partnerships and establish consistent design and programming expectations. These frameworks would create clarity and efficiency for all parties involved.

This section is organized by Opportunity Types, each representing a distinct category of open space development with unique opportunities and challenges. By classifying Implementation Measures in this way, GROW Monterey Park lays the foundation for coordinated policy development, interagency collaboration, and strategic community partnerships. In addition, this section outlines approaches to financial sustainability, offering general funding strategies aligned with each Opportunity Type and supporting long-term park system growth.

ACTION PLAN

The GROW Master Plan is intended to serve as a living, guiding document that supports the long-term vision for parks, recreation, and open space in the City of Monterey Park. Grounded in community-identified priorities, key data findings, and alignment with the City's broader strategic goals, the plan outlines a phased approach to implementation that can adapt over time. Its recommendations are designed to be flexible and responsive, advancing as funding becomes available for projects, programming, operations, and maintenance. By prioritizing equity, access, and sustainability, the GROW Master Plan provides a clear roadmap for enhancing the city's public spaces and recreation offerings in a way that reflects the voices and needs of Monterey Park residents.

The following section presents a comprehensive set of recommendations that includes suggested projects, programming, and policy initiatives, organized by priority. These priorities are informed by extensive research and meaningful engagement with the Monterey Park community and City Officials. The recommendations are intended to improve and expand the city's parks system and recreational facilities by enhancing accessibility, increasing safety, promoting health and wellness, and fostering greater inclusion. By centering the needs and values of residents, these proposed actions aim to create sustainable, intergenerational, and high quality public spaces that celebrate the diversity of Monterey Park and meet the long term needs of its growing population.

Projects

The City of Monterey Park plans to implement a wide range of park improvements across its entire park system, with a strong emphasis on enhancing accessibility, safety, and community wellness. These initiatives are intended to encourage active and healthy lifestyles for residents of all ages, abilities, and cultural backgrounds. Proposed upgrades include the renovation of existing sports facilities, the enhancement of outdoor fitness zones, and the integration of new public safety features such as lighting and visibility improvements to ensure that public spaces are welcoming and secure.

In addition to these system-wide improvements, signature proposed projects demonstrate the city's commitment to expanding the availability of open space and enriching recreational experiences. These projects will provide residents with increased opportunities for nature access, exercise, and leisure, while also enhancing the city's environmental resilience.

Recognizing the cultural richness and diversity of Monterey Park's communities, the City also aims to implement inclusive design strategies, including multilingual signage and dedicated spaces for culturally relevant programs such as Tai Chi, family gatherings, and intergenerational play. These improvements are thoughtfully categorized across various levels of priority, allowing for a phased and strategic approach to implementation. Collectively, the proposed efforts strive to build a parks and recreation system that reflects community values, fosters social connection, and meets the evolving needs of Monterey Park's residents now and into the future.

POTENTIAL PROJECTS

Timeline	Project Name & Statement	Project Rationale
[Varies]	**Citywide Park Amenity Upgrades and Additions:** This effort aims to improve the quality, safety, and usability of existing parks across the city by enhancing or replacing core amenities based on direct community input. This effort prioritizes the modernization of park infrastructure—such as restrooms, sports courts, picnic tables, lighting, water fountains, shade structures, building repairs, and ADA accessibility improvements—to meet current community needs and create more welcoming, functional public spaces.	Through extensive community engagement, residents overwhelmingly expressed a desire to invest in and upgrade the existing park system before expanding the park network. Rather than calling for entirely new parks, participants emphasized the importance of bringing current parks up to a higher standard, repairing what's worn, replacing what no longer serves, and adding amenities that reflect how parks are actively used today. These desired upgrades vary by location and are detailed in the park profiles in the Introduction section of this Plan. This citywide approach ensures that every neighborhood benefits from targeted, community-informed improvements that enhance comfort, accessibility, safety, and programming potential.
Short-Term	**Restroom Renovation and Maintenance Improvements:** Proposal for a a citywide renovation and maintenace update of all park restrooms to improve accessibility, safety, and ease of maintenance. The project aims to expand restroom facilities to better accommodate children, seniors, and families while incorporating best practices in restroom design to enhance cleanliness, security, and long-term sustainability.	Upgrading park restrooms is essential to improving accessibility, safety, and overall park user experience for Monterey Park residents; this was the top park idea that came from the community engagment. Many existing restroom facilities are outdated, undersized, and not designed to accommodate families, seniors, youth, and individuals with mobility challenges. By improving the upkeep of our existing park restrooms (incorporating best practices such as ADA-compliant layouts, family-friendly features, and touchless fixtures), the City can create more safe and accessible park experiences that encourages longer park visits and promotes a greater sense of community pride. Additionally, promoting cleanliness through clear signage (highly visual, multiple City langauges), installing security cameras outside for added safety, and using durable, low-maintenance materials will help ensure that these restrooms remain welcoming and functional for years to come. Investing in modernized restroom facilities aligns with the City's commitment to providing high-quality public amenities that enhance comfort, usability, and public health in Monterey Park's parks. The community identified that the maintanence of public restrooms is a top priority, and that there is potential to identify a vendor(s) that can provide restroom upkeep services multiple times per week at each park.
Short-Term	**Citywide Tennis and Pickleball Court Upgrades:** Maintain and refurbish existing tennis courts while exploring the opportunity for dedicated pickleball courts to accommodate growing demand for both sports. The city will look to resurface tennis courts and upgrade existing pickleball facilities, such as those at Bella Vista Park. Where space and design allow, dedicated pickleball courts may be developed to reduce conflicts between users.	Pickleball have experienced tremendous growth nationwide, and the San Gabriel Valley has become a hub for the sport, with Monterey Park—particularly Barnes Park—serving as a key gathering place for players of all ages. As more residents take up pickleball for its accessibility, social nature, and health benefits, demand for quality courts has surged. Tennis courts in the city are heavily utilized and in need of resurfacing. By resurfacing the tennis courts and providing dedicated pickleball courts at Barnes, Sierra Vista, and Bella Vista Parks, the City can ensure that courts remain in excellent condition while reducing scheduling conflicts. Investing in these upgrades will support Monterey Park's role as a regional destination for tennis and pickleball, strengthen community recreation options, and enhance the long-term usability of park facilities.
Short-Term	**Indoor Pickleball Courts:** To meet the growing demand for year-round pickleball play, explore the development of indoor pickleball courts. These facilities would provide a weather-proof option for players of all skill levels, ensuring access regardless of heat, rain, or other outdoor conditions. The courts could be incorporated into an existing or new multi-use recreation center, maximizing space efficiency while supporting the city's role as a regional hub for pickleball.	Pickleball has seen a dramatic rise in popularity, particularly in the San Gabriel Valley, where Barnes Park and other locations attract large numbers of players. However, the lack of indoor courts limits opportunities for play during extreme weather conditions or when outdoor courts are unavailable. By investing in indoor facilities, the City can provide a more consistent playing experience, reduce strain on existing outdoor courts, and support a growing community of players who rely on the sport for social and physical activity. Additionally, engagement with nearby residents will be essential in determining the best location, hours of operation, and facility design to ensure minimal impact on surrounding neighborhoods. Addressing noise concerns, parking availability, and scheduling coordination with other recreational programs will help create a facility that benefits the entire community while maintaining harmony with adjacent land uses.

= Priority Recommendation (Top 5 from Community Survey)

Responsible Party	Partner Parties	People Powered?	Cost Range	Upgrades	Safety	Sustainability	Quality	Health	Equity	Culture	Education
Recreation and Community Services Department	- Public Works Department	✓	[Varies]	★	●		✓				
Recreation and Community Services Department	- Public Works Department	✓	$$$$ $$	★	●		✓	✚			
Recreation and Community Services Department	- Public Works Department	✓	$$$$ $	★			✓	✚		☺	
Recreation and Community Services Department	- Public Works Department - Neighborhood Groups - Community-Based Organizations - Park Advocacy Groups	✓	$	★			✓	✚		☺	

POTENTIAL PROJECTS

Timeline	Project Name & Statement	Project Rationale
Short-Term	**Highly Visual Graphics & Multilingual Signage:** Implement highly visual, multilingual signage throughout parks and public spaces to ensure accessibility, clarity, and cultural inclusivity for all Monterey Park residents and visitors. This includes park rules, wayfinding, interpretive signs, and program information designed with clear icons, illustrations, and translations in the city's most spoken languages.	Monterey Park is one of the most linguistically and culturally diverse cities in the region. Community engagement revealed a need for clearer communication in parks—especially for seniors, non-English speakers, and new users unfamiliar with available resources or expectations. Residents asked for signage that is easy to understand, visually intuitive, and reflective of the community's language diversity. Whether directing someone to a restroom, sharing rules for a sports court, or explaining a new program, clear and inclusive communication builds trust, improves user experience, and affirms cultural belonging.
Short-Term	**Citywide Pet Waste Dispenser Project:** Expand the installation of dog waste bag dispensers at all major park entrances and along popular walking routes throughout Monterey Park. This initiative promotes responsible pet ownership, keeps parks clean and enjoyable for all users, and supports a safer, more welcoming experience for families, seniors, and pet owners alike.	Community members have repeatedly highlighted the need for cleaner parks and more resources for dog owners—especially in high-traffic parks and along walking trails. A common concern was the lack of pet waste dispensers at key entry points, leading to uncollected waste that affects cleanliness, sanitation, and overall park enjoyment. By installing clearly visible dispensers at entrances and along paths, the City encourages responsible pet care while reducing the burden on maintenance staff. This simple, low-cost improvement helps keep lawns, trails, and play areas free of waste, creating a more comfortable and hygienic environment for all.
Short-Term	**Sierra Vista Park Playground:** Sierra Vista Park is an essential recreational space in Monterey Park, serving a diverse and growing community. This project proposes upgrading the playground to serve users of all ability levels , ensuring diverse and inclusive play opportunities for children of all abilities. Additionally, the playground will incorporate a unique theme that aligns with Monterey Park's broader network of city parks, creating a cohesive and engaging experience for families.	LA County and the Monterey Park community has identified Sierra Vista Park as a priority for improvements, particularly given its role in serving a high-need community. Enhancing the playground with accessible and inclusive features supports the city's commitment to equity and recreational access for all residents. A themed design will not only make the playground more inviting but also strengthen its connection to the city's overall park system, encouraging broader community engagement. This project will provide lasting social, physical, and mental health benefits while addressing the critical need for high-quality, inclusive play spaces in Monterey Park.
Medium-Term	**Safe Routes to Parks:** Collaborate with the Public Works Department to improve pedestrian, bicycle, and transit connections to parks, particularly in areas with limited vehicle access. Many Monterey Park residents rely on walking, biking, or public transit to reach public spaces. Enhancing infrastructure such as sidewalks, crosswalks, lighting, and wayfinding signage will improve safety and promote active transportation. Prioritized improvements should include sidewalk upgrades citywide and implementation of Complete Streets along Monterey Pass Road—an important corridor for multimodal access. Additionally, a map of the safe bike routes across the city should be developed and widely shared to help residents navigate safe, bike-friendly routes to parks and community destinations. This approach supports broader climate and mobility goals while ensuring equitable, safe, and convenient access to parks for all residents.	Many Monterey Park residents rely on walking, biking, or public transit to access public spaces. Improving pedestrian, bicyclist, and transit infrastructure, such as crosswalks, lighting, bicycle parking, and wayfinding signage, will enhance safety and encourage active transportation to parks. This approach also aligns with regional climate and mobility goals.
Medium-Term	**Outdoor Fitness Zones:** Install free-to-use outdoor fitness equipment and designate walking loops to promote physical activity.	Providing free-to-use fitness equipment and walking loops encourages physical activity, such as stretching, muscle-building, and cardio, which is essential for physical health. These installations promote exercise opportunities for residents who may face financial or time constraints that limit access to gyms or fitness centers.

Responsible Party	Partner Parties	People Powered?	Cost Range	Upgrades	Safety	Sustainability	Quality	Health	Equity	Culture	Education
Recreation and Community Services Department	- Public Works Department - Recreation & Parks Commission - Community-Based Organizations	✓	$$	★					♥	☻	
Recreation and Community Services Department	- Public Works Department - Recreation & Parks Commission - Community-Based Organizations	✓	$	★			✓	✚			
Recreation and Community Services Department	- Public Works Department	✓	$$	★			✓				
Recreation and Community Services Department	- Public Works Department - Community Development Department - Community-Based Organizations	✓	$$$$	★	⛨		✓	✚	♥		
Recreation and Community Services Department	- Public Works Department		$$	★			✓	✚			

POTENTIAL PROJECTS

Timeline	Project Name & Statement	Project Rationale
Medium-Term	**Joint Use Agreement with Mark Keppel High School:** Pursue a formal Joint Use Agreement (JUA) with Mark Keppel High School and the Alhambra Unified School District to expand community access to recreational and educational facilities. This partnership will allow shared use of designated spaces such as athletic fields, gymnasiums, and classrooms to enhance recreational programming, community services, and youth development opportunities for Monterey Park residents. A formal JUA will ensure clear roles, responsibilities, and funding mechanisms for maintenance, scheduling, liability, and operations.	Given Mark Keppel High School's proximity to Monterey Park, this agreement would provide residents with greater access to recreational and educational spaces without requiring significant new infrastructure investments. This collaboration will help increase the availability of sports fields and courts for youth and adult recreational programs, provide indoor and outdoor spaces for after-school activities and cultural programming, and support technology and skill-building workshops. Additionally, a JUA will allow the City and the Alhambra Unified School District to maximize public resources by ensuring efficient use of existing facilities while minimizing duplication of services. The City will work closely with the school district to develop a mutually beneficial agreement that prioritizes community access while respecting the school's primary function as an educational institution.
Medium-Term	**Cool Monterey Park - Retrofit Community Hubs for Climate Resilience:** Retrofit existing community and recreation centers to serve as Resiliency Hubs—safe, accessible spaces that support residents during climate-related emergencies such as extreme heat, power outages, or other disasters. These hubs will provide essential services including cooling and heating centers, backup power, emergency supply storage, clean water stations, and communication infrastructure. As part of the citywide Cool Monterey Park initiative, these hubs will anchor a broader network of heat relief resources, including shaded splash pads, tree-covered rest areas, and a formalized cooling center policy. Barnes Park will serve as the first pilot site, followed by other high-priority locations in areas with dense residential populations and large senior communities.	As climate change increases the frequency and severity of extreme heat and other climate-related hazards, Monterey Park must take proactive steps to protect its most vulnerable residents—especially seniors, families, and low-income households who may lack access to air conditioning or safe outdoor areas during heat events. Community and recreation centers are ideally positioned to serve as Resiliency Hubs due to their accessibility, central locations, and trusted role in neighborhoods. Retrofitting these facilities with backup power, cooling systems, water stations, emergency supplies, and communication infrastructure will enhance the City's ability to respond during emergencies while fostering year-round education on disaster preparedness, climate adaptation, and community resource-sharing. Community engagement has highlighted the urgent need for indoor cooling spaces, shaded areas, and water-based features. Parks such as Barnes Park, Sierra Vista Park, and George E. Elder Park were identified as key locations for expanded cooling infrastructure. The Cool Monterey Park initiative proposes a multi-layered strategy—combining Resiliency Hub retrofits, shaded splash pads, expanded tree canopy, and a citywide cooling center policy—to deliver immediate heat relief and long-term climate resilience.
Medium-Term	**Improved Green Infrastructure and Watershed Parks:** Improve stormwater management within its park system by integrating green infrastructure solutions that address runoff in hilly and impervious areas. Given the city's natural topography, many parks experience significant water runoff during rainfall, leading to erosion, localized flooding, and water quality issues. To mitigate these impacts, the City will prioritize the installation of bioswales, rain gardens, permeable pathways, and other nature-based solutions within City-owned parks. These interventions will be strategically placed in areas most affected by runoff to capture, filter, and slow rainwater before it enters the drainage system, reducing pollution and enhancing groundwater recharge.	By implementing green infrastructure in Monterey Park's public parks, the City will not only improve water management but also create multiple environmental and community benefits. These improvements will help stabilize soil, reduce maintenance costs associated with erosion damage, and enhance the ecological function of park landscapes. Additionally, incorporating green infrastructure will provide shade, improve air quality, and create more visually appealing and functional park spaces for residents. The City will engage community members in the planning and stewardship of these projects to foster public awareness and long-term sustainability. Furthermore, Monterey Park will seek partnerships with regional water agencies and pursue grant funding to support the design, installation, and maintenance of green infrastructure within its parks. Regular monitoring will ensure the long-term effectiveness of these systems, reinforcing the City's commitment to sustainability, resilience, and high-quality public spaces for all residents.

Responsible Party	Partner Parties	People Powered?	Cost Range	Upgrades	Safety	Sustainability	Quality	Health	Equity	Culture	Education
Recreation and Community Services Department	- School Districts - Neighborhood Groups	✓	$ $ $ $ $ $ $ $	★					♥		
Recreation and Community Services Department	- Public Works Department	✓	$ $ $ $ $ $ $ $	★			✓	✚	♥		
Recreation and Community Services Department	- Public Works Department - Community Development Department	✓	$ $ $ $ $ $ $ $	★			✓	✚	♥		

POTENTIAL PROJECTS

Timeline	Project Name & Statement	Project Rationale
Medium-Term	**Park Lighting and Safety Upgrade:** Upgrade all park lighting to energy-efficient LED fixtures and expand lighting coverage throughout the park to enhance safety, visibility, and usability—particularly in key areas such as pathways, sports courts, playgrounds, and parking lots. The project includes adding new lighting where needed, integrating select fixtures with security cameras, and improving lighting for evening use of sports courts. These enhancements will support extended park hours, increase recreational access, and address safety concerns for all park users.	Through recent community engagement efforts, residents expressed ongoing concerns about park safety—especially the lack of adequate lighting and limited emergency response options. Families, seniors, and evening park users emphasized the need for better visibility and accessible security measures to feel safe using parks after dark. Many existing lighting systems rely on outdated, inefficient fixtures that fail to provide sufficient illumination, contributing to visibility issues and higher energy costs. Upgrading to modern LED lighting will significantly improve brightness, visibility, and energy efficiency across key areas such as pathways, playgrounds, parking lots, and sports courts—enhancing both user comfort and player safety. The project also includes expanding lighting to currently underlit areas and integrating select light fixtures with security cameras to deter vandalism and support emergency response. By increasing public confidence in park safety, this initiative will encourage more evening use, support social interaction, and promote equitable access to parks for all residents. It aligns with Monterey Park's goals of sustainability, public safety, and enhanced recreational access—creating a more welcoming and secure environment for community members of all ages.
Medium-Term	**Tai Chi and Meditative Movement Spaces:** Identify and develop designated spaces in parks for Tai Chi and other meditative, low-impact physical activities. These spaces could include smooth, even surfaces for safe movement, shade-providing trees, and calming natural elements such as gardens or water features. Thoughtful placement of these areas will ensure accessibility for seniors and community members seeking gentle exercise and relaxation. Establish a reservation system for these spaces. These spaces could be tied in with the Nature Therapy and Mindfulness and wellness (programs).	Tai Chi is a deeply rooted practice in Monterey Park, particularly among older adults who rely on it for balance, flexibility, and overall well-being. However, existing park spaces do not always provide ideal conditions for practice, with uneven terrain, limited shade, and competition for space. Dedicated Tai Chi areas will create welcoming environments where residents can engage in mindful movement while benefiting from improved accessibility, shade, and natural surroundings. Community engagement will be key to determining the best locations for these spaces, ensuring they are easily accessible while minimizing conflicts with other park uses. Nearby residents should be consulted to address concerns related to noise, placement, and potential impacts on existing park activities. By incorporating community input, the City can develop spaces that support wellness while enhancing the overall park experience for all users.
Medium-Term	**Citywide Park and Recreation Center Wi-Fi Connectivity:** Explore the expansion of Wi-Fi connectivity across all City parks and recreation centers to support digital inclusion and provide a modern amenity for park users. This initiative will ensure that residents of all ages have reliable internet access in outdoor and community spaces, enabling opportunities for learning, recreation, and connection. The project will explore partnerships with internet service providers, grant opportunities, and infrastructure improvements to deliver strong and secure public Wi-Fi.	Expanding Wi-Fi access in parks and recreation centers will help bridge the digital divide by providing free internet access to residents, particularly students, job seekers, and seniors who may lack reliable connectivity at home. Parks can serve as outdoor learning hubs, where students can complete homework, access educational resources, and participate in virtual learning programs. Recreation centers can support digital literacy workshops, workforce development training, and community engagement efforts. Beyond education, public Wi-Fi will allow residents to access City services, stay connected with family and friends, and enhance park experiences through interactive programs and mobile-guided activities. Implementing this amenity aligns with modern urban park planning strategies and ensures that Monterey Park's public spaces remain relevant and accessible in a digital age. Thoughtful planning, including community input and security measures, will be critical to ensuring a reliable, equitable, and beneficial network for all park users.

Responsible Party	Partner Parties	People Powered?	Cost Range	Upgrades	Safety	Sustainability	Quality	Health	Equity	Culture	Education
Recreation and Community Services Department	- Public Works Department - Police Department		$ $ $ $ $	★			✔				
Recreation and Community Services Department	- Neighborhood Groups - Community-Based Organizations - Park Advocacy Groups		$	★			✔	✚		☺	
Recreation and Community Services Department	- Public Works Department - Community Development Department - Community-Based Organizations - School Districts		$ $ $	★			✔			☺	

POTENTIAL PROJECTS

Timeline	Project Name & Statement	Project Rationale
Medium-Term	**Baseball/softball Field Evaluations and Upgrades:** Assess and improve existing baseball fields citywide to better serve local teams and the broader community. This initiative will focus on enhancing field conditions through increased daily to weekly maintenance, adding equipment to support infield upkeep, and improving organization of maintenance tools. It will also enhance spectator comfort by upgrading benches, fencing, and lighting—ensuring facilities are safe, well-maintained, and welcoming for all users.	Well-maintained baseball fields are essential for player safety, team development, and community engagement. Upgrading fields—including replanting turf, improving upkeep, and preventing injuries for baseball, football, and soccer players—will enhance playability and longevity. Acknowledging ongoing maintenance issues at Sequoia Park and Garvey Ranch Park, such as lumpy grass, gopher holes, and dog waste, addressing these hazards will improve safety and usability for players and parkgoers. Additionally, advocating for more shade structures will increase comfort and encourage greater attendance at games and events. Installing bat and helmet racks, following best practices from other communities, will promote better organization and facility cleanliness. These upgrades will strengthen Monterey Park's commitment to quality recreational spaces, benefiting athletes, families, and sports organizations citywide.
Medium-Term	**Grow Native Monterey Park:** Promote the use of native and drought-tolerant plant species across all Monterey Park parks and public landscapes. This initiative will prioritize habitat restoration, sustainable landscape practices, and climate resilience by incorporating native plants in new park projects, retrofits, medians, parkways, and community gateways.	Through recent community engagement, residents consistently voiced a desire for greener, more sustainable parks that support both environmental stewardship and long-term maintenance efficiency. Native plants are adapted to the local climate and soil conditions, requiring significantly less water, fertilizer, and maintenance than non-native species. Their use enhances biodiversity, supports local pollinators, and improves habitat for birds and beneficial insects. By incorporating native species citywide—including in medians, rights-of-way, and along major corridors—Monterey Park can reduce irrigation costs, increase climate resilience, and create a more unified ecological identity across public spaces. This initiative also aligns with regional sustainability goals and complements green infrastructure strategies such as stormwater management and urban heat mitigation. A coordinated effort to introduce native planting palettes in all park projects and city landscapes will demonstrate environmental leadership and respond directly to community priorities for a greener, healthier city.
Medium-Term	**Citywide Trail Network - Walk, Connect, Explore:** Develop a cohesive citywide trail network by enhancing existing walking loops and nature trails in parks, installing clear mileage signage, and mapping out trail connections across Monterey Park. This initiative promotes walking for recreation and transportation, encourages healthy habits, and positions trails as both local amenities and connectors between neighborhoods, parks, schools, and city destinations. As part of this effort, the Citywide Trail Network will integrate larger regional trail experiences—such as the Scenic Hillside Trails & Overlook Project—offering residents access to both everyday walking loops and destination trails that celebrate Monterey Park's natural topography and views.	Community feedback highlighted strong interest in walking trails, especially those with clear mileage markers that encourage daily movement, goal setting, and social walking habits. Parks like Barnes Park and Highlands Park already serve as informal walking loops, and adding clear, standardized signage—for example, "4 laps = 1 mile"—would help residents of all ages engage in accessible, low-cost exercise. In addition to enhancing existing park trails, Monterey Park can utilize trails as an alternative mobility network, linking parks, schools, neighborhoods, and commercial areas. This supports regional climate and health goals by encouraging non-vehicular travel, reducing emissions, and increasing physical activity. A publicly available trail map, combined with wayfinding and trail signage, will help residents navigate and fully utilize the network. Creating a more connected, legible, and inviting trail system across the city addresses both recreation and transportation needs, while advancing equity and wellness.
Medium-Term	**Citywide Solar Canopy Project:** Install solar panel systems above parking lots in parks and public facilities to generate renewable energy, provide shaded parking, and contribute to the city's climate goals. These solar structures will support energy needs for park operations, EV charging stations, and potential emergency power backup, while making underutilized paved areas more productive and environmentally responsible.	As part of Monterey Park's broader commitment to sustainability, installing solar panels over parking lots offers a practical, high-impact strategy to reduce greenhouse gas emissions and operational costs. Community feedback has consistently supported green infrastructure and climate resilience, with residents calling for more visible action on clean energy and smarter use of space. Parking lots, which are often wide and exposed, present an ideal opportunity to integrate solar energy without taking up additional space. This initiative aligns with regional and state sustainability targets and positions Monterey Park as a leader in environmentally responsible park and facility design.

Responsible Party	Partner Parties	People Powered?	Cost Range	Upgrades	Safety	Sustainability	Quality	Health	Equity	Culture	Education
Recreation and Community Services Department	- Public Works Department - Police Department	✓	$$$	★			✓	✚	♥	☺	
Recreation and Community Services Department	- Community Development Department - Public Works Department	✓	$$$$	★		❧	✓				🎓
Recreation and Community Services Department	- Public Works Department	✓	$$$$	★			✓	✚	♥	☺	
Recreation and Community Services Department	- Public Works Department	✓	$$$$	★		❧	✓	✚	♥	☺	🎓

POTENTIAL PROJECTS

Timeline	Project Name & Statement	Project Rationale
Long-Term	**Barnes Park Aquatic Center Redevelopment:** Redevelop the Barnes Park Aquatic Center to provide a modern, high-quality facility that meets the community's recreational, fitness, and competitive swimming needs. The project will replace the aging infrastructure with a new, energy-efficient aquatic center that ensures long-term sustainability and enhanced programming opportunities.	Barnes Park Aquatic Center has been a cornerstone of Monterey Park's recreational and competitive swimming community for decades. It serves as a gathering space for families, a training ground for student-athletes, and an essential venue for water safety programs. Redeveloping the facility will allow the city to maintain and enhance this vital resource, incorporating modern aquatic amenities, improved accessibility, and sustainable design practices to ensure its continued use for future generations. A recent assessment of the existing Olympic-sized pool at Barnes Park determined that the overall condition of the facility—including the pool structure, filtration systems, and surrounding building—necessitates a full redevelopment. The assessment further revealed that the supporting structures have deteriorated significantly, requiring extensive upgrades that would make simple repairs impractical. The estimated total cost of redevelopment is approximately $15+ million, excluding ongoing maintenance expenses. To ensure accessibility and water safety for different ages and abilities, the new aquatic center should offer a variety of aquatic programs, including water aerobics, physical therapy, and swimming lessons for children. Additionally, balancing swim meets with other community programs will help serve a diverse range of users, including children, teens, adults, and the elderly. The city should explore multiple funding sources, including membership passes, facility rentals, concessions, and partnerships with local schools and organizations. Corporate sponsorships from businesses such as Costco and hotels in Monterey Park should also be pursued to help fund pool redevelopment. Engaging local alumni and former swim team members, such as Manta Rays alumni, could support fundraising efforts for the new pool. Consideration should also be given to community-driven fundraising efforts, including partnerships with local businesses and outreach to residents to help meet funding goals. The redevelopment of the Barnes Park Aquatic Center will provide expanded programming, including swim lessons, senior water aerobics, and community events, fostering health and wellness citywide. A splash pad and therapy pool should also be considered to expand offerings and meet the needs of diverse groups. Investment in this redevelopment will not only preserve the site's rich history but also reaffirm Monterey Park's commitment to high-quality public amenities that support community well-being.
Long-Term	**Edison Trails Park Expansion:** Expand the footprint of the existing Joint Use Agreement (JUA) with Southern California Edison (SCE) to extend Edison Trails Park eastward toward La Loma Park and beyond to the northeast. This expansion would create a more connected and accessible open space network while respecting the constraints of the electrical transmission corridor.	Edison Trails Park is a valuable recreational asset, providing residents with walking trails, open space, and scenic views. Expanding the park's footprint under the SCE transmission corridor would enhance connectivity between existing parks and provide additional recreational opportunities for the community. This project would take advantage of underutilized land while adhering to SCE's safety regulations and land-use limitations. Given the terrain, the expansion would ideally integrate natural topography into trail design, creating a seamless extension that promotes passive recreation such as walking, jogging, and nature observation. However, due to the presence of high-voltage power lines, development will be restricted to low-impact uses such as trails, drought-tolerant landscaping, and limited recreational features that comply with SCE's guidelines. By leveraging the existing JUA and expanding it strategically, the City can maximize the use of open space without the high costs associated with traditional parkland acquisition. This effort aligns with Monterey Park's commitment to increasing park access, promoting health and wellness, and enhancing environmental sustainability for residents.

= Priority Recommendation (Top 5 from Community Survey)

	Responsible Party	Partner Parties	People Powered?	Cost Range	Upgrades	Safety	Sustainability	Quality	Health	Equity	Culture	Education
	Recreation and Community Services Department	- Public Works Department - Parks Advocacy Groups	✓	$$$$ $$$$	★			✓				
	Recreation and Community Services Department	- Public Works Department - Southern California Edison	✓	$$$$ $	★			✓				

POTENTIAL PROJECTS

Timeline	Project Name & Statement	Project Rationale
Long-Term	**Establish a Joint Use Agreement with East Los Angeles College (ELAC):** Pursue a formal Joint Use Agreement (JUA) with East Los Angeles College (ELAC) to expand community access to recreational and educational facilities. This agreement will facilitate shared use of designated spaces, such as athletic fields, gymnasiums, and classrooms, to support expanded recreational programming, workforce development, and lifelong learning opportunities for Monterey Park residents. A formal JUA will outline clear roles, responsibilities, and funding mechanisms for maintenance, scheduling, liability, and operations, ensuring a sustainable and mutually beneficial partnership.	ELAC is a vital community resource with facilities that could greatly benefit Monterey Park residents by providing additional space for recreation, educational programs, and community events. Given the demand for more accessible recreational and learning spaces, a formalized agreement with ELAC would alleviate pressure on existing City facilities while fostering collaboration between municipal and educational institutions. This partnership aligns with the City's goals of enhancing recreational opportunities, promoting lifelong learning, and optimizing public resources for the benefit of all residents.
Long-Term	**Greenway Corridors:** Creation of Greenway Corridors along Monterey Pass Road, Atlantic Boulevard, and Garfield Avenue to integrate green infrastructure into these key public streets. This initiative aims to transform these high-traffic corridors into sustainable greenways that manage urban runoff while enhancing the streetscape. The project will incorporate bioswales, rain gardens, and permeable pathways to capture, filter, and slow stormwater, reducing flooding and improving water quality before it enters the drainage system. Strategically placed tree canopies and native landscaping will further contribute to urban cooling, air purification, and improved walkability for pedestrians.	Atlantic Boulevard and Garfield Avenue experience significant stormwater runoff due to their large paved surfaces and the city's hilly topography, leading to erosion, flooding, and water pollution. By integrating green infrastructure, the Greenway Corridors will help manage runoff while enhancing walkability, air quality, and urban cooling. These improvements will also create safer, more inviting streetscapes for pedestrians and cyclists. Through community engagement and partnerships, this project will position Monterey Park as a leader in sustainable urban design, balancing environmental responsibility with improved public spaces.
Long-Term	**Scenic Hillside Ridge Trail Overlook Points:** The Scenic Hillside Trails & Overlook Points project proposes the transformation of prominent hillside properties in Monterey Park into a network of scenic trails, overlook points, and passive recreation areas. The project includes identifying locations that offer panoramic views of the San Gabriel Valley, Downtown Los Angeles, and surrounding mountain ranges. Through thoughtful design and planning, these sites will be developed with low-impact hiking trails, rest areas with seating, interpretive signage, and native landscaping that celebrates the area's natural beauty. Together, they will provide residents with expanded access to passive recreation in natural hillside settings, promoting outdoor wellness, neighborhood connectivity, and appreciation for the region's geography and ecology.	Monterey Park's hillside terrain presents unique opportunities to expand the City's open space network while addressing community interest in trails, scenic viewpoints, and outdoor wellness amenities. By identifying underutilized properties for passive recreational use with elevation, views, and natural topography, this project aligns with the City's goals of promoting healthy lifestyles, conserving open space, and enhancing quality of life. With strategic partnerships and potential grant funding, the Scenic Hillside Trails & Overlook Project will become a cornerstone of Monterey Park's outdoor recreation network—offering spaces to explore, relax, and take in the city's breathtaking views.
Long-Term	**Garvey Ranch Park Expansion:** Monterey Park will collaborate with the Metropolitan Water District to expand Garvey Ranch Park south along Orange Avenue, adding approximately two acres of park space. Given the area's higher topography, a system of switchback trails will be incorporated to provide safe and accessible connections between the existing park and the underutilized land. The expansion will create new opportunities for recreational use, passive open space, and environmental education, enhancing the overall park experience for residents.	Expanding Garvey Ranch Park addresses the City's need for more parkland and recreational opportunities while making use of underutilized land in a way that respects the existing terrain. The addition of switchback trails will ensure safe and ADA-accessible pathways, making the expanded area more usable for all visitors. Partnering with the Metropolitan Water District will allow for coordinated planning to integrate sustainable water management features, such as native landscaping and erosion control measures. This project will improve park connectivity, access to green space, and community engagement while preserving the natural hillside character of the area.

	Responsible Party	Partner Parties	People Powered?	Cost Range	Upgrades	Safety	Sustainability	Quality	Health	Equity	Culture	Education
	Recreation and Community Services Department	- School Districts - Neighborhood Groups	✓	$$	★					♥	☺	
	Recreation and Community Services Department	- Community Development Department - Public Works Department		$$$$	★				✚			
	Recreation and Community Services Department	- Community Development Department - Public Works Department	✓	$$$$				✓				
	Recreation and Community Services Department	- Neighborhood Groups - Community-Based Organizations - Park Advocacy Groups	✓	$$$	★			✓				

POTENTIAL PROJECTS

Timeline	Project Name & Statement	Project Rationale
Long-Term	**Dedicated City Dog Park:** This project proposes the creation of a dedicated dog park facility to meet growing community demand for safe, accessible spaces for dogs to exercise and socialize off-leash. The project would include designated areas for both large and small dogs, seating, shade, water access, and appropriate fencing. The dog park could be developed as part of a larger park redevelopment or through new site acquisition and development. Potential existing park locations under consideration are Garvey Ranch Park and Barnes Park, due to their central location and available open space, though community feedback and further analysis would be required to determine feasibility.	Throughout the community engagement process, residents expressed the need for a dog park as a top amenity lacking in the city's current park system. Presently, dog owners frequently use sports fields, courts, and other general-use open spaces to exercise their pets—often resulting in conflicts over space and wear on facilities not designed for this purpose. Establishing a dedicated dog park would alleviate pressure on existing recreational infrastructure while promoting responsible pet ownership and improving quality of life for both dog owners and non-dog-owning park users. Including both large and small dog areas ensures safety and broader usability. While the idea of locating a dog park at Garvey Ranch Park has generated mixed opinions, it remains a viable option worth further discussion due to its size, visibility, and accessibility.

	Responsible Party	Partner Parties	People Powered?	Cost Range	Upgrades	Safety	Sustainability	Quality	Health	Equity	Culture	Education
	Recreation and Community Services Department	- Community Development Department - Public Works Department	✓	$$$$ $$$$	★	🛡	🍃	✓	✚	♥	☺	🎓

Programs

The following sections outline recommended programming that reflects a community-driven vision for enhancing parks and recreational services in the City of Monterey Park. These recommendations are grounded in extensive community input and are organized in descending order of priority to address the most pressing and widely shared needs. They aim to promote equitable park use, respond to programmatic preferences expressed by residents, and foster a deeper connection between the community and its public spaces.

Top-priority recommendations include programs that support cultural expression, intergenerational engagement, and mental wellness. These focus areas were identified as particularly important given the city's recent challenges and its rich cultural diversity. Such programming not only meets immediate community needs but also fosters long-term civic pride, emotional resilience, and social cohesion.

Additionally, the proposed programs emphasize inclusive access for residents across all age groups and abilities—especially seniors, youth, and individuals with physical or mental health needs. These efforts include expanded educational partnerships with institutions like East Los Angeles College [ELAC], the development of lifelong learning and wellness programs, and an increased variety of recreational and sports offerings that can be adapted to different interest levels and abilities.

Together, these programming recommendations aim to strengthen the City's parks system by creating welcoming, supportive, and culturally meaningful spaces that promote community health, learning, and belonging.

FREE
MOM
HUGS
PRIDE TOUR
City of Monterey Park
#LOVE

PROPOSED PROGRAMS

Priority Level	Program Name & Statement	Program Rationale
Very High	**Cultural & Heritage Celebrations:** Continue to enhance cultural and heritage programming by introducing cultural spotlights, storytelling events, and themed markets that celebrate the city's diverse population. This program could include workshops on cultural crafts, traditions, and performances in partnership with local artists and community leaders.	Monterey Park is home to a richly diverse community, and celebrating different cultural traditions fosters inclusivity, pride, and cross-cultural understanding. Expanding these offerings beyond existing festivals will provide year-round opportunities for residents to connect with their heritage while learning about others.
High	**Bridging Generations:** Continue Intergenerational Culture & Knowledge Exchange Program designed to foster meaningful connections between older adults and youth through shared cultural experiences, storytelling, and skill-building activities. This program would celebrate Monterey Park's rich cultural diversity, promote lifelong learning, and strengthen social bonds across generations.	Monterey Park's demographics — with a significant population of older adults and a rich cultural landscape — make it an ideal setting for intergenerational programming. Such initiatives can reduce social isolation among seniors, improve mental well-being, and provide youth with mentorship opportunities that foster respect for cultural traditions. By centering activities around cultural exchange, the program can promote inclusivity, social cohesion, and pride in Monterey Park's multicultural identity. Consider reprogramming and reorganizing spaces like the Langley Center to also serve as a community center during designated hours, while still supporting intergenerational programming and opportunities for casual community engagement.
High	**Mindfulness and Wellness:** Collaborate with local mental health organizations and wellness practitioners to offer a structured Mindfulness and Wellness Program. This initiative would provide guided meditation, yoga, and breathing exercises in designated park spaces, promoting stress reduction, emotional well-being, and overall mental health. Sessions can be adapted to accommodate various age groups, physical abilities, and cultural backgrounds to ensure inclusivity.	As the City of Monterey Park continues to heal from recent traumatic events, prioritizing mental well-being through accessible and inclusive programming is crucial. Research consistently shows that mindfulness practices such as meditation, yoga, and breathwork can reduce stress, anxiety, and symptoms of depression while improving overall emotional resilience. By offering guided sessions in park settings, the City can create safe, welcoming spaces for residents to gather, reflect, and heal. Incorporating mindfulness into public recreation programming provides an affordable, community-based resource that supports mental health in both individual and social contexts. Expanding on existing partnerships with organizations like Chinatown Service Center should be explored.
High	**Nature Therapy and Therapeutic Gardening:** Develop a Nature Therapy and Therapeutic Gardening Program in partnership with mental health professionals, horticultural experts, and community groups. This program would combine guided nature walks, mindfulness practices, and therapeutic gardening activities to promote mental well-being. By incorporating culturally relevant plants and traditions, the program can provide a meaningful and inclusive experience for Monterey Park's diverse community.	In light of the City's ongoing recovery process, integrating nature-based healing practices into recreational programming can offer residents meaningful pathways to improved mental well-being. Studies demonstrate that exposure to green spaces and engaging in therapeutic gardening can lower stress, boost mood, and foster social connection. By introducing guided nature walks, mindfulness practices, and hands-on gardening activities, the City can create supportive spaces for residents to reconnect with nature and each other. Incorporating culturally relevant plants and traditions can further ensure that these programs resonate with Monterey Park's diverse community, strengthening social ties and promoting collective healing.
High	**Family Fun Series:** Expand and enhance family-oriented recreational programming through a Family Fun Series, featuring movie nights, game nights, and outdoor concerts in local parks and community centers. These events will be designed to be free or low-cost to ensure accessibility for all residents. Explore potential for these events to be hosted at different parks throughout the city.	Families play a central role in the Monterey Park community, and recreational programs provide essential opportunities for connection and engagement. Expanding family-friendly events helps strengthen community bonds, create lasting traditions, and ensure equitable access to recreational opportunities, especially for those facing financial barriers.

Responsible Party	Partner Parties	People Powered?	Primary Source	Upgrades	Safety	Sustainability	Quality	Health	Equity	Culture	Education
Recreation and Community Services Department	- Community Participation Commission - School Districts - Community-Based Organizations	✓	Community Engagement							●	
Recreation and Community Services Department	- Aging Commission - School Districts - Library Department	✓	Community Engagement							●	●
Recreation and Community Services Department	- Neighborhood Groups - Community-Based Organizations - Mental Health Professionals	✓	Community Engagement					●		●	
Recreation and Community Services Department	- Neighborhood Groups - Community-Based Organizations - Mental Health Professionals	✓	Community Engagement					●		●	
Recreation and Community Services Department	- Community Participation Commission - School Districts - Neighborhood Groups	✓	Community Engagement							●	

PROPOSED PROGRAMS

Priority Level	Program Name & Statement	Program Rationale
High	**Culturally Relevant Senior Programs:** Expand and enhance senior recreational programs by incorporating language- and culture-specific activities, technology training, and intergenerational programming. These efforts will help older adults stay active, socially engaged, and connected to younger generations.	Monterey Park's senior population is linguistically and culturally diverse, requiring programs that reflect their backgrounds and social needs. Expanding culturally relevant offerings will ensure seniors remain engaged in the community while reducing social isolation and promoting mental well-being.
Medium	**Develop Arts and Science Education through Educational Partnerships:** Develop partnerships with local educational institutions—including school districts, East Los Angeles College (ELAC), private tutoring services, and nonprofit organizations—to expand access to arts and sciences programming in public parks.	Parks can serve as community learning hubs, offering enriching arts and sciences programming that may not be fully accessible through traditional education settings. By partnering with schools, colleges, and nonprofits, the city can provide workshops, hands-on learning experiences, and public events that foster creativity, innovation, and lifelong learning. These collaborations will help bridge educational gaps, support youth development, and create vibrant, knowledge-driven public spaces for residents of all ages.
Medium	**Outdoor Learning & Nature Exploration for Students:** Establish an Outdoor Learning & Nature Exploration program, providing local students with opportunities to study and engage in educational activities in the City's parks and open spaces. The program will be designed in partnership with local schools, libraries, and environmental organizations to create structured outdoor learning experiences. Activities may include guided nature walks, hands-on science experiments, reading circles, and art workshops inspired by nature. Parks will be equipped with designated outdoor learning spaces, such as shaded seating areas, educational signage, and interactive elements that encourage curiosity and engagement.	By partnering with the Library Department, this program can bridge education and recreation, encouraging students to engage in learning beyond the classroom while fostering a love for reading and the outdoors. Research shows that outdoor learning enhances cognitive development, creativity, and mental well-being, particularly important for youth recovering from pandemic-related social and academic disruptions. Additionally, this initiative supports equity in education by bringing free, high-quality learning experiences to public spaces, ensuring all students—including those from low-income families—have access to enrichment opportunities. This collaboration strengthens community engagement while promoting literacy, environmental awareness, and lifelong learning in a dynamic and accessible way.
Medium	**Seasonal Swim Program:** Revive weekend summer swim lessons, prioritizing group swim sessions to address staffing limitations. Partnerships with nearby aquatic facilities will be explored to expand access.	The community has expressed strong interest in bringing back weekend swim lessons that were available pre-pandemic. Given staffing challenges, structured group sessions and partnerships will help optimize resources while ensuring that children and families continue to have access to life-saving water safety education.
Medium	**Expanded Youth Sports, Teen Activities, and Pickleball Leagues:** Aim to meet the growing demand for recreational opportunities in Monterey Park, it is recommended that the City expand youth sports programs, teen activities, and pickleball leagues. These expansions should focus on increasing program offerings, improving facilities, and promoting access for all residents. Specifically, efforts should be made to expand pickleball leagues due to the rapidly growing interest in the sport, as well as enhance opportunities for youth sports and teen activities to better serve the community's diverse age groups and interests.	The demand for recreational opportunities in Monterey Park has been steadily increasing, particularly with the rise in popularity of pickleball, which attracts both seniors and younger generations due to its low-impact nature and social aspects. However, the city currently lacks sufficient dedicated pickleball courts, and existing leagues are often overcrowded, highlighting the need for expanded facilities and more programming. Additionally, there is a growing need for expanded youth sports programs and teen activities to provide safe, engaging spaces where young people can stay active, build social skills, and engage with their community. Expanding these programs will help foster a sense of belonging, promote physical fitness, and support youth development, all while contributing to the city's goal of enhancing the overall quality of life for residents of all ages.

Responsible Party	Partner Parties	People Powered?	Primary Source	Upgrades	Safety	Sustainability	Quality	Health	Equity	Culture	Education
Recreation and Community Services Department	- Community-Based Organizations - Recreation & Parks Commission	✓	Community Engagement								
Recreation and Community Services Department	- Community Participation Commission - Recreation & Parks Commission - School Districts - Community-Based Organizations	✓	Community Engagement								
Recreation and Community Services Department	- School Districts - Library Department	✓	Community Engagement								
Recreation and Community Services Department	- Community-Based Organizations - Recreation & Parks Commission	✓	Community Engagement								
Recreation and Community Services Department	- Community-Based Organizations - Recreation & Parks Commission	✓	Community Engagement								

PROPOSED PROGRAMS

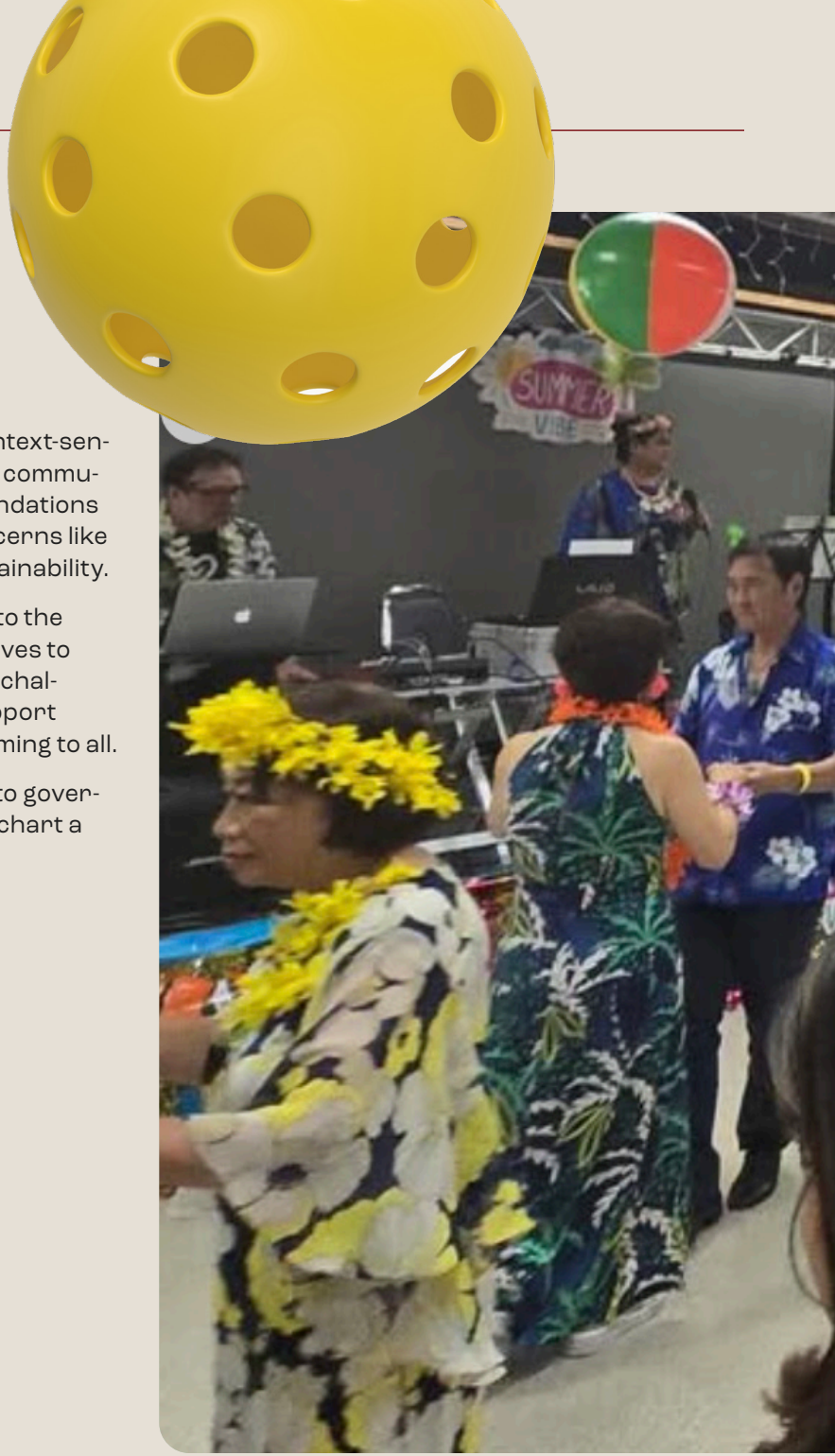
Priority Level	Program Name & Statement	Program Rationale
Medium	**Expanded Adult Social & Cultural Recreation:** Introduce recreational and cultural programming tailored for adults aged 21-35, including evening fitness classes, cultural workshops, food festivals, and networking mixers. Additional offerings may include community-led art nights, cooking demonstrations, and local history tours to provide engaging, social opportunities for young professionals.	Recreational programming in Monterey Park currently focuses on families, youth, and seniors, with fewer offerings targeted toward young adults. Expanding social and cultural activities that reflect the interests of the city's diverse population will provide new opportunities for connection, wellness, and community engagement while strengthening civic participation among younger residents.
Low	**Increasing Accessibility and Inclusivity for Individuals with Disabilities and Mental Health Needs:** Enhance the well-being of all residents, it is recommended that Monterey Park implement initiatives focused on increasing accessibility and inclusivity for individuals with disabilities or mental health needs. This will include expanding accessible recreational programs, ensuring public spaces and facilities are fully inclusive, and offering specialized wellness programs tailored to the needs of individuals with physical or mental health challenges. The City should also form partnerships with local organizations that support these communities, such as disability advocacy groups and mental health service providers, to help design and deliver these programs effectively.	As Monterey Park continues to grow, it is crucial to ensure that all residents, including those with disabilities or mental health needs, have equal access to public resources and recreational activities. Many individuals in these communities face barriers to participation in traditional wellness or recreational programs, whether due to physical limitations, mental health concerns, or a lack of tailored resources. By partnering with local organizations that specialize in disability advocacy and mental health support, the City can develop inclusive programs that accommodate diverse needs. Expanding on existing partnerships with organizations like Chinatown Service Center should be explored. This initiative will promote greater social inclusion, reduce isolation, and improve mental and physical well-being, contributing to a more equitable and supportive community for all residents.
Low	**Expand Recreational and Environmental Programming through Strategic Partnerships:** Identify and establish partnerships with community-based organizations and nonprofits such as Nature for All, the Boys & Girls Club, and the YMCA to enhance park programming, increase recreational opportunities, and promote environmental stewardship for residents of all ages.	Collaborating with established community organizations will diversify and expand the range of programs offered in Monterey Park's parks, making them more accessible and engaging. Organizations like Nature for All can introduce nature education and outdoor experiences, while the Boys & Girls Club and YMCA can provide youth-focused recreational, wellness, and mentorship programs. Additional partnerships can include collaborating with organizations such as Chinatown Service Center, Women's Club, Boys & Girls Club, the Gabrielino Tribe, Los Angeles Astronomical Society, Eastern Los Angeles Regional Center, and Center for Asian Americans for Self Empowerment. These partnerships will help optimize the use of park spaces, leverage external resources, and ensure programming meets the needs of a diverse community.
Low	**Encourage More Walking Groups:** Support the formation and promotion of community walking groups as part of its broader effort to foster a healthier, more connected, and active community. This initiative could provide safe, inclusive, and accessible opportunities for residents of all ages to engage in regular physical activity, strengthen social ties, and promote the use of neighborhood streets and parks as welcoming public spaces. Moreover, walking groups can reinforce the visibility and safety of pedestrians, helping to build community trust in the City's pedestrian infrastructure and informing future investments in safe routes, crossings, and park access. By actively supporting walking groups, the City affirms its commitment to a healthier, more inclusive, and connected Monterey Park.	Encouraging walking groups aligns with the City's health, mobility, and equity goals. Walking is a low-cost, low-barrier form of exercise that supports cardiovascular health, mental well-being, and social connection. In a diverse city like Monterey Park, walking groups can also help reduce social isolation—particularly among older adults—and foster intergenerational relationships. Moreover, walking groups can reinforce the visibility and safety of pedestrians, helping to build community trust in the City's pedestrian infrastructure and informing future investments in safe routes, crossings, and park access. By actively supporting walking groups, the City affirms its commitment to a healthier, more inclusive, and connected Monterey Park.

Responsible Party	Partner Parties	People Powered?	Primary Source	Upgrades	Safety	Sustainability	Quality	Health	Equity	Culture	Education
Recreation and Community Services Department	- Community-Based Organizations - Recreation & Parks Commission	✓	Community Engagement							●	
Recreation and Community Services Department	- Community-Based Organizations - Recreation & Parks Commission	✓	Community Engagement					✚	♥		
Recreation and Community Services Department	- Community Participation Commission - Community-Based Organizations	✓	Community Engagement			●				●	
Recreation and Community Services Department	- Community Participation Commission - Community-Based Organizations - Neighborhood Groups - School Districts	✓	Community Engagement					✚		●	

PROPOSED PROGRAMS

Priority Level	Program Name & Statement	Program Rationale
Low	**Activate the Barnes Park Ampitheater for Community:** The City of Monterey Park will activate the Barnes Park Amphitheater as a vibrant community space by allowing local groups to use it for dance rehearsals, meditative movement (such as tai chi or yoga), and other inclusive, low-impact programming. By formalizing community access to the amphitheater, the City aims to support cultural expression, wellness, and social connection in a highly visible and central public space.	Activating the Barnes Park Amphitheater creates an accessible, low-cost space for wellness, cultural expression, and community connection. By allowing local groups to use the amphitheater for activities like dance rehearsals, tai chi, yoga, spelling bees, and informal gatherings, the City can support physical and mental health, celebrate cultural traditions, and foster a stronger sense of community—especially among older adults and intergenerational participants. Regular use also helps enhance safety and visibility in the park while maximizing the value of existing public infrastructure.
Low	**Integrating Parks & Recreation Programming into Library Facilities:** Enhance collaboration between the Library and Parks & Recreation departments by introducing recreational and educational programming into existing library facilities, including its four service points. This shared-use strategy aims to expand public access, extend library hours, and deliver more diverse community offerings within existing infrastructure.	With limited resources and increasing demand for programs, the City has an opportunity to better utilize existing spaces by integrating Parks & Recreation programming into library facilities. While the Library and Parks & Recreation traditionally operate separately, strategic collaboration can extend service hours, bring new audiences into library spaces, and fulfill goals outlined in the Library's Strategic Plan. Rather than limiting hours due to budget constraints, activating library spaces with city-run programs allows the City to meet community needs more efficiently. This approach maximizes facility use, supports interdepartmental collaboration, and helps expand programming capacity without requiring new construction.

	Responsible Party	Partner Parties	People Powered?	Primary Source	Upgrades	Safety	Sustainability	Quality	Health	Equity	Culture	Education
	Recreation and Community Services Department	- Community-Based Organizations	✓	Community Engagement	★			✓	+	♥	☺	
	Recreation and Community Services Department	- Library Department	✓	Community Engagement	★			✓	+	♥	☺	



Policies

As Monterey Park continues to invest in its park systems and networks, thoughtful and context-sensitive policy development is essential to ensuring these public spaces remain responsive to community needs while fostering inclusivity, resiliency, and long-term impact. The policy recommendations presented in this section are designed to address a wide range of issues—from urgent concerns like aging infrastructure to broader, future-focused goals such as climate adaptation and sustainability.

Prioritized in descending order of importance, the recommendations span improvements to the physical conditions of parks, strategies for expanding and enhancing programming, initiatives to deepen community involvement, and policies that help the City prepare for climate-related challenges. By centering equity and adopting a proactive, long-range outlook, these policies support Monterey Park's commitment to creating a parks system that is safe, adaptable, and welcoming to all.

These policy interventions—ranging from capital investments and maintenance strategies to governance, community engagement practices, and green infrastructure planning—collectively chart a course for achieving the City's vision of a high-quality, inclusive, and resilient park system.

PROPOSED POLICIES

Priority Level	Policy Name & Statement	Policy Rationale
Very High	**High-Quality Infrastructure Upgrades:** Prioritize the use of high-quality infrastructure in future park upgrades and improvements whenever possible to ensure long-term durability, safety, and community satisfaction.	Maintenance and long-term upkeep of park facilities are highly valued by both City staff and the community. Monterey Park's park infrastructure is recognized for being of higher quality than in surrounding cities, and residents have come to expect this standard. Investing in durable, high-quality materials will help preserve this reputation, reduce maintenance costs over time, and ensure parks remain safe, accessible, and enjoyable for all.
Very High	**Design Park Amenities with Flexibility for Evolving Community Needs:** Prioritize the design of park amenities and spaces with adaptability in mind, ensuring that parks can accommodate a wide range of recreational activities, community events, and future demands. This includes incorporating multi-use facilities, modular seating, open lawn areas, and flexible infrastructure that can be reconfigured as community needs evolve. Park spaces should be designed to support both daily use and large-scale events while maintaining accessibility, comfort, and usability for all residents.	As community needs change over time, parks must remain functional and relevant. Designing amenities with flexibility allows parks to serve diverse user groups, host special events, and adapt to emerging recreational trends without requiring costly renovations. Multi-purpose spaces encourage broader participation, maximize land use efficiency, and enhance the overall value of public parks. By planning with adaptability in mind, Monterey Park can ensure its park system remains a vibrant and inclusive resource for future generations.
Very High	**Prioritizing Maintenance of Existing Facilities:** Maintaining and improving existing park facilities will be the City's top funding priority to ensure long-term sustainability and support future program and park enhancements. Prioritize the maintenance, repair, and upgrade of aging infrastructure across its parks, recreation facilities, and public spaces. This includes a comprehensive assessment of current infrastructure conditions, the development of a prioritization plan, and the allocation of resources toward addressing the most urgent needs. We will review current restroom service contracts to ensure more frequent cleanups during peak park usage times, enhancing overall cleanliness and safety for park-goers.All new developments and improvements will follow a sustainable approach to ensure long-term durability and accessibility.	Well-maintained parks and facilities provide safe, high-quality spaces for residents and reduce long-term repair costs. Prioritizing maintenance ensures that existing infrastructure remains functional and accessible, preventing the need for costly replacements while supporting future park improvements. Regular restroom cleaning is also vital to maintaining a safe and welcoming environment, especially during busy periods. Engaging local groups will also foster community ownership and investment in the City's parks while alleviating pressure on the City's budget for facility upkeep.As Monterey Park's infrastructure ages, there is an increased risk of safety hazards, reduced accessibility, and diminished user experience for residents. Aging infrastructure can limit the City's ability to deliver high-quality services and programming, particularly in parks and recreational areas. Prioritizing the maintenance and improvement of this infrastructure will ensure that facilities remain safe, functional, and accessible for all residents, particularly in high-use areas. This proactive approach to upgrading aging assets will also support the City's commitment to sustainability, equity, and the long-term viability of its recreational spaces. By investing in infrastructure upgrades now, the City can prevent costly repairs down the line and continue to provide welcoming, high-quality public spaces.
High	**Outdoor Fitness and Wellness Zones:** Install free-to-use outdoor fitness equipment and designate walking loops to promote physical activity.	Providing free-to-use fitness equipment and walking loops encourages physical activity, which is essential for public health. These installations promote exercise opportunities for residents who may face financial or time constraints that limit access to gyms or fitness centers. Community members expressed the desire to have outdoor fitness zones located along trails as exercise nodes.
High	**Free & Reduced Cost Recreational Programs:** Expand the availability of free recreation programs to better serve low-income families earning below the LA County poverty line. This initiative aims to improve equitable access to recreational opportunities, promote physical and mental well-being, and foster community engagement for underserved residents.	Expanding free recreational programs will help address financial barriers that limit participation for low-income families. Providing access to quality programming supports youth development, encourages healthy lifestyles, and strengthens social connections. This policy aligns with Monterey Park's broader goals of equity, inclusion, and improved public health outcomes.

Responsible Party	Partner Parties	People Powered?	Primary Source	Upgrades	Safety	Sustainability	Quality	Health	Equity	Culture	Education
Recreation and Community Services Department	- Public Works Department		Community Engagement								
Recreation and Community Services Department	N/A		Community Engagement								
Recreation and Community Services Department	- Public Works Department		Community Engagement								
Recreation and Community Services Department	- Public Works Department		Community Engagement								
Recreation and Community Services Department	- Community-Based Organizations - Local Businesses		Community Engagement								

PROPOSED POLICIES

Priority Level	Policy Name & Statement	Policy Rationale
High	**Outdoor Learning Hubs:** Monterey Park will collaborate with the Library Department and local school districts to expand educational programming for students and lifelong learners by utilizing parks as outdoor learning hubs. This initiative will include educational signage with QR codes, interpretive trails, and programming that connects library resources and school curricula with outdoor spaces, fostering learning about local ecosystems, native plants, history, and sustainable practices.	Parks provide an ideal setting for interactive, place-based learning that complements both school curricula and lifelong education. By partnering with the Library Department and local school districts, the City can offer diverse programs that engage residents of all ages, support environmental literacy, and promote hands-on learning. These partnerships will enable the development of field trips, outdoor classrooms, and workshops that enhance student learning while offering the broader community opportunities to engage in sustainability, conservation, and local history education. Integrating these efforts into park spaces will strengthen community engagement and foster a deeper appreciation for Monterey Park's natural and cultural resources.
High	**Expansion of Senior Transit Services:** Explore the expansion of its Community Transportation programs to improve access for older adults. This expansion aims to enhance mobility, promote social engagement, and support older residents in maintaining their independence and quality of life.	Monterey Park's aging population requires reliable, accessible transportation options to meet their daily needs, including healthcare visits, grocery shopping, social services, and recreational activities. Expanding these services will help ensure that older adults can safely and conveniently access essential resources and community spaces.
High	**Community "Adopt a Park" Program:** Establish a Community "Adopt a Park" Program to promote leadership and civic engagement park with program participants and user groups. This program will offer opportunities for individuals and groups participating in City recreation programs to volunteer as ambassadors or community park rangers for specific parks for programming, light maintenance, and overall stewardship.	Creating a 'Community Adopt a Park" Program builds on the City's recognition that participants in its parks program often feel a sense of pride in the condition of the parks and facilities. By formalizing this pathway, the City can foster community ownership and improve communication. This program would empower residents while supporting the City's ongoing efforts to promote healing, connection, and resilience. Collaborations can also be with volunteer organizations, including the Boy Scouts, local high school clubs, and summer camp programs, to support park maintenance, community programs, and special projects such as cleanups and Eagle Scout initiatives.
High	**Retrofit Community and Recreation Centers as Resiliency Hubs:** Assess and implement tenant improvements to retrofit an existing community or recreation center into a Resiliency Hub. This hub will serve as a resource for residents during climate-related disasters and emergencies, while also supporting long-term community resiliency. Improvements may include backup power sources, cooling and heating centers, emergency supply storage, water stations, and communication infrastructure. Additionally, the facility will provide year-round programming focused on disaster preparedness, climate adaptation, and community resource-sharing to ensure residents are equipped with the knowledge and tools to respond effectively to crises.	As climate-related disasters become more frequent, Monterey Park must invest in community-based resilience infrastructure to protect vulnerable populations. Existing community and recreation centers are well-positioned to serve as Resiliency Hubs due to their accessibility, central locations, and established role in providing services to residents. By equipping these spaces with emergency preparedness resources and climate adaptation programming, the City can enhance its ability to respond to disasters while fostering a culture of preparedness and mutual aid among community members.
High	**Enhance Park Safety Through Crime Prevention and Design Strategies:** The City of Monterey Park shall prioritize safety in park planning and design by incorporating Crime Prevention Through Environmental Design (CPTED) principles and other best practices. This includes improving visibility through strategic lighting and sightlines, promoting natural surveillance by activating park spaces, using durable and vandal-resistant materials, and fostering a sense of community ownership through programming and design. Additionally, the City will collaborate with local law enforcement, community organizations, and park users to identify and address safety concerns proactively.	Safe and welcoming parks encourage greater community use and engagement. By implementing CPTED strategies, the City can reduce opportunities for crime and improve the overall perception of safety in public spaces. In each phase of the engagement process, creating a better sense of safety at parks, as well as to and from parks, was an important community priority. Well-lit pathways, clear sightlines, and active programming deter negative behavior while promoting positive social interactions. Ensuring that parks are designed with safety in mind will enhance public trust, increase park utilization, and improve overall quality of life for Monterey Park residents.

Responsible Party	Partner Parties	People Powered?	Primary Source	Upgrades	Safety	Sustainability	Quality	Health	Equity	Culture	Education
Recreation and Community Services Department	- Library Department - School Districts - Community-Based Organizations		Community Engagement	★						☺	
Recreation and Community Services Department	- Public Works Department		Community Engagement	★	⛨				♥		
Recreation and Community Services Department	- Public Works Department	✓	Community Engagement		⛨					☺	
Recreation and Community Services Department	- Public Works Department		Park Planning & Best Practices	★	⛨			✚	♥		
Recreation and Community Services Department	- Police Department - Neighborhood Groups - Community-Based Organizations - Parks Advocacy Groups	✓	Community Engagement	★	⛨		✓				

PROPOSED POLICIES

Priority Level	Policy Name & Statement	Policy Rationale
High	**Volunteer Park Patrol Program:** Seek to establish a Volunteer Park Patrol Program in collaboration with the Monterey Park Police Department's Citizen Patrol to enhance safety, visibility, and community stewardship in local parks. Trained volunteers will serve as additional eyes and ears in the park, assist with wayfinding and reporting maintenance issues, and help foster a welcoming and respectful park environment.	A Volunteer Park Patrol strengthens the City's commitment to safe, accessible public spaces by empowering residents to take an active role in park stewardship. Collaborating with the Police Department's Citizen Patrol leverages existing training and infrastructure to support a visible, non-enforcement presence in parks. This program promotes community trust, deters nuisance behavior, and builds stronger relationships between residents and city departments—all while encouraging more consistent and positive use of public space.
High	**Expansion of Part-Time Parks Staff to Full-Time Positions:** The City of Monterey Park will explore the conversion of part-time parks staff roles into full-time positions to improve the quality, consistency, and responsiveness of parks maintenance, programming, and operations. This effort aims to strengthen the City's ability to meet growing community needs and better support staff retention and development.	Converting part-time parks staff to full-time positions addresses critical gaps in service delivery while providing greater job stability and professional growth for employees. Full-time staff are better positioned to manage ongoing maintenance, support community programs, and respond quickly to issues in the parks system. This investment also improves continuity, builds institutional knowledge, and enhances the City's ability to meet rising expectations for safe, well-maintained, and actively programmed public spaces—especially in a city with limited parkland and increasing demand for park access. To assess the need for full-time staff expansion, the City can conduct an internal staffing audit to evaluate current coverage, workload distribution, service gaps, and turnover trends among part-time employees. Community feedback and usage data from parks and recreation programs can also help determine areas where additional staffing would improve service delivery. Based on this assessment, the City can prioritize positions for conversion, estimate associated costs, and identify potential funding sources—such as grants, budget reallocations, or partnerships—to support implementation.
Medium	**Inclusive Design Standards:** Require that all park improvements and new facilities follow universal design principles to ensure accessibility for people of all ages and abilities.	Ensuring parks are accessible to all residents — regardless of age, ability, or mobility — is critical to promoting equity in public spaces. Universal design principles, such as ADA-compliant pathways, sensory-friendly play equipment, and accessible seating, create environments where all residents can comfortably gather, exercise, and socialize. By embedding these standards in park planning, Monterey Park can proactively address barriers to inclusion.
Medium	**Equity-Based Resource Allocation:** Utilize the LA County Parks Needs Assessment, a needs-based framework, to prioritize investments in underserved neighborhoods, ensuring all residents have access to high-quality parks and recreational opportunities.	Historically underserved neighborhoods often have fewer park resources and amenities. By adopting an equity-based framework, the City can prioritize park investments in areas that lack green space or recreational facilities. This approach aligns with state and regional goals for park equity and ensures that residents in lower-income or marginalized communities benefit from improved amenities.
Medium	**Green Infrastructure Integration:** Incorporate features such as bioswales, permeable surfaces, and drought-tolerant landscaping to improve stormwater management and reduce heat impacts.	Integrating green infrastructure into parks will improve stormwater management, reduce urban heat island effects, and enhance local biodiversity. By installing bioswales, permeable pavement, and drought-tolerant landscaping, Monterey Park can reduce maintenance costs while improving environmental sustainability. Additionally, there is an opportunity to install EV charging at all parks, where appropriate.
Medium	**Continue Cultural Celebration Spaces:** Create dedicated spaces for cultural festivals, performances, and storytelling that celebrate the city's rich history and diverse communities.	Monterey Park's rich cultural diversity can continue to be celebrated through dedicated park spaces that support festivals, performances, and storytelling. These spaces can foster cross-cultural understanding and provide opportunities for residents to showcase their traditions.

Responsible Party	Partner Parties	People Powered?	Primary Source	Upgrades	Safety	Sustainability	Quality	Health	Equity	Culture	Education
Recreation and Community Services Department	- Police Department - Neighborhood Groups	✓	Community Engagement		●					●	
Recreation and Community Services Department	N/A	✓	Community Engagement							●	
Recreation and Community Services Department	- Public Works Department		Park Planning & Best Practices	★	●		✓		♥		
Recreation and Community Services Department	- Community Development Department		Park Planning & Best Practices	★				✚	♥		
Recreation and Community Services Department	- Public Works Department		Park Planning & Best Practices	★		●	✓				
Recreation and Community Services Department	- Community Participation Commission - Library Department - Community-Based Organizations	✓	Community Engagement					✚	♥	●	

PROPOSED POLICIES

Priority Level	Policy Name & Statement	Policy Rationale
Medium	**Climate-Resilient and Sustainable Park Design:** Prioritize park designs that promote climate resilience and environmental sustainability by incorporating cooling zones, shade structures, and green infrastructure. Emphasize drought-tolerant and climate-appropriate landscaping, native plantings, and habitat restoration to support local biodiversity. Efforts will focus on increasing tree canopy coverage, managing stormwater through permeable surfaces and rain gardens, and preserving natural habitats. The City will also pursue partnerships and funding opportunities to advance these sustainability and resilience initiatives throughout the park system.	Preserving and enhancing natural ecosystems in urban parks provides multiple environmental and public health benefits, including improved air and water quality, reduced urban heat effects, and increased climate resilience. Native plantings and habitat restoration efforts support local wildlife while reducing water and maintenance needs. Additionally, a well-maintained and ecologically rich park system contributes to the well-being of residents by offering shaded, green spaces that encourage outdoor recreation, relaxation, and community gathering. By integrating sustainability into park planning, Monterey Park can foster a more resilient and environmentally responsible future.
Medium	**Creative Placemaking Projects:** Integrate public art, murals, and interactive installations into city spaces to foster cultural expression and engagement.	Integrating public art, murals, designs, and interactive installations in parks, walkways, and other public open spaces enhances community identity and attracts visitors. Placemaking projects can also reflect Monterey Park's cultural heritage, encourage fun and games, and create memorable public spaces.
Medium	**Silver Parks and Programs:** Prioritize the expansion and enhancement of recreational facilities and programs to support ongoing programs specifically designed for seniors / elders. This will help address the unique challenges faced by the senior population, including social isolation and mental health concerns, which have been exacerbated by the pandemic.	Seniors in Monterey Park have experienced significant challenges due to the pandemic, including increased social isolation and behavioral health issues. Regular, senior-focused recreational programs provide crucial opportunities for social engagement, mental stimulation, and physical activity. Expanding recreational facilities dedicated to seniors will allow the City to offer more programs tailored to their needs, enhancing their quality of life and fostering a greater sense of community. By prioritizing senior engagement through these programs, Monterey Park can help mitigate the negative impacts of isolation and support the long-term well-being of its older residents.
Medium	**Support the Creation of More "Third Spaces" in Monterey Park:** Support the creation of more "third spaces," including community hubs, plazas, green alleys, and cultural gathering places, to provide additional recreational and social opportunities outside of parks.	Public parks are heavily used as gathering spaces, but Monterey Park lacks an abundance of alternative "third spaces" that foster social interaction, creativity, and cultural expression. Third spaces—such as libraries, community centers, coffee shops, and pedestrian-friendly plazas—offer accessible environments for people to gather, work, and engage in community activities. By supporting the development of these spaces through policies, incentives, and partnerships, the City can help alleviate park congestion while enriching the social and cultural fabric of Monterey Park.
Medium	**Placemaking at Parks:** Strengthen the sense of place within Monterey Park's parks and recreation facilities by showcasing the city's rich cultural diversity, history, and identity, while ensuring designs incorporate sustainable and environmentally friendly practices.	Monterey Park's parks serve as essential gathering spaces that bring together a diverse community. By integrating culturally inspired public art, interpretive signage, and themed gathering spaces, parks can better reflect the city's unique heritage and foster a stronger sense of belonging. Sustainable design elements, such as native landscaping, energy-efficient lighting, and eco-friendly materials, will ensure long-term environmental resilience and operational efficiency. Enhancing the sense of place in Monterey Park's parks will promote community pride, encourage greater public engagement, and create more inclusive and inviting recreational spaces for all residents and visitors.
Medium	**Utilize Reclaimed Water:** Prioritize the use of reclaimed water, where available, for the irrigation of public landscapes, parks, and open spaces by expanding and utilizing the purple pipe infrastructure.	Using reclaimed water for landscaping supports the City's sustainability goals by conserving potable water, reducing environmental impact, and lowering long-term maintenance costs. Expanding purple pipe infrastructure aligns with regional water conservation efforts and enhances the City's resilience to drought conditions.

Responsible Party	Partner Parties	People Powered?	Primary Source	Upgrades	Safety	Sustainability	Quality	Health	Equity	Culture	Education
Recreation and Community Services Department	- Public Works Department - Community Development Department		Community Engagement	★							
Recreation and Community Services Department	- Public Works Department - Community Participation Comm. - Local Artists		Park Planning & Best Practices								
Recreation and Community Services Department	- Commission on Aging - Public Works Department		Community Engagement	★				✚	♥		
Community Development Department	- Recreation and Community Services Department - Local Businesses		Park Planning & Best Practices					✚			
Recreation and Community Services Department	- Local Artists		Park Planning & Best Practices	★							
Recreation and Community Services Department	- Public Works Department - Water Department		Park Planning & Best Practices	★							

PROPOSED POLICIES

Priority Level	Policy Name & Statement	Policy Rationale
Medium	**Park Cleanliness Campaign:** Develop an outreach camapign to engage the community in maintaining Monterey Park's parks by fostering a shared responsibility for cleanliness. The campaign will include the installation of educational signage in parks, encouraging proper waste disposal, responsible pet ownership, and cigarette butt disposal. Signage will be multilingual to ensure accessibility. The Monterey Park GoMPK app will be promoted to allow park users to report cleanliness issues and areas needing maintenance, with signage throughout the parks providing easy access to the app. Additionally, the city will encourage community clean-up programs, inviting residents to volunteer and take an active role in keeping parks clean.	This policy recognizes the importance of engaging the community in maintaining park cleanliness. By educating park users on their shared responsibility and promoting tools like the GoMPK app, the city empowers residents to help keep parks clean and report issues in real-time. Community clean-up programs further involve residents, building a sense of ownership and pride in public spaces. Partner with volunteers, nonprofits, and City-supported organizations (such as the Woman's Club) to host an annual park cleanup event. This approach will lead to cleaner, safer parks while strengthening community bonds and improving the overall park experience.
Medium	**Enhancing the Operation and Accessibility of Sports Facilities:** Enhance the operation and accessibility of its sports facilities by adjusting operational hours to better meet community needs, implementing an online reservation system, adding LED lighting, and strengthening collaboration with local coaches and league organizers. The City will work to improve both the physical infrastructure of sports facilities and the clarity of programming to ensure equitable access and an improved experience for all users.	Modernizing the management of sports facilities will maximize their use and ensure they serve a wide range of community members. Improving the online reservation system will streamline access, reduce scheduling conflicts, and improve transparency for teams, leagues, and casual users. Adjusting operational hours based on demand will make facilities more accessible, while closer coordination with local coaches and league organizers will help align programming with community needs. Additionally, investing in physical improvements—such as better LED lighting, seating, and playing surfaces—will enhance safety and usability. By improving both infrastructure and operations, Monterey Park can create a more efficient, inclusive, and well-maintained sports facility network that supports active recreation for all.
Medium	**Support Organizations Advocating Urban Agriculture and Gardening:** Support access to gardening experiences and urban agriculture education through partnerships, while continuing to prioritize City park space for recreation and open space uses.	Gardening activities can offer meaningful opportunities for education, wellness, and community connection. While City parkland is not designated for gardening use, the City supports access to gardening experiences through partnerships with local organizations. For example, the City is developing an agreement with Mercy, an organization serving individuals with developmental disabilities, to host monthly gardening-related activities and classes on-site. These programs provide access to hands-on education and resources that support community interest in sustainable growing practices, without dedicating public park space for cultivation. This approach allows the City to encourage inclusive and educational gardening experiences while maintaining parks for broader public recreation and open space needs.
Low	**Language Access and Multicultural Programming:** Ensure signage, outreach materials, and programs are available in the City's primary languages (English, Spanish, and Chinese) to reflect the community's diversity.	Monterey Park's diverse population requires engagement strategies that meet residents where they are. Multilingual signage, culturally relevant programming, and diverse outreach efforts will help ensure all residents feel welcome and informed about park services. This aligns with the City's Language Access Policy and strengthens community cohesion.
Low	**Youth Engagement Initiative:** Engage Youth members from the Community Participation Commission, Environmental Commission, and Junior Friends of the Library, collectively functioning as a Youth Advisory Council to guide park programming, ensuring younger residents have a voice in shaping public spaces.	Engaging youth in park planning and programming creates opportunities for leadership development while ensuring parks are designed to meet the needs of younger generations. A youth advisory council can provide valuable insights on play spaces, social gathering areas, and recreation programs. Working with school districts to offer students volunteer hours and leadership opportunities could incentivize participation.

	Responsible Party	Partner Parties	People Powered?	Primary Source	Upgrades	Safety	Sustainability	Quality	Health	Equity	Culture	Education
	Recreation and Community Services Department	- Neighborhood Groups - Community-Based Organizations - Park Advocacy Groups	✓	Community Engagement	★	●		✓	+	♥	☺	🎓
	Recreation and Community Services Department	- Recreation & Parks Commission	✓	Park Planning & Best Practices	★			✓	+	♥		
	Recreation and Community Services Department	- Community Development Department - Community Based Organizations - Public Works Department		Community Engagement	★		●		+	♥	☺	🎓
	Recreation and Community Services Department	- Public Works Department		Park Planning & Best Practices					+	♥	☺	🎓
	Recreation and Community Services Department	- Community Participation Commission - Library Department - School Districts	✓	Park Planning & Best Practices					+	♥	☺	🎓

PROPOSED POLICIES

Priority Level	Policy Name & Statement	Policy Rationale
Low	**Ongoing Park Evaluations:** Conduct a comprehensive park audit every two years to assess the condition, accessibility, and overall functionality of park facilities and amenities. This audit will be used to inform ongoing maintenance, upgrades, and improvements to meet the needs of the community. The citywide goal should be to increase these scores by 2035 by 50%.	Regular park audits ensure that facilities remain safe, well-maintained, and responsive to the evolving needs of the community. By conducting these audits every two years, the City will be able to proactively identify areas requiring attention, track the effectiveness of previous upgrades, and prioritize resources for improvements. This ongoing evaluation will support the City's commitment to providing high-quality recreational spaces that are accessible, safe, and enjoyable for all residents. Additionally, a regular audit process helps align park management with community expectations and allows for informed decision-making regarding future park development.
Low	**Update Joint Use Agreements with Schools:** Conduct a comprehensive study and reevaluation of its Joint Use Agreements with local school districts to assess maintenance responsibilities, facility upkeep, and best practices for shared use. This review will ensure that agreements remain equitable, sustainable, and aligned with community needs, while fostering stronger partnerships between the City and school districts.	Joint use facilities play a vital role in expanding recreational opportunities for residents, yet challenges related to maintenance responsibilities, funding allocations, and facility conditions can impact their effectiveness. City staff have identified the need to reassess these agreements to ensure that expectations for upkeep and cost-sharing are clearly defined and aligned with best practices. By conducting a thorough evaluation, Monterey Park can identify opportunities to improve facility conditions, streamline maintenance responsibilities, and enhance public access while strengthening collaboration with school districts. This effort will help maximize the long-term benefits of shared resources and ensure that joint use facilities continue to serve the community effectively.
Low	**Explore Strategies to Increase Open Space Requirements and Incentives for Multifamily Developments:** Study potential alternatives to increasing zoning requirements for open space in multifamily developments to ensure residents have adequate access to private and shared green spaces, reducing the burden on public parks and open spaces. This can include open space requirements thare are percentage-based as opposed to requirements that are based on square footage. Additionally, the City can explore expanding the definiton of "open space" to include non-traditional forms of open space such as rooftop gardens, community centers, community gardens, playgrounds, parkway gardens, green alleys, and public plazas.	With limited opportunities for new park development in Monterey Park and increasing demand for recreational space, private open spaces in multifamily housing can help alleviate pressure on public parks. Requiring additional open space within new developments—such as courtyards, rooftop gardens, or shared recreation areas—ensures that residents, particularly those in higher-density housing, have immediate access to green space. This policy aligns with best practices in urban planning and can enhance both livability and long-term sustainability in the city.
Low	**Preserve Views in Park Design:** The City of Monterey Park shall prioritize the preservation of scenic views and vistas in park planning, design, and development whenever feasible. Future park improvements, tree plantings, and facility placements should consider sightlines to natural landscapes, city landmarks, and open space features to enhance the recreational and aesthetic experience for residents.	Preserving scenic views contributes to the community's quality of life by fostering a stronger connection to nature and the surrounding environment. Monterey Park's topography offers unique vantage points that provide visual relief in an increasingly urbanized setting. Ensuring that park improvements are designed with consideration for sightlines enhances the user experience, promotes mental well-being, and aligns with community desires for visually appealing and accessible public spaces. Thoughtful planning can balance tree canopy expansion with the protection of key views, creating parks that are both shaded and visually engaging.
Low	**Integrate Health-Oriented Design in Park Planning:** Prioritize health-focused planning and design in all park developments and improvements to support the physical, mental, and public health of residents. This includes incorporating active recreation amenities such as walking and biking trails, fitness stations, and sports courts; integrating passive wellness spaces such as meditation areas, therapeutic gardens, and shade structures; and ensuring access to clean drinking water, proper sanitation, and air-quality improvements. The City will also explore partnerships with health organizations to promote wellness programs within parks.	Parks play a critical role in community health by providing spaces for physical activity, stress relief, and social interaction. Thoughtful park design can encourage active lifestyles, reduce the risk of chronic diseases, and improve mental well-being. Additionally, enhancing public health infrastructure—such as clean water access and safe, shaded areas—helps create a more resilient and health-conscious community. By integrating health considerations into park planning, the City can ensure that parks serve as vital community resources for wellness and quality of life.

Responsible Party	Partner Parties	People Powered?	Primary Source	Upgrades	Safety	Sustainability	Quality	Health	Equity	Culture	Education
Recreation and Community Services Department	- Neighborhood Groups - CBOs - Parks Adv. Groups - Recreation & Parks Commission	✓	Community Engagement	★			✓				
Recreation and Community Services Department	- School Districts		Park Planning & Best Practices					✚			
Community Development Department	- Recreation and Community Services Department		Community Engagement								
Recreation and Community Services Department	N/A		Park Planning & Best Practices				✓				
Recreation and Community Services Department	N/A		Park Planning & Best Practices	★				✚		☻	🎓

PROPOSED POLICIES

Priority Level	Policy Name & Statement	Policy Rationale
Low	**Expanding Collaborative Grant Opportunities:** The City will actively pursue grants in partnership with nonprofits and community groups to secure diverse funding streams for park improvements and recreational programs.	Leveraging grant opportunities can provide supplemental funding for park enhancements without relying solely on City resources. Partnerships with nonprofits and local organizations will increase access to funding while fostering community collaboration and investment.
Low	**Strengthening Partnerships with Major Sports Organizations:** Monterey Park will seek expanded partnerships with professional sports organizations such as the NBA and MLB to provide funding, equipment, and engagement programs for youth and community recreation.	Collaborating with major sports organizations can introduce new recreational opportunities, funding for facility upgrades, and sports programming that benefit the local community. These partnerships can also enhance youth development through mentorship and athletic training programs.
Low	**Establishing a Park Dedication and Sponsorship Program:** Develop a park dedication and sponsorship program that allows individuals, families, and businesses to fund amenities such as benches, playgrounds, and facilities in honor of community members.	A sponsorship program provides a meaningful way for residents to contribute to park enhancements while honoring loved ones or supporting community spaces. This approach creates a sustainable funding source for park amenities and fosters a sense of local ownership and pride in Monterey Park's public spaces.
Low	**Expand Urban Tree Canopy and Native Plantings:** Aim to enhance the Monterey Park urban tree canopy and natural landscaping by planting at least 100 new trees over the next 10 years, prioritizing shade-providing species in parks, native plants for biodiversity, and strategic plantings to address community concerns. This effort will focus on increasing shaded areas in parks, discouraging unwanted activities in certain locations, and supporting local ecosystems with California-native species.	Expanding the city's tree canopy will provide critical shade, reduce air pollution, and improve public health outcomes. Strategic tree planting in parks and along streets will help lower temperatures and reduce heat-related risks, particularly in underserved neighborhoods with limited greenery. The community has expressed a strong desire for more shaded areas in parks, especially through the addition of large, shade-providing trees such as oaks. Increasing tree cover will improve comfort for park users, mitigate urban heat, and enhance park aesthetics. Additionally, concerns about certain activities, such as gambling and smoking at Sierra Vista Park, suggest a need for strategic planting of shorter trees and shrubs to deter such behavior while maintaining visibility and safety. Beyond shade and safety, the City aims to support local biodiversity by incorporating more California native plants, including milkweed, to encourage butterfly populations and other pollinators. Requests for added greenery, such as bushes along Sierra Vista Park and residential streets, highlight the community's interest in enhancing natural beauty while improving environmental sustainability. By setting a clear tree-planting goal and incorporating native plantings, Monterey Park can create healthier, more inviting public spaces that align with community priorities and long-term ecological resilience.
Low	**Themed Playground Network:** Continue to develop a network of themed playgrounds across the city, encouraging young families to explore different parks and their unique play experiences. The City will inspire children and caregivers to visit multiple locations while discovering other park amenities and recreational opportunities. Create a graphic playground passport, gameified as a scavenger hunt, and to be made accessible through the GoMPK app and with a QR code.	Themed playgrounds provide unique, engaging play spaces that promote physical activity, creativity, and social interaction. A network of distinct themes—such as nature, space, or cultural heritage—will encourage families to explore parks beyond their usual visits. This initiative will increase park visitation, promote active lifestyles, and enhance awareness of Monterey Park's recreational offerings, fostering stronger community connections to local green spaces.

Responsible Party	Partner Parties	People Powered?	Primary Source	Upgrades	Safety	Sustainability	Quality	Health	Equity	Culture	Education
Recreation and Community Services Department	- Neighborhood Groups - Community-Based Organizations - Park Advocacy Groups	✓	Community Engagement	★							
Recreation and Community Services Department	- Corporations and Large Organizations	✓	Community Engagement	★							
Recreation and Community Services Department	- Local Businesses - Neighborhood Groups - Community-Based Organizations	✓	Community Engagement	★							
Recreation and Community Services Department	- Community Development Department - Public Works Department	✓	Community Engagement								
Recreation and Community Services Department	- Neighborhood Groups	✓	Community Engagement	★							

PROPOSED POLICIES

Priority Level	Policy Name & Statement	Policy Rationale
Low	**Update Quimby Fees to Support Park Development:** Conduct a comprehensive review and update of the City of Monterey Park's Quimby Act and other development impact fees fees to ensure they reflect current land values and adequately support park acquisition and improvements. This update will align with Section 66477 of the Government Code, which grants local jurisdictions the authority to require parkland dedication or in-lieu fees from new developments.	As Monterey Park continues to grow, maintaining adequate parkland and recreational facilities is essential for community well-being. The current Quimby fees may not fully account for rising land costs and the increasing demand for quality open spaces. Updating these fees will help fund park expansion, upgrades, and maintenance, ensuring that new developments contribute equitably to the city's recreational infrastructure. A thorough assessment will evaluate fee structures in comparable cities, legal considerations, and potential impacts on development to create a balanced approach that supports both growth and park accessibility for all residents.
Low	**Site Acquistion for Parks:** Explore opportunities to acquire private property for public use to expand available space for parks, recreation, and community amenities. This effort will prioritize areas with limited open space and underserved neighborhoods to enhance equitable access to public facilities. Focus park development efforts in park-poor areas, particularly in older parts of the city that were not originally designed to accommodate dense populations and lack sufficient green space.	As Monterey Park faces constraints on available land for new parks and recreational spaces, acquiring private property presents a potential solution for increasing public amenities. However, this approach comes with challenges, including high land acquisition costs, limited availability of suitable parcels, and potential community concerns regarding land use changes. Additionally, securing funding through grants, partnerships, or city resources will be essential for feasibility. The City must carefully evaluate opportunities based on location, community benefit, and financial sustainability to ensure that any acquisition aligns with long-term planning goals and maximizes public value.
Low	**Monterey Park Golf Club Partnership:** Pursue a partnership with the Monterey Park Golf Club to explore the feasibility of joint programming and joint development opportunities that enhance public access, community benefits, and recreational offerings.	Collaborating with the Monterey Park Golf Club offers a unique opportunity to expand recreational programming and explore shared development strategies that serve broader community needs. A joint approach may improve land use efficiency, create new amenities, and foster long-term partnerships that support health, wellness, and inclusivity in Monterey Park.

	Responsible Party	Partner Parties	People Powered?	Primary Source	Upgrades	Safety	Sustainability	Quality	Health	Equity	Culture	Education
	Community Development Department	- Recreation and Community Services Department		Park Planning & Best Practices	★					♥		
	Community Development Department	- Recreation and Community Services Department - Property Owners		Community Engagement	★					♥		
	Community Development Department	- Recreation and Community Services Department - Property Owners		Park Planning & Best Practices				✓				

FUNDING RESOURCES

In today's evolving funding landscape, Monterey Park must embrace a multi-faceted approach to secure sustainable resources for parks, maintenance, and recreational programming. While traditional public funding sources—such as general funds, federal infrastructure dollars, and competitive state grants—remain foundational, they are often stretched thin. According to the Trust for Public Land and other park equity advocates, there has been a notable shift toward philanthropic giving, private partnerships, and collaborative funding models to meet the rising demand for high-quality, accessible green spaces. Climate change, public health challenges, and the increasing recognition of parks as essential infrastructure are also driving new opportunities through environmental, health, and resilience-focused funding streams.

Given these complexities, a capital stack approach is essential—one that blends diverse funding sources to create a resilient financial foundation for project implementation. Monterey Park can combine Measure A funds, California Department of Parks and Recreation grants, federal programs like the Highway Safety Improvement Program, and philanthropic support from foundations focused on health equity and climate justice. Layering these with private donations, nonprofit partnerships, and even revenue from social enterprise models or sponsorships can fill critical gaps, especially for maintenance and long-term operations. The City can also benefit from aligning project proposals with broader state and federal goals such as active transportation, climate resilience, and environmental justice to strengthen competitiveness for funding.

Equally important is the role of the community in shaping and supporting Monterey Park's park system. Community-driven planning not only results in more meaningful and responsive park spaces, but it also builds momentum for innovative funding models like participatory budgeting, neighborhood improvement districts, or local fundraising campaigns. Community ownership fosters stewardship and helps ensure the long-term success of parks and recreational programs. As this plan is implemented, engaging residents as co-investors—not just beneficiaries—will be key to building a more inclusive, equitable, and sustainable park system that reflects Monterey Park's diverse values and future vision.

Traditional Funding Sources

The table below outlines a range of potential funding sources that may be pursued to support specific park-related projects, depending on their scope and eligibility. These funding opportunities include a mix of federal, state, and local programs, with a significant portion offered through state-administered grant programs. These grants can support a variety of project types, including park planning and design, infrastructure improvements, programming, and trail development. Identifying and applying for these funding sources can help leverage external resources to advance community goals related to parks, open space, and recreation.

Type	Funding Name	Source	Purpose/Description	Funding Cycle	Infrastructure	Planning	Program	Trail	Project Examples
Federal Program	Highway Safety Improvement Program	Federal Highway Administration / Caltrans	Funds work on public roads, bike/ped pathways, and trails to improve safety.	Every 1 to 2 years	X		X		Install hybrid pedestrian signals at trail crossings; Install RRFBs near parks, trails, and schools
Federal Program	Reconnecting Communities and Neighborhoods Grant Program	U.S. Department of Transportation	Grants to mitigate harm from transportation infrastructure: displacement, pollution, degraded health, etc.	Annual (through 2026)	X	X	X		Study/removal of transportation barriers; Create linear parks/ trails
State Program	Los Angeles County Safe, Clean Neighborhood Parks and Beaches (Measure A)	Los Angeles County	Funding derived from property tax for park improvements and planning.	Annual	X	X			Park infrastructure projects; Park planning and design projects
State Program	Arts in California Parks: Local Parks Grant Program	California Department of Parks and Recreation / Parks California	Funds projects to enhance cultural history and art programming in parks.	Annual	X	X	X	X	Community events; Art programming; Permanent/ temporary art installations
State Program	Habitat Conservation Fund Program	California Department of Parks and Recreation	Funds wildlife and trail conservation projects, including public education and amenities.	Annual	X	X	X		Build/rehabilitate trails; Install seating/lighting along trails; Educational programs
State Program	Land and Water Conservation Fund	National Park Service / California Department of Parks and Recreation	Funds acquisition/development of land for outdoor recreation.	Annual	X	X			Land acquisition for parks, trails, or wildlife corridors
State Program	Outdoor Equity Grants Program	California Department of Parks and Recreation	Supports outdoor education and recreation in underserved communities.	Annual		X			Community nature trips; Environmental education programs

Type	Funding Name	Source	Purpose/Description	Funding Cycle	Infrastructure	Planning	Program	Trail	Project Examples
State Program	Outdoor Recreation Legacy Partnership Program	National Park Service / California Department of Parks and Recreation	Funds new parks and renovations in underserved urban areas.	Annual	X	X			Land acquisition; Recreation feature development
State Program	Recreational Trails Program	U.S. Department of Transportation / Federal Highway Administration / California Department of Parks and Recreation	Funds development and maintenance of recreational trails and facilities.	Annual	X	X			Land acquisition; Trail rehabilitation; Trail construction; Maintenance
State Program	Statewide Park Development and Community Revitalization Program	California Department of Parks and Recreation	Funds to create new parks and recreation in critically underserved communities across the state. Project selection is based on several aspects, including need-based criteria, such as critical lack of park space, significant poverty, community challenges, and more.	Annual	X			X	Land acquisition; Rehabilitation of existing or development of new recreation features, such as, an aquatic center, athletic fields, amphitheater, community gardens, dog parks, open space, trails, skate parks, public art, picnic areas, etc.
State Program	Wildlife Conservation Board Grants	Wildlife Conservation Board	Funds for habitat acquisition, conservation, and restoration, as well as development of compatible public access facilities. Project benefits should include one or more of the following: protected biodiversity, increased climate resilience, enhanced public access, conserved/enhanced working landscapes, conserved/ enhanced water-related projects, and/or support of the State Wildlife Action Plan.	Ongoing	X	X		X	Open-space corridors or trail linkages; Publicly accessible hunting, fishing, wildlife viewing, and other wildlife-dependent recreational opportunities; Climate adaptation and resilience projects; Habitat restoration
State Program	Urban and Community Forestry Grant Program	CAL FIRE	Funds for planting, protection, and management of urban trees across California. It aims to enhance the long-term benefits of urban forests—such as shade, air quality, and community well-being—majorly prioritizing projects in disadvantaged or low-income neighborhoods .	Annual	X	X	X		Tree planting & green infrastructure; management & inventory of the urban forest, and neighborhood forest acquisition

Type	Funding Name	Source	Purpose/Description	Funding Cycle	Infrastructure	Planning	Program	Trail	Project Examples
Philanthropy	Energize the Environment Grant Program	Quadratec	Quadratec offers small one-time grants for projects that promote environmental connection, responsibility, and/or stewardship.	Annual		X			Trail building or restoration projects, Park beautification events, Environmental education projects, Youth educational engagement events
Philanthropy	Fruit Trees For Your Community	The Fruit Tree Planting Foundation	The Fruit Tree Planting Foundation donates fruit orchards where the harvest will best serve communities for generations, at places such as community gardens, public schools, city/state parks, low-income neighborhoods, Native American reservations, and other high impact areas.	Ongoing	X				Planting of high-quality fruit trees and shrubs at a local park
Philanthropy	Humanities Projects Grants	National Endowment for Humanities	The National Endowment for Humanities offers a range of different grant programs on an ongoing basis. Different grant programs provide funding for a variety of outputs, including but not limited to infrastructure, equipment, programming, curriculum, research, media, and more.	Ongoing	X	X	X		Art or science exhibitions, Community discussions, Films and documentaries, Climate adaptation planning, Cultural preservation
Philanthropy	PeopleForBikes Community Grant Program	PeopleForBikes	The PeopleForBikes Community Grant Program supports bicycle infrastructure projects and targeted initiatives that make it easier and safer for people of all ages and abilities to ride.	Annual	X		X		Bike paths, lanes, trails and bridges, Mountain bike facilities, Bike parks and pump tracks, BMX facilities, End-of-trip facilities such as bike racks, bike parking, bike repair stations and bike storage
Philanthropy	Rails to Trails Grant Program	Rails to Trails	Rails to Trails provides funding to organizations and local agencies that are working to develop and connect equitable trail networks.	Annual	X	X	X	X	Rail-trail, Greenway, Multi-use trail, Shared-use path

Type	Funding Name	Source	Purpose/Description	Funding Cycle	Infrastructure	Planning	Program	Trail	Project Examples
Philanthropy	The Skatepark Project Grants	The Skatepark Project	The Skatepark Project offers grants to help underserved communities create safe and inclusive public skateparks for youth.	Annual	X				New Skatepark Construction, New Skate Spot Construction, Skateable Art Sculptures, Active City Space Conversion (legalizing skateboarding in shared spaces), Accessibility Improvements/ Repairs
Philanthropy	The Soccer Fund	U.S. Soccer Foundation	The Soccer Fund provides funding for mini-pitch and sports lighting projects. Mini-pitches are ideal for urban areas and other communities where finding a safe place to play can be difficult. These small, customized, hard-court surfaces are perfectly suited for organized soccer programs and pick-up games.	Ongoing	X				Mini-pitch project, Soccer lighting project
Philanthropy	USTA Facility Funding Grant Program	United States Tennis Association	The United States Tennis Association offers grants to upgrade existing and build new tennis facilities.	Ongoing	X				Construction of new tennis facility, Resurfacing of existing tennis court, Tennis court amenity improvements
	Youth Development Foundation	MLB/MLBPA	MLB-MLBPA Youth Development Foundation (YDF) is a joint initiative by MLB and MLBPA to support efforts that focus on improving the caliber, effectiveness and availability of amateur baseball and softball programs across the United States and internationally.	Ongoing	X		X		Field lighting, renovations, and construction, Equipment and/ or fees for baseball and softball programs, Programs to promote baseball and softball

Funding Tools

In addition to the funding programs provided in the previous tables, there are also many traditional funding and financing tools available to local governments that may be used to advance parks and recreation projects.

These funding and financing tools include, but are not limited to:

- Community Facilities District
- Easement Agreements/Rules
- Equipment Rental Fees
- Facilities Benefit Assessment District
- Facility Use Permit Fees
- Recreation Service Fees
- Food and Beverage Tax
- General Fund Allocation
- General Obligation Bonds
- Infrastructure Financing District
- In-Lieu Fees
- Intergovernmental Agreements
- Lease Revenues
- Mello Roos District
- Park Impact Fees
- Pouring Rights Agreements
- Private Development Agreements
- Residential Park Improvement Fees
- Revenue Bond Revenues
- Sales Tax Revenues
- Surplus Real Estate Sale Revenues
- Traffic Impact Fees
- Transient Occupancy Tax Revenues
- Utility Taxes
- Wastewater Fund Reserves
- Business Improvement District
- Maintenance Assessment District
- Property-Based Improvement District
- Landscape Maintenance District
- Targeted Fundraising Activities
- Special Habitat Conservation Programs
- Special Parks and Recreation Bond Revenues

CONCLUSION

The GROW Monterey Park: Park System Master Plan is more than just a document—it is a vision for the future of parks, open spaces, and recreation in our community. Rooted in extensive research, community engagement, and a deep understanding of local needs, this Plan lays out a path forward through its key components: Introduction, Context, Community, Opportunities, and Implementation. It identifies challenges, celebrates successes, and provides a clear framework to expand access, enhance facilities, and create a more vibrant and connected park system for all.

However, a Plan alone does not create change—its success depends on the commitment of City leadership, community partners, and, most importantly, the park-goers who bring these spaces to life. Over the next ten years, GROW Monterey Park will serve as a guide to ensure that every decision about parks, recreation, and green spaces aligns with the needs of the people who use them. It is a call to action for policymakers, local organizations, and residents to work together in stewarding and strengthening our parks to foster a healthier, more inclusive, and more sustainable future.

As we look ahead, the opportunity is ours to transform this vision into reality. By prioritizing thoughtful investment, strategic partnerships, and continuous community engagement, Monterey Park can cultivate a park system that not only meets today's needs but also enriches the lives of future generations. Parks are more than just spaces—they are the heart of a community, places where people connect, play, and thrive. Now, with this Plan as our foundation, it is up to all of us to GROW Monterey Park into the best version of itself.

The next decade will bring new challenges and opportunities, but with a shared commitment to this Plan, Monterey Park can continue to evolve as a city that values its parks and open spaces as essential to community well-being. With every new tree planted, every playground revitalized, and every program introduced, we reaffirm our dedication to creating a more accessible, resilient, and dynamic park system for all. The work begins now, and together, we will ensure that Monterey Park's parks remain a source of pride, joy, and connection for generations to come.

CITY OF MONTEREY PARK
CALIFORNIA

City Council Staff Report

Date: August 6, 2025
Agenda Item Number: 9.K.

To: The Honorable Mayor and City Council

From: Shawn Igoe, Public Works Director

Subject: Declaration of Surplus Property: Public Works City-Owned Equipment

Recommendation:
It is recommended that the City Council consider:

1. Adopting a resolution declaring the 2017 Vactor as surplus property and authorizing the City Manager, or designee, to dispose of such property by sale, donation, or other means; and
2. Taking such additional, related, action that may be desirable.

Executive Summary:
Pursuant to Rule 1196 of the South Coast Air Quality Management District ("SCAQMD"), the diesel powered 2017 Vactor sewer vacuum truck ("Vactor") is no longer certified for use in the City's fleet. The Director of Public Works ("Director") recommends the adoption of a resolution declaring the Vactor surplus property and authorizing the disposal of the heavy-duty service vehicle through public auction.

Background:
The City is subject to SCAQMD Rule 1196 - Clean On-Road Heavy-Duty Public Fleet Vehicles regulations which aim to reduce emissions from heavy duty fleets by promoting the adoption of vehicles that use cleaner fuels. Pursuant to Rule 1196, the City's 2017 Vactor hydro jet-rodder, Unit #113, is no longer compliant due to its diesel fuel-injection system. The vehicle was previously used in daily operations for the cleaning of City sewer lines. Although the vactor is no longer certified for City use due to SCAQMD regulations, it is a viable heavy-duty service vehicle for agencies and organizations not subject to SCAQMD's Rule 1196.
The anticipated revenue from the disposal of the vehicle is between $70,000 to $100,000. The Director recommends the adoption of a resolution to declare the 2017 Vactor as surplus property, allowing for the sale of the vehicle through public auction to maximize potential revenue for its disposal.

Strategic Plan Goal:
Declaration of the 2017 Vactor as surplus property allows for the disposal of the vehicle

through public auction. Revenue received from its disposal will be deposited into the City's General Fund, which meets the sustainability goal of maintaining the stability of our City's Fiscal and Human Resources.

Fiscal Impact:
The Director anticipates selling the vehicle through public auction. The anticipated revenue for its disposal is estimated between $70,000 to $100,000. Revenues generated from the disposal of the vehicle through public action will be deposited into the City's General Fund.

Attachments:
1. Resolution - Declaration of Surplus Property

ATTACHMENT 1
Resolution

RESOLUTION NO. _____

A RESOLUTION DECLARING PERSONAL PROPERTY AS SURPLUS AND AUTHORIZING THE CITY MANAGER TO DISPOSE OF SUCH PROPERTY BY SALE, DONATION, OR OTHER MEANS.

The City Council of Monterey Park does resolve as follows:

SECTION 1: *Surplus Declaration.* After reviewing and considering the list of personal property ("Surplus Property") attached as Exhibit "A" to this Resolution, and incorporated by reference, the City Council finds and declares that the Surplus Property no longer meets SCAQMD regulations, requiring its removal from the City's fleet. Accordingly, it is declared surplus in accordance with Government Code §§ 37350.

SECTION 2: *Authorization.*

A. The City Manager, or designee, is authorized to dispose of salvageable Surplus Property through sale in the open market. Property disposition may occur by public auction, competitive sealed bids, or exchange or trade in for new goods.

B. The City Manager, or designee, is authorized to sell any Surplus Property to a governmental, public, or quasi-public agency without advertisement for or receipt of bids.

C. The City Manager, or designee, is authorized to donate, as appropriate, Surplus Property to any governmental, public, or quasi-public agencies, charities, or non-profit organizations.

D. The City Manager, or designee, is authorized to dispose of Surplus Property that does not have salvage value, as determined by the City Manager, or designee, in any reasonable manner.

SECTION 3: *Record-keeping and Proceeds.*

A. The purchasing officer must keep regular logs showing the Surplus Property, the method of disposal, and the amounts recovered from its disposals.

B. Proceeds from the sale of the Surplus Property must be deposited into the appropriate City fund as determined by the City Manager

SECTION 4: *Severability*. If any part of this Resolution or its application is deemed invalid by a court of competent jurisdiction, the City Council intends that such invalidity will not affect the effectiveness of the remaining provisions or applications and, to this end, the provisions of this Resolution are severable.

SECTION 5: *Reliance* On Record. Each and every one of the findings and determinations in this Resolution are based on the competent and substantial evidence, both oral and written, contained in the entire record relating to the project. The findings and determinations constitute the independent findings and determinations of the City Council in all respects and are fully and completely supported by substantial evidence in the record as a whole.

SECTION 6: *Limitations*. The City Council's analysis and evaluation of the project is based on the best information currently available. It is inevitable that in evaluating a project that absolute and perfect knowledge of all possible aspects of the project will not exist. One of the major limitations on analysis of the project is the City Council's lack of knowledge of future events. In all instances, best efforts were made to form accurate assumptions. Somewhat related to this are the limitations on the City's ability to solve what are in effect regional, state, and national problems and issues. The City must work within the political framework within which it exists and with the limitations inherent in that framework.

SECTION 7 *Summaries of Information.* All summaries of information in the findings, which precede this section, are based on the substantial evidence in the record. The absence of any particular fact from any such summary is not an indication that a particular finding is not based in part on that fact.

SECTION 8: *Construction.* This Resolution must be broadly construed in order to achieve the purposes stated in this Resolution. It is the City Council's intent that the provisions of this Resolution be interpreted or implemented by the City and others in a manner that facilitates the purposes set forth in this Resolution.

SECTION 9: *Electronic Signatures*. This Resolution may be executed with electronic signatures in accordance with Government Code §16.5. Such electronic signatures will be treated in all respects as having the same effect as an original signature.

SECTION 10: The Mayor, or presiding officer, is hereby authorized to affix his signature to this Resolution signifying its adoption by the City Council of the City of Monterey Park, and the City Clerk, or her duly appointed deputy, is directed to attest thereto

SECTION 11: This Resolution becomes effective immediately upon adoption and Resolution No. will remain effective until superseded by a subsequent resolution.

(Mayor signature and attestation must be on the same page.)

PASSED, APPROVED AND ADOPTED this 6th day of August 2025.

_____
Vinh T. Ngo, Mayor

Attest:

_____
Maychelle Yee, City Clerk

APPROVED AS TO FORM:
KARL H. BERGER, City Attorney

By:_____
Justin A. Tamayo, Assistant City Attorney

EXHIBIT A

SURPLUS PROPERTY

2017 Freightliner 114SD Vactor hydro-jet-rodder

Fuel Type: Diesel

VIN/Serial Number: 1FVHG3DV8HHJA7249

Asset Number: 113

City Council Staff Report

Date: August 6, 2025
Agenda Item Number: 9.L.

To: The Honorable Mayor and City Council

From: Shawn Igoe, Public Works Director

Subject: Street Sweeping Services Bid - Rejection of All Bids

Recommendation:
It is recommended that the City Council consider:

1. Rejecting all bids received from Street Sweeping Services Proposal No. 2025-M02;
2. Authorizing the City Manager to execute a Second Amendment with Arakelian Enterprises, Inc., DBA Athens Services, in a form approved by the City Attorney, for continued street sweeping services in a monthly amount of $90,225. The amendment extends the service on a month-to-month basis beginning September 1, 2025;
3. Appropriating $301,000 from Gas Tax Fund 242; and
4. Taking such additional, related, action that may be desirable.

Executive Summary:
On May 12, 2025, the Public Works Director (“Director”) solicited bids for street sweeping services under Proposal No. 2025-M02. Four bids were received by the submittal deadline of June 2, 2025. Due to a significant increase in cost for the service, the Director recommends the rejection of all bids and approval of a Second Amendment to Agreement No.2057-A with Athens Services to extend street sweeping services on a month-to-month basis at a monthly rate of $90,225 beginning September 1, 2025, to explore cost effective options for the service.

Background:
Athens Services provides street sweeping services for all dedicated streets, alleys, median island curbs, intersections, street centerlines, paved medians, and municipal parking facilities within the City. The Agreement with Athens Services is set to expire on August 31, 2025. The Director solicited bids for street sweeping services under Proposal No. 2025-M02 on May 12, 2025, in preparation of the current street sweeping contracts’ expiration date. The City received four bids on the submittal deadline of June 2, 2025.

RANK	BIDDER	MONTHLY RATE
1	SCA of CA, LLC	$94,489.85
2	Athens Services	$103,140.50

3	Nationwide Environmental Services	$118,766.00
4	CMAX Commercial Maintenance, Inc.	$131,649.00

The current cost for street sweeping services with Athens Services is $28,757.66 per month or $345,091.92 per year. Due to changes in California law, street sweeping for public entities is now subject to prevailing wage requirements, resulting in a significant rate increase for the service of over 230% annually in comparison to the current service rates. The Director recommends the rejection of all bids and a Second Amendment to Agreement No.2057-A with Athens Services to extend street sweeping services on a month-to-month term beginning September 1, 2025. The requested extension to the Agreement will allow additional time to explore cost effective options for the service by revisiting the bidding process or considering the option to provide the service with City resources which requires equipment and salary cost analysis.

Strategic Plan Goal:

The approval of a Second Amendment to Agreement No.2057-A with Athens Services to extend street sweeping services meets the sustainability goal of maintaining stability of our City's Fiscal and Human Resources by allowing staff to seek the most cost-effective options for the service.

Fiscal Impact:

The cost for the proposed amendment is $90,225 per month, which reflects current rates for street sweeping services now subject to prevailing wage law. Street sweeping services are funded by State Gas Tax Fund (242). An amount of $382,580 has been budgeted for street sweeping services through the FY2025-2026 budget process. Staff recommends an appropriation of $301,000 to extend street sweeping services through FY25-26 on a month-to-month basis beginning September 1, 2025. The City will use Measure W funds budgeted in FY 25-26 for the additional $276,000 needed for the amendment.

Attachments:

1. 2025 Sweeping Contract Extension Letter to City Total Rate

ATTACHMENT 1

Athens Services Extension of Current Services Letter

July 22, 2025

City of Monterey Park
320 West Newmark Ave.
Monterey Park, CA 91754
Attn: Shawn Igoe, Director of Public Works

Dear Director Igoe,

This letter is in response to the City's request for a proposal to temporarily extend our current street sweeping services.

It is our understanding that the City would like to explore new technology and services to incorporate into a new sweeping program. While Athens Services did provide a response to the City's recent RFP for street sweeping services, the City will not be moving forward with that process and place it on hold while staff performs due diligence surrounding the new direction. The request from the City of Monterey Park to Athens is for a proposal to extend the sweeping services beyond the current contract, which will be terminating on August, 31, 2025.

The monthly rate in our current contract is $28,757. This rate has remained static and has not been updated to align with market conditions or inflationary trends over the years. Our proposed rate, which is less than what we had submitted in the recent RFP, is $90,225. This proposed rate would be honored in a month to month contract, or in any term, up to a year, if the City so desires. We are happy to further discuss this proposal, should you have any questions.

Again, we thank you for the opportunity to provide a proposal to continue the current sweeping service and appreciate you allowing Athens Services to remain as a committed partner to the City of Monterey Park.

Sincerely,

Brandon Mills
Division Vice President

City Council Staff Report

Date: August 6, 2025
Agenda Item Number: 9.M.

To: The Honorable Mayor and City Council

From: Diana Garcia, Assistant City Manager

Subject: A Resolution of the City Council of the City of Monterey Park, California, Declaring and Recognizing the Month of August 2025 as National Back-To-School Month

Recommendation:
It is recommended that the City Council consider:

1. Approving the attached resolution; and
2. Taking such additional, related, action that may be desirable.

Executive Summary:
The attached resolution is being brought forth to the Council for consideration at the request of Council Member Sanchez.

Background:
N/A

Strategic Plan Goal:
N/A

Fiscal Impact:
There is no expected fiscal impact associated with adopting this resolution.

Attachments:
1. Resolution - Back-to-School Month 2025

ATTACHMENT 1
Resolution - Back-to-School Month 2025

RESOLUTION NO.

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MONTEREY PARK, CALIFORNIA, DECLARING AND RECOGNIZING THE MONTH OF AUGUST 2025 AS NATIONAL BACK-TO-SCHOOL MONTH

BE IT RESOLVED by the Council of the City of Monterey Park as follows:

SECTION 1: The City Council finds as follows:

A. August marks the beginning of a new academic year for millions of students across the United States and has been recognized as National Back-to-School Month since the 1960s.

B. National Back-to-School Month is a time for families and caregivers across the nation to prepare their children for the upcoming school year and ensure they are equipped with the necessary supplies, knowledge, and mindset to start the school year successfully.

C. National Back-to-School Month highlights the importance of a smooth transition from summer break to the classroom and encourages families, caregivers, and students to set new routines and focus on everyone's safety and mental well-being.

D. It is important that families and caregivers prioritize their children's mental health to ensure a seamless transition back to school. Families and caregivers are encouraged to open communication and incorporate positive reinforcement.

E. Public schools in the City of Monterey Park are served by the Alhambra, Garvey, Los Angeles, and Montebello school districts. Monterey Park is also home to numerous private schools as well as East Los Angeles College.

F. The Monterey Park Bruggemeyer Library provides excellent resources to ensure students, parents, caregivers, and teachers have a successful school year. Available resources include online tutoring, databases, e-books, and websites. More information can be found on the Monterey Park Bruggemeyer Library's website at https://www.montereypark.ca.gov/282/Children.

G. The Monterey Park City Council encourages all students to have a successful school year by taking on new challenges, making meaningful connections with their peers, and sharpening their skills to become even better learners and hereby proclaims August 2025 as National Back-to-School Month.

SECTION 2: *Electronic Signatures*. This Resolution may be executed with electronic signatures in accordance with Government Code §16.5. Such electronic signatures will be treated in all respects as having the same effect as an original signature.

SECTION 3: *Recordation*. The Mayor, or presiding officer, is authorized to sign this Resolution signifying its adoption by the City Council of the City of Monterey Park and the City Clerk, or her duly appointed deputy, may attest thereto.

SECTION 4: *Effective Date.* This Resolution will become effective immediately upon adoption and will remain effective unless repealed or superseded.

PASSED AND ADOPTED this 6th day of August, 2025.

_____
Vinh T. Ngo, Mayor

Attest:

_____
Maychelle Yee, City Clerk

City Council Staff Report

Date: August 6, 2025
Agenda Item Number: 10.A.

To: The Honorable Mayor and City Council

From: Scott Haberle, Interim Fire Chief
Rebecca Bojorquez, Principal Management Analyst

Subject: Consideration of Costs Resulting from Abating Weed Nuisances and Authorizing Collection via Special Assessment (Public Hearing)

Recommendation:
It is recommended that the City Council consider:

1. Opening the public hearing, receiving public comment, closing the public hearing;
2. Adopting the attached Resolution approving the Weed Abatement Clearance Charge List and authorizing collection of such costs through special assessment; and
3. Taking such additional, related, action that may be desirable.

Executive Summary:
On February 5, 2025, the City Council determined that weeds, brush, rubbish, refuse and dirt maintained on certain private properties in the City constitute a public nuisance. The Los Angeles County Department of Agriculture Commissioner/Weights and Measures ("County") is contracted to provide weed abatement services to the City. The County compiled its annual list of properties within the City which contain, or have the potential to contain weeds, brush or other flammable materials sufficient to be considered a fire hazard ("the Weed Abatement Declaration List"). Persons identified as owning property on the Weed Abatement Declaration List were provided sufficient notice to either protest their inclusion thereon, or voluntarily remove the nuisance conditions identified on their property. The deadlines for voluntary compliance or protest have passed, and the County has abated the noncompliant properties on the Weed Abatement Declaration List.

The final step in the County's Weed Abatement process is for the Council to consider approving the County's costs related to abatement and directing that these costs be collected via special assessment.

Background:
On January 6, 2025, the County provided the City’s Fire Department ("Department") with the 2025 Weed Abatement Declaration List (“Declaration List”). Following the Department’s

approval of the Declaration List, the County mailed notices to each property owner identified thereon. The County then sent each identified property owner an annual weed abatement notice informing them of the City's weed abatement program, upcoming meeting dates and times, and required collective action. On February 5, 2025, the City Council approved the Declaration List (via Resolution No. 2025-R4). On March 19, 2025, following a public hearing to allow parcel owners to protest their inclusion on the Declaration List, the City Council adopted the Declaration List via Resolution No. 2025-R22. On July 1, the County abated all non-compliant improved properties identified on the Declaration List.

Government Code §§ 39560-39588 authorizes the collection of weed abatement costs by way of special assessment, where each property is assessed individual costs related to the amount of abatement work performed on it. The County has kept an itemized accounting of each properties' abatement costs; this document is attached to the Resolution as Exhibit "A". If the City Council approves the Resolution (including the County's abatement costs), the City Manager will be authorized to facilitate the recordation of a special assessment as to each affected property with the Los Angeles County Recorder's Office. Once recorded, these costs will come due upon the next property tax roll.

For the 2024-25 weed abatement cycle, out of the total 1,573 parcels duly identified as public nuisances, three parcels required County abatement, totaling $8,861.70. The remaining 1,570 parcels will only be assessed a flat County-established annual inspection fee of $53.14, for a total of $83,429.80. The grand total of annual weed abatement costs through this program is $92,291.50.

Strategic Plan Goal:
N/A

Fiscal Impact:
The City of Monterey Park has been contracting with the County of Los Angeles since 1992 for weed abatement services. No fiscal impacts are anticipated to affect actual expenditures or revenues. Furthermore, no redirection of available staff time, supplies or services will be required. All nuisance abatement costs will be collected from the responsible property owners.

Attachments:
1. Resolution - Weed Abatement 2025
2. Exhibit A - 2025 Charge List

ATTACHMENT 1
Draft Resolution

RESOLUTION NO.

A RESOLUTION CONFIRMING THE ITEMIZED WEED ABATEMENT CHARGE LIST OF WEED ABATEMENT COSTS AND DIRECTING THE LOS ANGELES COUNTY AGRICULTURAL COMMISSIONER TO COLLECT THESE COSTS THROUGH PROPERTY TAX BILLINGS

The City Council does resolve as follows:

SECTION 1: The City Council finds as follows:

A. The City Council authorized the County of Los Angeles Agricultural Commissioner on February 5, 2025, to abate the nuisance caused by rubbish, refuse and waste materials of all kinds upon parkways, streets, and private properties by having rubbish, refuse, waste materials, and weeds removed;

B. Such nuisances were abated in the manner provided in Chapter 9.87 of the Monterey Park Municipal Code;

C. The County of Los Angeles Agricultural Commissioner kept an account of the cost of abating such nuisance and has prepared an itemized report showing the cost of removing weeds on and/or in front of the parcels of land, listed in the Weed Abatement Charge List, and did on the 3rd day of July, 2024, file the report in the office of the City Clerk of the City of Monterey Park

D. The legal notice of this hearing was posted at City Hall on July 23, 2025 and published in the Monterey Park Progress on July 21, 2025, with affidavits of posting and publication on file;

E. August 6, 2025, at 6:30 p.m., was the time and place fixed in the notice for receiving and considering the report, together with any objections which might have been raised by the property owners liable to be assessed for the work of abating said nuisance; and

F. At the time and place fixed for submitting, receiving, and considering the report and objections thereto, no property owner, or other person or anyone objected to, raised any objection to the report or to any of the cost therein contained.

SECTION 2: The respective assessments against the respective parcels of land listed in the Weed Abatement Charge List, which is attached as Exhibit “A”, and incorporated by reference, are confirmed as true and correct.

SECTION 3: In accordance with Government Code §§ 39560 through 39588, the amounts of the cost of abating said nuisance on and/or in front of the various lots and parcels of land described in the report constitute special, assessments and

liens against said respective lots or parcels of land and will be added to the next regular tax bill levied against such lots or parcels of land for municipal purposes.

SECTION 4: *Authorization*. The City Manager, or designee, is directed to take such actions that are needed to place these on property tax rolls including, without limitation, forwarding this Resolution to the Los Angeles County Assessor's Office.

SECTION 5: *Reliance on Record*. Each and every one of the findings and determinations in this Resolution are based on the competent and substantial evidence, both oral and written, contained in the entire record relating to the project. The findings and determinations constitute the independent findings and determinations of the City Council in all respects and are fully and completely supported by substantial evidence in the record as a whole.

SECTION 6: *Summaries of Information*. All summaries of information in the findings, which precede this section, are based on the substantial evidence in the record. The absence of any particular face from any such summary is not an indication that a particular finding is not based in part on that fact.

SECTION 7: *Effectiveness*. This Resolution will become effective immediately upon adoption.

SECTION 8: *Electronic Signatures*. This Resolution may be executed with electronic signatures in accordance with Government Code §16.5. Such electronic signatures will be treated in all respects as having the same effect as an original signature.

SECTION 6: The City Clerk of the City of Monterey Park is directed to certify a copy of this resolution and cause such certified copy thereof to be filed with the Los Angeles County Agricultural Commissioner together with a certified copy of said report, attached hereto.

SECTION 7: The City Clerk is directed to certify the adoption of this Resolution and enter it into the book of original Resolutions.

PASSED AND ADOPTED this 6th day of August, 2025.

_____
Vinh T. Ngo, Mayor

Attest:

_____
Maychelle Yee, City Clerk

Approved as to Form:

_____
Karl H. Berger, City Attorney

CITY OF MONTEREY PARK

July 3, 2025

WEED ABATEMENT CHARGES

KEY	MAPBOOK	PAGE	PARCEL	ZONE	CITY CODE	CHARGES
J	5225	031	018	6	490	53.14
J	5225	031	025	6	490	53.14
J	5237	008	027	6	490	53.14
J	5237	012	001	6	490	53.14
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TOTAL IMPROVED PARCELS			0	TOTAL CHARGES		0
TOTAL UNIMPROVED PARCELS			3	TOTAL CHARGES		8861.7
TOTAL INSPECTION FEE ONLY PARCELS			1570	TOTAL CHARGES		83429.8
TOTAL PARCELS			1573	TOTAL CHARGES		92291.5

City Council Staff Report

Date: August 6, 2025
Agenda Item Number: 10.B.

To: The Honorable Mayor and City Council

From: Shawn Igoe, Public Works Director

Subject: Consideration and Possible Action to Adopt Ordinance Establishing Refuse Rates

Recommendation:
It is recommended that the City Council consider:

1. Opening the continued public hearing;
2. Receiving all written and verbal testimony regarding the proposed rate increases;
3. Determining whether there is a majority protest against the proposed rate increases;
4. If no majority protest exists, introducing and waiving the first reading of Ordinance No. _____ - Setting the amount of Refuse Rates and Charges (Attachment 1); and
5. Taking such additional, related, action that may be desirable.

Executive Summary:
On May 30, 2025, Proposition 218 notices for proposed refuse franchise fee rates were mailed to each parcel number in the City of Monterey Park. The notices provided the date of July 16, 2025 as the public hearing date when the proposed refused franchise fee rates would be considered for adoption.

At the July 16, 2025 meeting, City Council approved the continuation of the public hearing to August 6, 2025 in order to provide more time for property owners to return protest ballots for the proposed rate increase. City Council also proposed phasing the rate increase, as described further below.

Background:
In 2024, City staff conducted a solid waste franchise fee study to identify costs for the management and administration of solid waste services. The last study for refuse rates was completed in 2014. Staff worked with R3 Consultants to develop a rate analysis inclusive of refuse rates and charges that can effectively fund the City's refuse enterprise. Based on the results of the study, it was recommended the City consider a proposed 14.13% residential franchise fee and a 14.40% commercial franchise fee.

On May 7, 2025, City Council received and filed the Franchise Fee Study approved the Proposition 218 Notice for the proposed solid waste collection rates. The notice was mailed out on May 30, 2025. The notices included a ballot for property owners to protest the proposed increases and the date of July 16, 2025 as the public hearing when City Council would consider adopting the new rates.

At the July 16, 2025 public hearing, City Council opened the hearing and received verbal and written comments related to the proposed rate adjustments. After receiving public feedback regarding the Proposition 218 process, the City Council continued the public hearing to its August 6, 2025 meeting to allow more time for property owners to submit fee protests. The City Council also agreed to proceed with alternative, reduced rates that excluded the pavement impact costs originally proposed in the Study and at the May 7th Council meeting. To further mitigate the impact of the higher rates, City Council proposed that the increase be implemented over phases to lessen the burden to rate payers.

Based on this direction and consultation with the City's consultant, the City would only impose approximately 70% of the franchise fees, beginning September 1, 2025. In year two, beginning September 1, 2026, the fees would also include the remaining approximate 30%. This results in the proposed rates shown below, which will be subject to annual consumer price index increases:

YEAR ONE
SINGLE-FAMILY RESIDENTIAL
CART SERVICE

Service Type	Current Rate	Approx. 70% of Franchise Fee Effective Sep. 1, 2025	Rate w/ CPI of 3.30%
96 black / 96 green & blue	$ 29.99	$ 32.85	$ 33.93
96 black / 64 green & blue	$ 28.00	$ 30.67	$ 31.68
64 black / 96 green & blue	$ 27.87	$ 30.52	$ 31.53
64 black / 64 green & blue	$ 27.00	$ 29.57	$ 30.55
Extra 96 black	$ 10.00	$ 10.95	$ 11.31
Extra 96 green	$ 9.00	$ 9.86	$ 10.19
Extra 96 blue	$ 7.50	$ 8.21	$ 8.48
Extra 64 black	$ 8.00	$ 8.76	$ 9.05
Extra 64 green	$ 7.50	$ 8.21	$ 8.48
Extra 64 blue	$ 5.50	$ 6.02	$ 6.22
Extra 32 black	$ 6.00	$ 6.57	$ 6.79
Extra 32 green	$ 5.00	$ 5.48	$ 5.66
Extra 32 blue	$ 3.50	$ 3.83	$ 3.96
Roll-out	$ 25.00	$ 27.38	$ 28.28
Extra Exchange	$ 35.00	$ 38.33	$ 39.59

YEAR ONE MULTIFAMILY RESIDENTIAL BIN SERVICE			
Service Type	Current Rate	Approx. 70% of Franchise Fee Effective Sep. 1, 2025	Rate w/ CPI of 3.30%
1 cy / 1x week	$ 99.00	$ 108.42	$ 112.00
1 cy / 2x week	$ 180.00	$ 197.14	$ 203.65
1 cy / 3x week	$ 255.00	$ 279.28	$ 288.50
1 cy / 4x week	$ 320.00	$ 350.46	$ 362.03
1 cy / 5x week	$ 385.00	$ 421.65	$ 435.56
1 cy / 6x week	$ 450.00	$ 492.84	$ 509.10
1 cy Special Services	$ 125.00	$ 136.90	$ 141.42
2 cy / 1x week	$ 111.00	$ 121.57	$ 125.58
2 cy / 2x week	$ 188.00	$ 205.90	$ 212.69
2 cy / 3x week	$ 290.00	$ 317.61	$ 328.09
2 cy / 4x week	$ 360.00	$ 394.27	$ 407.28
2 cy / 5x week	$ 430.00	$ 470.94	$ 486.48
2 cy / 6x week	$ 500.00	$ 547.60	$ 565.67
2 cy Special Services	$ 125.00	$ 136.90	$ 141.42
3 cy / 1x week	$ 125.00	$ 136.90	$ 141.42
3 cy / 2x week	$ 250.00	$ 273.80	$ 282.84
3 cy / 3x week	$ 360.00	$ 394.27	$ 407.28
3 cy / 4x week	$ 450.00	$ 492.84	$ 509.10
3 cy / 5x week	$ 540.00	$ 591.41	$ 610.93
3 cy / 6x week	$ 630.00	$ 689.98	$ 712.75
3 cy Special Services	$ 125.00	$ 136.90	$ 141.42

YEAR TWO SINGLE-FAMILY RESIDENTIAL CART SERVICE*			
Service Type	Current Rate	100% of Franchise Fee Effective Sep. 1, 2026	Rate w/ est. CPI of 3.30%
96 black / 96 green & blue	$ 33.93	$ 35.19	$ 36.35
96 black / 64 green & blue	$ 31.68	$ 32.86	$ 33.94
64 black / 96 green & blue	$ 31.53	$ 32.70	$ 33.78
64 black / 64 green & blue	$ 30.55	$ 31.69	$ 32.74
Extra 96 black	$ 11.31	$ 11.73	$ 12.12
Extra 96 green	$ 10.19	$ 10.57	$ 10.92
Extra 96 blue	$ 8.48	$ 8.80	$ 9.09
Extra 64 black	$ 9.05	$ 9.39	$ 9.70
Extra 64 green	$ 8.48	$ 8.80	$ 9.09
Extra 64 blue	$ 6.22	$ 6.45	$ 6.66
Extra 32 black	$ 6.79	$ 7.04	$ 7.27
Extra 32 green	$ 5.66	$ 5.87	$ 6.06
Extra 32 blue	$ 3.96	$ 4.11	$ 4.25
Roll-out	$ 28.28	$ 29.33	$ 30.30
Extra Exchange	$ 39.59	$ 41.06	$ 42.41

YEAR TWO MULTIFAMILY RESIDENTIAL BIN SERVICE			
Service Type	Current Rate	100% of Franchise Fee Effective Sep. 1, 2026	Rate w/ est. CPI of 3.30%
1 cy / 1x week	$ 112.00	$ 116.17	$ 120.00
1 cy / 2x week	$ 203.65	$ 211.24	$ 218.21
1 cy / 3x week	$ 288.50	$ 299.25	$ 309.13
1 cy / 4x week	$ 362.03	$ 375.52	$ 387.91
1 cy / 5x week	$ 435.56	$ 451.79	$ 466.70
1 cy / 6x week	$ 509.10	$ 528.07	$ 545.50
1 cy Special Services	$ 141.42	$ 146.69	$ 151.53
2 cy / 1x week	$ 125.58	$ 130.26	$ 134.56
2 cy / 2x week	$ 212.69	$ 220.61	$ 227.89
2 cy / 3x week	$ 328.09	$ 340.31	$ 351.54
2 cy / 4x week	$ 407.28	$ 422.45	$ 436.39
2 cy / 5x week	$ 486.48	$ 504.60	$ 521.25
2 cy / 6x week	$ 565.67	$ 586.74	$ 606.10
2 cy Special Services	$ 141.42	$ 146.69	$ 151.53
3 cy / 1x week	$ 141.42	$ 146.69	$ 151.53
3 cy / 2x week	$ 282.84	$ 293.38	$ 303.06
3 cy / 3x week	$ 407.28	$ 422.45	$ 436.39
3 cy / 4x week	$ 509.10	$ 528.07	$ 545.50
3 cy / 5x week	$ 610.93	$ 633.69	$ 654.60
3 cy / 6x week	$ 712.75	$ 739.30	$ 763.70
3 cy Special Services	$ 141.42	$ 146.69	$ 151.53

Strategic Plan Goal:

The proposed refuse franchise fee rates support the City's goal to maintain fiscal stability of the City's financial resources. Updating refuse rates will allow the City to recover costs for the delivery of solid waste services.

Fiscal Impact:

If the phased rate increases are approved, the proposed franchise fee rates would result in $785,693 ($624,425 for the residential franchise and $161,268 for the commercial franchise) in revenue for the first year and $347,838 ($276,442 for residential and $71,396 for commercial) in revenue for the second year.

Attachments:

1. Draft Ordinance

ATTACHMENT 1
Draft Ordinance

ORDINANCE NO.

AN ORDINANCE SETTING THE AMOUNT OF REFUSE RATES AND CHARGES PURSUANT TO HEALTH AND SAFETY CODE § 5471 AND MONTEREY PARK MUNICIPAL CODE CHAPTER 6.08.

The City Council does ordain as follows:

SECTION 1: The City Council finds and declares as follows:

A. The City of Monterey Park requires a reliable solid waste and recycling collection service to protect the public general welfare, health and safety;

B. The purpose of solid waste franchise fees is to protect the public health, safety and general welfare by providing reliable and adequate solid waste collection services for the City;

C. There is a reasonable relationship between the amount of the rates and charges and the cost of services and facilities necessary to deliver refuse service to the residents and non-residential development of the City;

D. Notice regarding the refuse rates included in this Ordinance was provided in accordance with California Constitution Article XIIID, § 6(c) and Government Code § 54354.5;

E. On July 16, 2025, the City Council began conducting a public hearing to consider the results of the protest proceeding and to consider adoption of the proposed refuse rates, and the City Council continued the public hearing to August 6, 2025 to allow additional time for eligible property owners to file fee protests;

F. This Ordinance is exempt from review under the California Environmental Quality Act (Cal. Pub. Res. Code §§ 21000, et seq.; "CEQA") and CEQA regulations (14 Cal. Code Regs. §§ 15000, et seq.; "CEQA Guidelines") because it establishes, modifies, structures, restructures, and approves rates and charges for meeting operating expenses; purchasing supplies, equipment, and materials; meeting financial requirements; and obtaining funds for capital projects needed to maintain service within existing service areas. This Ordinance, therefore, is categorically exempt from further CEQA review under CEQA Guidelines § 15273;

G. This Ordinance is adopted in accordance with Health and Safety Code § 5471 and Monterey Park Municipal Code ("MPMC") Chapter 6.08 to establish the City's current solid waste collection rates;

H. The City Council recognizes that California law including, without limitation, *Melton v. City of San Pablo* (1967) 252 Cal.App.2d 794 and *In re Cindy B. v. Eugene B.* (1987) 192 Cal.App.3d 771, allows legislation to be retroactively applied when the legislative intent for such retroactivity is clear;

H. To ensure the City efficiently and cost-effectively causes refuse services to be delivered to the public, it is in the public interest to retroactively implement this Ordinance; and

J. The City Council has considered the evidence and testimony presented at the public hearing. Based in part upon that evidence, and the staff reports presented to the Council regarding this issue, the City Council believes that it is in the public interest to adopt this Ordinance.

SECTION 2: AMOUNT OF RATES AND CHARGES. Pursuant to MPMC Chapter 14.12, the City Council establishes the amount of franchise fees as set forth in attached Exhibit "A," which is incorporated by reference ("Franchise Fees").

SECTION 3: COST ESTIMATES. The City Manager, or designee, will periodically, but not less than annually, review the Franchise Fees to determine whether revenues from such charges are meeting actual cost of services and facilities needed to deliver solid waste collection services to the residents and non-residential developments within the City. If the City Manager determines that revenues do not adequately meet costs, the City Manager will recommend to the City Council a revised rate and charge schedule to be adopted by this City Council by ordinance:

SECTION 4: If any part of this Ordinance or its application is deemed invalid by a court of competent jurisdiction, the City Council intends that such invalidity will not affect the effectiveness of the remaining provisions or applications and, to this end, the provisions of this Ordinance are severable.

SECTION 5: The City Clerk is directed to certify the passage and adoption of this Ordinance; cause it to be entered into the City of Monterey Park's book of original ordinances; make a note of the passage and adoption in the records of this meeting; and, within fifteen (15) days after the passage and adoption of this Ordinance, cause it to be published or posted in accordance with California law:

SECTION 6: Electronic Signatures. This Ordinance may be executed with electronic signatures in accordance with Government Code §16.5. Such electronic signatures will be treated in all respects as having the same effect as an original signature.

SECTION 7: Severability. If any part of this Ordinance or its application is deemed invalid by a court of competent jurisdiction, the City Council intends that such invalidity will not affect the effectiveness of the remaining provision or application and, to this end, the provisions of this Ordinance are severable.

SECTION 8: Recordation. The Mayor, or presiding officer, is authorized to sign this Ordinance signifying its adoption by the City Council of the City of Monterey Park and the City Clerk, or her duly appointed deputy, may attest thereto.

SECTION 9: Retroactivity. The City Council specifically intends that all Franchise Fees implemented by this Ordinance be retroactively effective on September 1, 2025 in the phases identified in this Ordinance.

SECTION 10: Effective Date. This Ordinance will take effect on the 30th day following its final passage and adoption.

PASSED, APPROVED, AND ADOPTED BY THE CITY COUNCIL OF THE CITY OF MONTEREY PARK THIS 22nd DAY OF AUGUST 2025.

_____
Vinh T. Ngo, Mayor

ATTEST:

_____
Maychelle Yee, City Clerk

APPROVED AS TO FORM:
KARL H. BERGER, CITY ATTORNEY

_____
Joaquin Vazquez, Deputy City Attorney

I, Maychelle Yee, City Clerk of the City of Monterey Park, California, hereby certify that the foregoing was introduced on the 8th day of August, 2025 and duly, passed approved, and adopted by the City Council of Monterey Park at its regular meeting of August 22, 2025, by the following vote, to wit:

Ayes:

Noes:

Absent:

Abstain:

IN WITNESS WHEREOF, this 22ND day of August 2025.

_____

City Clerk of the City of Monterey Park

Exhibit A

The Franchise Fees for year 1 (beginning September 1, 2025) will be limited to 70% of the total Franchise Fees. This cap will not apply from year 2 (beginning September 1, 2026) forward. The Franchise Fees will annually include a consumer price index ("CPI") adjustment, on September 1, consistent with all urban consumers, as calculated by the United States Department of Labor, Bureau of Labor Statistics, for the Los Angeles-Riverside-Orange County area, all items. Such increase will be calculated by computing the percentage change in the CPI for the twelve-month period ending December 30th each year; multiplying that percentage with existing rates; and adding that sum to each rate. For example, x [new rate] = (CPI * y [existing rate]) + y. Fractions may be rounded up to the nearest dollar.

YEAR ONE
SINGLE-FAMILY RESIDENTIAL
CART SERVICE

Service Type	Current Rate	Approx. 70% of Franchise Fee Effective Sep. 1, 2025	Rate w/ CPI of 3.30%
96 black / 96 green & blue	$ 29.99	$ 32.85	$ 33.93
96 black / 64 green & blue	$ 28.00	$ 30.67	$ 31.68
64 black / 96 green & blue	$ 27.87	$ 30.52	$ 31.53
64 black / 64 green & blue	$ 27.00	$ 29.57	$ 30.55
Extra 96 black	$ 10.00	$ 10.95	$ 11.31
Extra 96 green	$ 9.00	$ 9.86	$ 10.19
Extra 96 blue	$ 7.50	$ 8.21	$ 8.48
Extra 64 black	$ 8.00	$ 8.76	$ 9.05
Extra 64 green	$ 7.50	$ 8.21	$ 8.48
Extra 64 blue	$ 5.50	$ 6.02	$ 6.22
Extra 32 black	$ 6.00	$ 6.57	$ 6.79
Extra 32 green	$ 5.00	$ 5.48	$ 5.66
Extra 32 blue	$ 3.50	$ 3.83	$ 3.96
Roll-out	$ 25.00	$ 27.38	$ 28.28
Extra Exchange	$ 35.00	$ 38.33	$ 39.59

YEAR ONE
MULTIFAMILY RESIDENTIAL
BIN SERVICE

Service Type	Current Rate	Approx. 70% of Franchise Fee Effective Sep. 1, 2025	Rate w/ CPI of 3.30%
1 cy / 1x week	$ 99.00	$ 108.42	$ 112.00
1 cy / 2x week	$ 180.00	$ 197.14	$ 203.65
1 cy / 3x week	$ 255.00	$ 279.28	$ 288.50
1 cy / 4x week	$ 320.00	$ 350.46	$ 362.03
1 cy / 5x week	$ 385.00	$ 421.65	$ 435.56
1 cy / 6x week	$ 450.00	$ 492.84	$ 509.10
1 cy Special Services	$ 125.00	$ 136.90	$ 141.42
2 cy / 1x week	$ 111.00	$ 121.57	$ 125.58
2 cy / 2x week	$ 188.00	$ 205.90	$ 212.69
2 cy / 3x week	$ 290.00	$ 317.61	$ 328.09
2 cy / 4x week	$ 360.00	$ 394.27	$ 407.28
2 cy / 5x week	$ 430.00	$ 470.94	$ 486.48
2 cy / 6x week	$ 500.00	$ 547.60	$ 565.67
2 cy Special Services	$ 125.00	$ 136.90	$ 141.42
3 cy / 1x week	$ 125.00	$ 136.90	$ 141.42
3 cy / 2x week	$ 250.00	$ 273.80	$ 282.84
3 cy / 3x week	$ 360.00	$ 394.27	$ 407.28
3 cy / 4x week	$ 450.00	$ 492.84	$ 509.10
3 cy / 5x week	$ 540.00	$ 591.41	$ 610.93
3 cy / 6x week	$ 630.00	$ 689.98	$ 712.75
3 cy Special Services	$ 125.00	$ 136.90	$ 141.42

YEAR TWO SINGLE-FAMILY RESIDENTIAL CART SERVICE*						
Service Type	**Current Rate**		**100% of Franchise Fee Effective Sep. 1, 2026**		**Rate w/ est. CPI of 3.30%**	
96 black / 96 green & blue	$	33.93	$	35.19	$	36.35
96 black / 64 green & blue	$	31.68	$	32.86	$	33.94
64 black / 96 green & blue	$	31.53	$	32.70	$	33.78
64 black / 64 green & blue	$	30.55	$	31.69	$	32.74
Extra 96 black	$	11.31	$	11.73	$	12.12
Extra 96 green	$	10.19	$	10.57	$	10.92
Extra 96 blue	$	8.48	$	8.80	$	9.09
Extra 64 black	$	9.05	$	9.39	$	9.70
Extra 64 green	$	8.48	$	8.80	$	9.09
Extra 64 blue	$	6.22	$	6.45	$	6.66
Extra 32 black	$	6.79	$	7.04	$	7.27
Extra 32 green	$	5.66	$	5.87	$	6.06
Extra 32 blue	$	3.96	$	4.11	$	4.25
Roll-out	$	28.28	$	29.33	$	30.30
Extra Exchange	$	39.59	$	41.06	$	42.41

YEAR TWO MULTIFAMILY RESIDENTIAL BIN SERVICE						
Service Type	**Current Rate**		**100% of Franchise Fee Effective Sep. 1, 2026**		**Rate w/ est. CPI of 3.30%**	
1 cy / 1x week	$	112.00	$	116.17	$	120.00
1 cy / 2x week	$	203.65	$	211.24	$	218.21
1 cy / 3x week	$	288.50	$	299.25	$	309.13
1 cy / 4x week	$	362.03	$	375.52	$	387.91
1 cy / 5x week	$	435.56	$	451.79	$	466.70
1 cy / 6x week	$	509.10	$	528.07	$	545.50
1 cy Special Services	$	141.42	$	146.69	$	151.53
2 cy / 1x week	$	125.58	$	130.26	$	134.56
2 cy / 2x week	$	212.69	$	220.61	$	227.89
2 cy / 3x week	$	328.09	$	340.31	$	351.54
2 cy / 4x week	$	407.28	$	422.45	$	436.39
2 cy / 5x week	$	486.48	$	504.60	$	521.25
2 cy / 6x week	$	565.67	$	586.74	$	606.10
2 cy Special Services	$	141.42	$	146.69	$	151.53
3 cy / 1x week	$	141.42	$	146.69	$	151.53
3 cy / 2x week	$	282.84	$	293.38	$	303.06
3 cy / 3x week	$	407.28	$	422.45	$	436.39
3 cy / 4x week	$	509.10	$	528.07	$	545.50
3 cy / 5x week	$	610.93	$	633.69	$	654.60
3 cy / 6x week	$	712.75	$	739.30	$	763.70
3 cy Special Services	$	141.42	$	146.69	$	151.53

*After Year 2, annual rates will be adjusted by the annual Consumer Price Index (CPI) for all urban consumers in the Los Angeles-Long Beach-Anaheim Region.

FIRST YEAR
WARE DISPOSAL
COMMERCIAL RATES

Service Level	Current Maximum Customer Rate	Approx. 70% of Franchise Fee Eff. Sep. 1, 2025	Rate w/ CPI of 3.30%
Customers without Organics - Includes solid waste collection and disposal and recycling services.			
1.5 CY Solid Waste Bin			
1x/week	$ 128.50	$ 104.34	$ 107.78
2x/week	$ 233.64	$ 189.71	$ 195.97
3x/week	$ 318.01	$ 258.21	$ 266.73
4x/week	$ 389.40	$ 316.18	$ 326.61
5x/week	$ 460.79	$ 374.15	$ 386.50
6x/week	$ 532.18	$ 432.11	$ 446.37
7x/week	$ 681.45	$ 553.32	$ 571.58
2 CY Solid Waste Bin			
1x/week	$ 141.48	$ 114.88	$ 118.67
2x/week	$ 247.92	$ 201.30	$ 207.94
3x/week	$ 349.16	$ 283.51	$ 292.87
4x/week	$ 427.04	$ 346.74	$ 358.18
5x/week	$ 504.92	$ 409.98	$ 423.51
6x/week	$ 582.80	$ 473.22	$ 488.84
7x/week	$ 732.07	$ 594.42	$ 614.04
3 CY Solid Waste Bin			
1x/week	$ 154.46	$ 125.42	$ 129.56
2x/week	$ 272.58	$ 221.33	$ 228.63
3x/week	$ 399.78	$ 324.61	$ 335.32
4x/week	$ 490.64	$ 398.39	$ 411.54
5x/week	$ 581.50	$ 472.16	$ 487.74
6x/week	$ 672.36	$ 545.94	$ 563.96
7x/week	$ 821.63	$ 667.14	$ 689.16
4 CY Solid Waste Bin			
1x/week	$ 188.21	$ 152.82	$ 157.86
2x/week	$ 341.37	$ 277.19	$ 286.34
3x/week	$ 438.72	$ 356.23	$ 367.99
4x/week	$ 536.07	$ 435.28	$ 449.64
5x/week	$ 633.42	$ 514.32	$ 531.29
6x/week	$ 730.77	$ 593.37	$ 612.95
7x/week	$ 880.04	$ 714.57	$ 738.15
Customer-Owned Compactor Bin Service without Organics - Includes the cost for recycling services provided to customers and the cost of disposal of non-recyclable materials.			
2 CY Solid Waste Compactor			
1x/week	$ 233.45	$ 189.55	$ 195.81
2x/week	$ 409.06	$ 332.15	$ 343.11
3x/week	$ 576.12	$ 467.79	$ 483.23
4x/week	$ 704.62	$ 572.13	$ 591.01
5x/week	$ 833.12	$ 676.47	$ 698.79
6x/week	$ 961.62	$ 780.81	$ 806.58
7x/week	$ 1,207.92	$ 980.79	$ 1,013.16
3 CY Solid Waste Compactor			
1x/week	$ 254.86	$ 206.94	$ 213.77
2x/week	$ 449.76	$ 365.19	$ 377.24
3x/week	$ 659.64	$ 535.61	$ 553.29
4x/week	$ 809.56	$ 657.34	$ 679.03
5x/week	$ 959.48	$ 779.07	$ 804.78
6x/week	$ 1,109.40	$ 900.80	$ 930.53
7x/week	$ 1,355.70	$ 1,100.78	$ 1,137.11

Service Level	Current Maximum Customer Rate	Approx. 70% of Franchise Fee Eff. Sep. 1, 2025	Rate w/ CPI of 3.30%
Customers with Organics - Includes solid waste collection and disposal, recycling service, and organics recycling service.			
1.5 CY Solid Waste Bin			
1x/week	$ 173.48	$ 140.86	$ 145.51
2x/week	$ 315.41	$ 256.11	$ 264.56
3x/week	$ 429.31	$ 348.59	$ 360.09
4x/week	$ 525.69	$ 426.84	$ 440.93
5x/week	$ 622.07	$ 505.10	$ 521.77
6x/week	$ 718.44	$ 583.35	$ 602.60
7x/week	$ 919.96	$ 746.98	$ 771.63
2 CY Solid Waste Bin			
1x/week	$ 191.00	$ 155.09	$ 160.21
2x/week	$ 334.69	$ 271.76	$ 280.73
3x/week	$ 471.37	$ 382.74	$ 395.37
4x/week	$ 576.51	$ 468.11	$ 483.56
5x/week	$ 681.64	$ 553.47	$ 571.73
6x/week	$ 786.78	$ 638.84	$ 659.92
7x/week	$ 988.30	$ 802.47	$ 828.95
3 CY Solid Waste Bin			
1x/week	$ 208.52	$ 169.31	$ 174.90
2x/week	$ 367.98	$ 298.79	$ 308.65
3x/week	$ 539.71	$ 438.23	$ 452.69
4x/week	$ 662.37	$ 537.82	$ 555.57
5x/week	$ 785.03	$ 637.42	$ 658.45
6x/week	$ 907.69	$ 737.02	$ 761.34
7x/week	$ 1,109.21	$ 900.64	$ 930.36
4 CY Solid Waste Bin			
1x/week	$ 254.08	$ 206.31	$ 213.12
2x/week	$ 460.85	$ 374.20	$ 386.55
3x/week	$ 592.28	$ 480.91	$ 496.78
4x/week	$ 723.70	$ 587.62	$ 607.01
5x/week	$ 855.12	$ 694.33	$ 717.24
6x/week	$ 986.54	$ 801.04	$ 827.47
7x/week	$ 1,188.06	$ 964.67	$ 996.50
Customer-Owned Compactor Bin Service with Organics- Includes solid waste collection and disposal, recycling service, and organics recycling service.			
2 CY Solid Waste Compactor			
1x/week	$ 350.17	$ 284.33	$ 293.71
2x/week	$ 613.60	$ 498.22	$ 514.66
3x/week	$ 864.18	$ 701.68	$ 724.84
4x/week	$ 1,056.93	$ 858.19	$ 886.51
5x/week	$ 1,249.68	$ 1,014.70	$ 1,048.19
6x/week	$ 1,442.43	$ 1,171.21	$ 1,209.86
7x/week	$ 1,811.88	$ 1,471.19	$ 1,519.74
3 CY Solid Waste Compactor			
1x/week	$ 382.29	$ 310.41	$ 320.65
2x/week	$ 674.64	$ 547.78	$ 565.86
3x/week	$ 989.47	$ 803.42	$ 829.93
4x/week	$ 1,214.34	$ 986.01	$ 1,018.55
5x/week	$ 1,439.22	$ 1,168.60	$ 1,207.16
6x/week	$ 1,664.10	$ 1,351.20	$ 1,395.79
7x/week	$ 2,033.54	$ 1,651.17	$ 1,705.66
Mixed Waste Roll-Off Service - Includes container delivery and removal, the cost of any recycling services provided to customer, and disposal of non-recyclable materials.			
20-yd (Up to 3 tons)	$655.49	$ 532.24	$ 549.80
30-yd (Up to 4 tons)	$ 785.29	$ 637.63	$ 658.67
40-yd (Up to 5 tons)	$ 915.09	$ 743.02	$ 767.54
Disposal per Ton Over Flat Rate tons	$ 120.07	$ 97.49	$ 100.71

Service Level	Current Maximum Customer Rate	Approx. 70% of Franchise Fee Eff. Sep. 1, 2025	Rate w/ CPI of 3.30%
Customer-Owned Compactor Roll-Off Service - Includes the cost of any recycling services provided to the customer and disposal of non-recyclable materials.			
20-yd (Up to 4 tons)	$ 720.39	$ 584.93	$ 604.23
30-yd (Up to 6 tons)	$ 811.25	$ 658.71	$ 680.45
35-yd (Up to 7 tons)	$ 941.05	$ 764.10	$ 789.32
40-yd (Up to 8 tons)	$ 973.50	$ 790.45	$ 816.53
Disposal per Ton Over Flat Rate Tons	$ 120.07	$ 97.49	$ 100.71
(2)	$ 227.15	$ 184.44	$ 190.53
Compactor Wash-Out	$ 421.85	$ 342.53	$ 353.83
Roll-Off Service for Inert Material - Includes container delivery and removal, the cost of any recycling services provided to the customer, and disposal of non-recyclable materials.			
10-yd	$ 642.51	$ 521.70	$ 538.92
Roll-Off Service for C&D Debris Material - Includes container delivery and removal, the cost of any recycling services provided to the customer, and disposal of non-recyclable materials.			
40-yd (All sizes up to 40-yd)	$ 973.50	$ 790.45	$ 816.53
Roll-Off Service for Special City Waste - Includes container delivery and removal, the cost of any recycling services provided to the customer, and disposal of non-recyclable materials.			
10-yd Carbon Waste	$ 1,298.00	$ 1,053.94	$ 1,088.72
10-yd Asbestos Pipe Disposal	$ 1,298.00	$ 1,053.94	$ 1,088.72
Temporary Bin Service			
3-yd Temp Bin Service	$ 162.25	$ 131.74	$ 136.09
Extra Services			
Push-out Service per Bin per Month	$45.43	$ 36.89	$ 38.11
Lock Lids per Container per Month	$ 25.96	$ 21.08	$ 21.78
installation)	$ 45.43	$ 36.89	$ 38.11
Extra Cart Service (per cart per occurrence)	$ 45.43	$ 36.89	$ 38.11
1.5-yd Bin Extra Service	$ 84.37	$ 68.51	$ 70.77
2-yd Bin Extra Service	$ 97.35	$ 79.05	$ 81.66
3-yd Bin Extra Service	$ 110.33	$ 89.58	$ 92.54
4-yd Bin Extra Service	$ 123.31	$ 100.12	$ 103.42
Overflowing Bin (per bin per occurrence)	$ 116.82	$ 94.85	$ 97.98
Overweight Bin (per bin per occurrence)	$ 116.82	$ 94.85	$ 97.98
Dead Run or Go Back (Bin)	$ 97.35	$ 79.05	$ 81.66
Bin Exchange or Wash Out	$ 129.80	$ 105.39	$ 108.87
Bulky Item Collection: Rate per Item	$ 45.43	$ 36.89	$ 38.11
Customer Bin Fabrication (per Cubic Yard)	$ 389.40	$ 316.18	$ 326.61
Replacement of Burned Bin (per Bin)	$ 811.25	$ 658.71	$ 680.45
Roll-off Dead Run or Go Back	$ 162.25	$ 131.74	$ 136.09
Roll-off Container Relocation	$ 129.80	$ 105.39	$ 108.87
Declined Payment	$ 58.41	$ 47.43	$ 49.00
Stop Service	$ 58.41	$ 47.43	$ 49.00
Service Reinstatement	$ 58.41	$ 47.43	$ 49.00

SECOND YEAR WARE DISPOSAL COMMERCIAL RATES*			
Service Level	**Maximum Customer Rate**	**100% of Franchise Fee Eff. Sep. 1, 2026**	**Rate w/ est. CPI of 3.30%**
Customers without Organics - Includes solid waste collection and disposal and recycling services.			
1.5 CY Solid Waste Bin			
1x/week	$ 107.78	$ 110.14	$ 113.77
2x/week	$ 195.97	$ 200.27	$ 206.88
3x/week	$ 266.73	$ 272.58	$ 281.58
4x/week	$ 326.61	$ 333.77	$ 344.78
5x/week	$ 386.50	$ 394.98	$ 408.01
6x/week	$ 446.37	$ 456.16	$ 471.21
7x/week	$ 571.58	$ 584.12	$ 603.40
2 CY Solid Waste Bin			
1x/week	$ 118.67	$ 121.27	$ 125.27
2x/week	$ 207.94	$ 212.50	$ 219.51
3x/week	$ 292.87	$ 299.29	$ 309.17
4x/week	$ 358.18	$ 366.04	$ 378.12
5x/week	$ 423.51	$ 432.80	$ 447.08
6x/week	$ 488.84	$ 499.56	$ 516.05
7x/week	$ 614.04	$ 627.51	$ 648.22
3 CY Solid Waste Bin			
1x/week	$ 129.56	$ 132.40	$ 136.77
2x/week	$ 228.63	$ 233.64	$ 241.35
3x/week	$ 335.32	$ 342.67	$ 353.98
4x/week	$ 411.54	$ 420.57	$ 434.45
5x/week	$ 487.74	$ 498.44	$ 514.89
6x/week	$ 563.96	$ 576.33	$ 595.35
7x/week	$ 689.16	$ 704.27	$ 727.51
4 CY Solid Waste Bin			
1x/week	$ 157.86	$ 161.32	$ 166.64
2x/week	$ 286.34	$ 292.62	$ 302.28
3x/week	$ 367.99	$ 376.06	$ 388.47
4x/week	$ 449.64	$ 459.50	$ 474.66
5x/week	$ 531.29	$ 542.94	$ 560.86
6x/week	$ 612.95	$ 626.39	$ 647.06
7x/week	$ 738.15	$ 754.34	$ 779.23
Customer-Owned Compactor Bin Service without Organics - Includes the cost for recycling services provided to customers and the cost of disposal of non-recyclable materials.			
2 CY Solid Waste Compactor			
1x/week	$ 195.81	$ 200.10	$ 206.70
2x/week	$ 343.11	$ 350.64	$ 362.21
3x/week	$ 483.23	$ 493.83	$ 510.13
4x/week	$ 591.01	$ 603.97	$ 623.90
5x/week	$ 698.79	$ 714.12	$ 737.69
6x/week	$ 806.58	$ 824.27	$ 851.47
7x/week	$ 1,013.16	$ 1,035.38	$ 1,069.55
3 CY Solid Waste Compactor			
1x/week	$ 213.77	$ 218.46	$ 225.67
2x/week	$ 377.24	$ 385.51	$ 398.23
3x/week	$ 553.29	$ 565.42	$ 584.08
4x/week	$ 679.03	$ 693.92	$ 716.82
5x/week	$ 804.78	$ 822.43	$ 849.57
6x/week	$ 930.53	$ 950.94	$ 982.32
7x/week	$ 1,137.11	$ 1,162.05	$ 1,200.40

Service Level	Maximum Customer Rate	100% of Franchise Fee Eff. Sep. 1, 2026	Rate w/ est. CPI of 3.30%
Customers with Organics - Includes solid waste collection and disposal, recycling service, and organics recycling service.			
1.5 CY Solid Waste Bin			
1x/week	$ 145.51	$ 148.70	$ 153.61
2x/week	$ 264.56	$ 270.36	$ 279.28
3x/week	$ 360.09	$ 367.99	$ 380.13
4x/week	$ 440.93	$ 450.60	$ 465.47
5x/week	$ 521.77	$ 533.21	$ 550.81
6x/week	$ 602.60	$ 615.82	$ 636.14
7x/week	$ 771.63	$ 788.55	$ 814.57
2 CY Solid Waste Bin			
1x/week	$ 160.21	$ 163.72	$ 169.12
2x/week	$ 280.73	$ 286.89	$ 296.36
3x/week	$ 395.37	$ 404.04	$ 417.37
4x/week	$ 483.56	$ 494.17	$ 510.48
5x/week	$ 571.73	$ 584.27	$ 603.55
6x/week	$ 659.92	$ 674.39	$ 696.64
7x/week	$ 828.95	$ 847.13	$ 875.09
3 CY Solid Waste Bin			
1x/week	$ 174.90	$ 178.74	$ 184.64
2x/week	$ 308.65	$ 315.42	$ 325.83
3x/week	$ 452.69	$ 462.62	$ 477.89
4x/week	$ 555.57	$ 567.75	$ 586.49
5x/week	$ 658.45	$ 672.89	$ 695.10
6x/week	$ 761.34	$ 778.04	$ 803.72
7x/week	$ 930.36	$ 950.77	$ 982.15
4 CY Solid Waste Bin			
1x/week	$ 213.12	$ 217.79	$ 224.98
2x/week	$ 386.55	$ 395.03	$ 408.07
3x/week	$ 496.78	$ 507.68	$ 524.43
4x/week	$ 607.01	$ 620.32	$ 640.79
5x/week	$ 717.24	$ 732.97	$ 757.16
6x/week	$ 827.47	$ 845.62	$ 873.53
7x/week	$ 996.50	$ 1,018.36	$ 1,051.97
Customer-Owned Compactor Bin Service with Organics- Includes solid waste collection and disposal, recycling service, and organics recycling service.			
2 CY Solid Waste Compactor			
1x/week	$ 293.71	$ 300.15	$ 310.05
2x/week	$ 514.66	$ 525.95	$ 543.31
3x/week	$ 724.84	$ 740.74	$ 765.18
4x/week	$ 886.51	$ 905.95	$ 935.85
5x/week	$ 1,048.19	$ 1,071.18	$ 1,106.53
6x/week	$ 1,209.86	$ 1,236.40	$ 1,277.20
7x/week	$ 1,519.74	$ 1,553.07	$ 1,604.32
3 CY Solid Waste Compactor			
1x/week	$ 320.65	$ 327.68	$ 338.49
2x/week	$ 565.86	$ 578.27	$ 597.35
3x/week	$ 829.93	$ 848.13	$ 876.12
4x/week	$ 1,018.55	$ 1,040.89	$ 1,075.24
5x/week	$ 1,207.16	$ 1,233.64	$ 1,274.35
6x/week	$ 1,395.79	$ 1,426.40	$ 1,473.47
7x/week	$ 1,705.66	$ 1,743.07	$ 1,800.59
Mixed Waste Roll-Off Service - Includes container delivery and removal, the cost of any recycling services provided to customer, and disposal of non-recyclable materials.			
20-yd (Up to 3 tons)	$ 549.80	$ 561.86	$ 580.40
30-yd (Up to 4 tons)	$ 658.67	$ 673.12	$ 695.33
40-yd (Up to 5 tons)	$ 767.54	$ 784.37	$ 810.25
Disposal per Ton Over Flat Rate tons	$ 100.71	$ 102.92	$ 106.32

Service Level	Maximum Customer Rate	100% of Franchise Fee Eff. Sep. 1, 2026	Rate w/ est. CPI of 3.30%
Customer-Owned Compactor Roll-Off Service - Includes the cost of any recycling services provided to the customer and disposal of non-recyclable materials.			
20-yd (Up to 4 tons)	$ 604.23	$ 617.48	$ 637.86
30-yd (Up to 6 tons)	$ 680.45	$ 695.37	$ 718.32
35-yd (Up to 7 tons)	$ 789.32	$ 806.63	$ 833.25
40-yd (Up to 8 tons)	$ 816.53	$ 834.44	$ 861.98
Disposal per Ton Over Flat Rate Tons	$ 100.71	$ 102.92	$ 106.32
Rocket Launcher per hour (4-hour minimum	$ 190.53	$ 194.71	$ 201.14
Compactor Wash-Out	$ 353.83	$ 361.59	$ 373.52
Roll-Off Service for Inert Material - Includes container delivery and removal, the cost of any recycling services provided to the customer, and disposal of non-recyclable materials.			
10-yd	$ 538.92	$ 550.74	$ 568.91
Roll-Off Service for C&D Debris Material - Includes container delivery and removal, the cost of any recycling services provided to the customer, and disposal of non-recyclable materials.			
40-yd (All sizes up to 40-yd)	$ 816.53	$ 834.44	$ 861.98
Roll-Off Service for Special City Waste - Includes container delivery and removal, the cost of any recycling services provided to the customer, and disposal of non-recyclable materials.			
10-yd Carbon Waste	$ 1,088.72	$ 1,112.60	$ 1,149.32
10-yd Asbestos Pipe Disposal	$ 1,088.72	$ 1,112.60	$ 1,149.32
Temporary Bin Service			
3-yd Temp Bin Service	$ 136.09	$ 139.07	$ 143.66
Extra Services			
Push-out Service per Bin per Month	$ 38.11	$ 38.95	$ 40.24
Lock Lids per Container per Month	$ 21.78	$ 22.26	$ 22.99
Lock Lid Installation (one time per installati	$ 38.11	$ 38.95	$ 40.24
Extra Cart Service (per cart per occurrence)	$ 38.11	$ 38.95	$ 40.24
1.5-yd Bin Extra Service	$ 70.77	$ 72.32	$ 74.71
2-yd Bin Extra Service	$ 81.66	$ 83.45	$ 86.20
3-yd Bin Extra Service	$ 92.54	$ 94.57	$ 97.69
4-yd Bin Extra Service	$ 103.42	$ 105.69	$ 109.18
Overflowing Bin (per bin per occurrence)	$ 97.98	$ 100.13	$ 103.43
Overweight Bin (per bin per occurrence)	$ 97.98	$ 100.13	$ 103.43
Dead Run or Go Back (Bin)	$ 81.66	$ 83.45	$ 86.20
Bin Exchange or Wash Out	$ 108.87	$ 111.26	$ 114.93
Bulky Item Collection: Rate per Item	$ 38.11	$ 38.95	$ 40.24
Customer Bin Fabrication (per Cubic Yard)	$ 326.61	$ 333.77	$ 344.78
Replacement of Burned Bin (per Bin)	$ 680.45	$ 695.37	$ 718.32
Roll-off Dead Run or Go Back	$ 136.09	$ 139.07	$ 143.66
Roll-off Container Relocation	$ 108.87	$ 111.26	$ 114.93
Declined Payment	$ 49.00	$ 50.07	$ 51.72
Stop Service	$ 49.00	$ 50.07	$ 51.72
Service Reinstatement	$ 49.00	$ 50.07	$ 51.72

*After Year 2, annual rates will be adjusted by the annual Consumer Price Index (CPI) for all urban consumers in the Los Angeles-Long Beach-Anaheim Region.

FIRST YEAR
ATHENS SERVICES
COMMERCIAL RATES

Service Level	Current Maximum Customer Rate	Approx. 70% of Franchise Fee Eff. Sep. 1, 2025	Rate w/ CPI of 3.30%
Customers without Organics - Includes solid waste collection and disposal and recycling services.			
1.5 CY Solid Waste Bin			
1x/week	$ 225.17	$ 182.83	$ 188.86
2x/week	$ 375.52	$ 304.91	$ 314.97
3x/week	$ 525.87	$ 426.99	$ 441.08
4x/week	$ 666.20	$ 540.93	$ 558.78
5x/week	$ 866.67	$ 703.71	$ 726.93
6x/week	$ 1,207.47	$ 980.42	$ 1,012.77
7x/week	$ 1,307.70	$ 1,061.81	$ 1,096.85
2 CY Solid Waste Bin			
1x/week	$ 235.19	$ 190.97	$ 197.27
2x/week	$ 395.56	$ 321.19	$ 331.79
3x/week	$ 555.94	$ 451.41	$ 466.31
4x/week	$ 726.34	$ 589.76	$ 609.22
5x/week	$ 916.78	$ 744.40	$ 768.97
6x/week	$ 1,077.16	$ 874.62	$ 903.48
7x/week	$ 1,407.93	$ 1,143.20	$ 1,180.93
3 CY Solid Waste Bin			
1x/week	$ 245.21	$ 199.10	$ 205.67
2x/week	$ 418.42	$ 339.74	$ 350.95
3x/week	$ 591.60	$ 480.36	$ 496.21
4x/week	$ 764.80	$ 620.99	$ 641.48
5x/week	$ 937.99	$ 761.62	$ 786.75
6x/week	$ 1,111.20	$ 902.26	$ 932.03
7x/week	$ 1,467.51	$ 1,191.58	$ 1,230.90
4 CY Solid Waste Bin			
1x/week	$ 266.58	$ 216.45	$ 223.59
2x/week	$ 461.11	$ 374.41	$ 386.77
3x/week	$ 655.66	$ 532.37	$ 549.94
4x/week	$ 850.19	$ 690.33	$ 713.11
5x/week	$ 1,044.74	$ 848.30	$ 876.29
6x/week	$ 1,239.29	$ 1,006.26	$ 1,039.47
7x/week	$ 1,627.64	$ 1,321.60	$ 1,365.21
Customer-Owned Compactor Bin Service without Organics - Includes the cost for recycling services provided to customers and the cost of disposal of non-recyclable materials.			
2 CY Solid Waste Compactor			
1x/week	$ 435.66	$ 353.74	$ 365.41
2x/week	$ 596.03	$ 483.96	$ 499.93
3x/week	$ 756.41	$ 614.18	$ 634.45
4x/week	$ 926.81	$ 752.54	$ 777.37
5x/week	$ 1,117.25	$ 907.18	$ 937.12
6x/week	$ 1,277.63	$ 1,037.40	$ 1,071.63
7x/week	$ 1,608.40	$ 1,305.97	$ 1,349.07
3 CY Solid Waste Compactor			
1x/week	$ 545.92	$ 443.27	$ 457.90
2x/week	$ 719.12	$ 583.90	$ 603.17
3x/week	$ 892.31	$ 724.53	$ 748.44
4x/week	$ 1,065.50	$ 865.16	$ 893.71
5x/week	$ 1,238.69	$ 1,005.78	$ 1,038.97
6x/week	$ 1,411.90	$ 1,146.42	$ 1,184.25
7x/week	$ 1,768.22	$ 1,435.74	$ 1,483.12

Service Level	Current Maximum Customer Rate	Approx. 70% of Franchise Fee Eff. Sep. 1, 2025	Rate w/ CPI of 3.30%
Customers with Organics - Includes solid waste collection and disposal, recycling service, and organics recycling service.			
1.5 CY Solid Waste Bin			
1x/week	$ 310.16	$ 251.84	$ 260.15
2x/week	$ 460.51	$ 373.92	$ 386.26
3x/week	$ 610.87	$ 496.00	$ 512.37
4x/week	$ 751.19	$ 609.95	$ 630.08
5x/week	$ 951.66	$ 772.72	$ 798.22
6x/week	$ 1,292.46	$ 1,049.44	$ 1,084.07
7x/week	$ 1,392.70	$ 1,130.83	$ 1,168.15
2 CY Solid Waste Bin			
1x/week	$ 320.18	$ 259.98	$ 268.56
2x/week	$ 480.56	$ 390.20	$ 403.08
3x/week	$ 640.94	$ 520.42	$ 537.59
4x/week	$ 811.33	$ 658.78	$ 680.52
5x/week	$ 1,001.78	$ 813.41	$ 840.25
6x/week	$ 1,162.16	$ 943.63	$ 974.77
7x/week	$ 1,492.93	$ 1,212.21	$ 1,252.21
3 CY Solid Waste Bin			
1x/week	$ 330.21	$ 268.12	$ 276.97
2x/week	$ 503.41	$ 408.76	$ 422.25
3x/week	$ 676.60	$ 549.38	$ 567.51
4x/week	$ 849.80	$ 690.01	$ 712.78
5x/week	$ 1,022.98	$ 830.63	$ 858.04
6x/week	$ 1,196.20	$ 971.27	$ 1,003.32
7x/week	$ 1,552.51	$ 1,260.59	$ 1,302.19
4 CY Solid Waste Bin			
1x/week	$ 351.57	$ 183.50	$ 189.56
2x/week	$ 546.10	$ 183.50	$ 189.56
3x/week	$ 740.65	$ 183.50	$ 189.56
4x/week	$ 935.18	$ 183.50	$ 189.56
5x/week	$ 1,129.73	$ 183.50	$ 189.56
6x/week	$ 1,324.28	$ 183.50	$ 189.56
7x/week	$ 1,712.64	$ 183.50	$ 189.56
Customer-Owned Compactor Bin Service with Organics- Includes solid waste collection and disposal, recycling service, and organics recycling service.			
2 CY Solid Waste Compactor			
1x/week	$ 520.65	$ 422.75	$ 436.70
2x/week	$ 681.03	$ 552.97	$ 571.22
3x/week	$ 841.40	$ 683.19	$ 705.74
4x/week	$ 1,011.80	$ 821.55	$ 848.66
5x/week	$ 1,202.25	$ 976.19	$ 1,008.40
6x/week	$ 1,362.63	$ 1,106.41	$ 1,142.92
7x/week	$ 1,693.40	$ 1,374.99	$ 1,420.36
3 CY Solid Waste Compactor			
1x/week	$ 630.91	$ 512.28	$ 529.19
2x/week	$ 804.12	$ 652.92	$ 674.47
3x/week	$ 977.30	$ 793.54	$ 819.73
4x/week	$ 1,150.50	$ 934.17	$ 965.00
5x/week	$ 1,323.69	$ 1,074.79	$ 1,110.26
6x/week	$ 1,496.90	$ 1,215.44	$ 1,255.55
7x/week	$ 1,853.21	$ 1,504.75	$ 1,554.41
Mixed Waste Roll-Off Service - Includes container delivery and removal, the cost of any recycling services provided to customer, and disposal of non-recyclable materials.			
20-yd (Up to 3 tons)	$ 894.79	$ 726.54	$ 750.52
30-yd (Up to 4 tons)	$ 1,052.44	$ 854.55	$ 882.75
40-yd (Up to 5 tons)	$ 1,210.09	$ 982.55	$ 1,014.97
Disposal per Ton Over Flat Rate tons	$ 157.64	$ 128.00	$ 132.22

Service Level	Current Maximum Customer Rate	Approx. 70% of Franchise Fee Eff. Sep. 1, 2025	Rate w/ CPI of 3.30%
Customer-Owned Compactor Roll-Off Service - Includes the cost of any recycling services provided to the customer and disposal of non-recyclable materials.			
20-yd (Up to 4 tons)	$ 1,052.44	$ 854.55	$ 882.75
30-yd (Up to 6 tons)	$ 1,198.05	$ 972.78	$ 1,004.88
35-yd (Up to 7 tons)	$ 1,312.42	$ 1,065.65	$ 1,100.82
40-yd (Up to 8 tons)	$ 1,426.83	$ 1,158.54	$ 1,196.77
Disposal per Ton Over Flat Rate Tons	$ 157.64	$ 128.00	$ 132.22
Rocket Launcher per hour (4-hour min)	$ 778.80	$ 632.36	$ 653.23
Compactor Wash-Out	$ 460.54	$ 373.95	$ 386.29
Roll-Off Service for Inert Material - Includes container delivery and removal, the cost of any recycling services provided to the customer, and disposal of non-recyclable materials.			
10-yd	$ 797.06	$ 647.19	$ 668.55
Roll-Off Service for C&D Debris Material - Includes container delivery and removal, the cost of any recycling services provided to the customer, and disposal of non-recyclable materials.			
40-yd (All sizes up to 40-yd)	$ 1,405.72	$ 1,141.40	$ 1,179.07
Roll-Off Service for Special City Waste - Includes container delivery and removal, the cost of any recycling services provided to the customer, and disposal of non-recyclable materials.			
10-yd Carbon Waste	$ 1,052.44	$ 854.55	$ 882.75
10-yd Asbestos Pipe Disposal	$ 1,052.44	$ 854.55	$ 882.75
Temporary Bin Service			
3-yd Temp Bin Service	$ 315.14	$ 255.89	$ 264.33
Extra Services			
Push-out Service per Bin per Month	$ 47.42	$ 38.50	$ 39.77
Lock Lids per Container per Month	$ 24.58	$ 19.96	$ 20.62
Lock Lid Installation (one time)	$ 51.19	$ 41.57	$ 42.94
Extra Cart Service (per occurence)	$ 56.97	$ 46.26	$ 47.79
1.5-yd Bin Extra Service	$ 92.13	$ 74.81	$ 77.28
2-yd Bin Extra Service	$ 92.13	$ 74.81	$ 77.28
3-yd Bin Extra Service	$ 92.13	$ 74.81	$ 77.28
4-yd Bin Extra Service	$ 92.13	$ 74.81	$ 77.28
Overflowing Bin (per bin per occurrence)	$ 46.49	$ 37.75	$ 39.00
Overweight Bin (per bin per occurrence)	$ 186.78	$ 151.66	$ 156.66
Dead Run or Go Back (Bin)	$ 92.13	$ 74.81	$ 77.28
Bin Exchange or Wash Out	$ 55.79	$ 45.30	$ 46.79
Bulky Item Collection: Rate per Item	$ 55.79	$ 45.30	$ 46.79
Customer Bin Fabrication (per Cubic Yard)	$ 380.85	$ 309.24	$ 319.44
Replacement of Burned Bin (per Bin)	$ 761.72	$ 618.49	$ 638.90
Roll-off Dead Run or Go Back	$ 92.13	$ 74.81	$ 77.28
Roll-off Container Relocation	$ 112.55	$ 91.39	$ 94.41
Declined Payment	$ 46.49	$ 37.75	$ 39.00
Stop Service	$ 46.49	$ 37.75	$ 39.00
Service Reinstatement	$ 130.18	$ 105.70	$ 109.19

SECOND YEAR
ATHENS SERVICES
COMMERCIAL RATES*

Service Level	Maximum Customer Rate	100% of Franchise Fee Eff. Sep. 1, 2026	Rate w/ est. CPI of 3.30%
Customers without Organics - Includes solid waste collection and disposal and recycling services.			
1.5 CY Solid Waste Bin			
1x/week	$ 188.86	$ 193.00	$ 199.37
2x/week	$ 314.97	$ 321.88	$ 332.50
3x/week	$ 441.08	$ 450.75	$ 465.62
4x/week	$ 558.78	$ 571.04	$ 589.88
5x/week	$ 726.93	$ 742.87	$ 767.38
6x/week	$ 1,012.77	$ 1,034.98	$ 1,069.13
7x/week	$ 1,096.85	$ 1,120.91	$ 1,157.90
2 CY Solid Waste Bin			
1x/week	$ 197.27	$ 201.60	$ 208.25
2x/week	$ 331.79	$ 339.07	$ 350.26
3x/week	$ 466.31	$ 476.54	$ 492.27
4x/week	$ 609.22	$ 622.58	$ 643.13
5x/week	$ 768.97	$ 785.84	$ 811.77
6x/week	$ 903.48	$ 923.30	$ 953.77
7x/week	$ 1,180.93	$ 1,206.83	$ 1,246.66
3 CY Solid Waste Bin			
1x/week	$ 205.67	$ 210.18	$ 217.12
2x/week	$ 350.95	$ 358.65	$ 370.49
3x/week	$ 496.21	$ 507.09	$ 523.82
4x/week	$ 641.48	$ 655.55	$ 677.18
5x/week	$ 786.75	$ 804.01	$ 830.54
6x/week	$ 932.03	$ 952.47	$ 983.90
7x/week	$ 1,230.90	$ 1,257.90	$ 1,299.41
4 CY Solid Waste Bin			
1x/week	$ 223.59	$ 228.49	$ 236.03
2x/week	$ 386.77	$ 395.25	$ 408.29
3x/week	$ 549.94	$ 562.00	$ 580.55
4x/week	$ 713.11	$ 728.75	$ 752.80
5x/week	$ 876.29	$ 895.51	$ 925.06
6x/week	$ 1,039.47	$ 1,062.27	$ 1,097.32
7x/week	$ 1,365.21	$ 1,395.15	$ 1,441.19
Customer-Owned Compactor Bin Service without Organics - Includes the cost for recycling services provided to customers and the cost of disposal of non-recyclable materials.			
2 CY Solid Waste Compactor			
1x/week	$ 365.41	$ 373.42	$ 385.74
2x/week	$ 499.93	$ 510.89	$ 527.75
3x/week	$ 634.45	$ 648.37	$ 669.77
4x/week	$ 777.37	$ 794.42	$ 820.64
5x/week	$ 937.12	$ 957.67	$ 989.27
6x/week	$ 1,071.63	$ 1,095.13	$ 1,131.27
7x/week	$ 1,349.07	$ 1,378.66	$ 1,424.16
3 CY Solid Waste Compactor			
1x/week	$ 457.90	$ 467.94	$ 483.38
2x/week	$ 603.17	$ 616.40	$ 636.74
3x/week	$ 748.44	$ 764.86	$ 790.10
4x/week	$ 893.71	$ 913.31	$ 943.45
5x/week	$ 1,038.97	$ 1,061.76	$ 1,096.80
6x/week	$ 1,184.25	$ 1,210.22	$ 1,250.16
7x/week	$ 1,483.12	$ 1,515.65	$ 1,565.67

Service Level	Maximum Customer Rate	100% of Franchise Fee Eff. Sep. 1, 2026	Rate w/ est. CPI of 3.30%
Customers with Organics - Includes solid waste collection and disposal, recycling service, and organics recycling service.			
1.5 CY Solid Waste Bin			
1x/week	$ 260.15	$ 265.86	$ 274.63
2x/week	$ 386.26	$ 394.73	$ 407.76
3x/week	$ 512.37	$ 523.61	$ 540.89
4x/week	$ 630.08	$ 643.90	$ 665.15
5x/week	$ 798.22	$ 815.73	$ 842.65
6x/week	$ 1,084.07	$ 1,107.85	$ 1,144.41
7x/week	$ 1,168.15	$ 1,193.77	$ 1,233.16
2 CY Solid Waste Bin			
1x/week	$ 268.56	$ 274.45	$ 283.51
2x/week	$ 403.08	$ 411.92	$ 425.51
3x/week	$ 537.59	$ 549.38	$ 567.51
4x/week	$ 680.52	$ 695.45	$ 718.40
5x/week	$ 840.25	$ 858.68	$ 887.02
6x/week	$ 974.77	$ 996.15	$ 1,029.02
7x/week	$ 1,252.21	$ 1,279.67	$ 1,321.90
3 CY Solid Waste Bin			
1x/week	$ 276.97	$ 283.04	$ 292.38
2x/week	$ 422.25	$ 431.51	$ 445.75
3x/week	$ 567.51	$ 579.96	$ 599.10
4x/week	$ 712.78	$ 728.41	$ 752.45
5x/week	$ 858.04	$ 876.86	$ 905.80
6x/week	$ 1,003.32	$ 1,025.33	$ 1,059.17
7x/week	$ 1,302.19	$ 1,330.75	$ 1,374.66
4 CY Solid Waste Bin			
1x/week	$ 189.56	$ 193.72	$ 200.11
2x/week	$ 189.56	$ 193.72	$ 200.11
3x/week	$ 189.56	$ 193.72	$ 200.11
4x/week	$ 189.56	$ 193.72	$ 200.11
5x/week	$ 189.56	$ 193.72	$ 200.11
6x/week	$ 189.56	$ 193.72	$ 200.11
7x/week	$ 189.56	$ 193.72	$ 200.11
Customer-Owned Compactor Bin Service with Organics- Includes solid waste collection and disposal, recycling service, and organics recycling service.			
2 CY Solid Waste Compactor			
1x/week	$ 436.70	$ 446.28	$ 461.01
2x/week	$ 571.22	$ 583.75	$ 603.01
3x/week	$ 705.74	$ 721.22	$ 745.02
4x/week	$ 848.66	$ 867.27	$ 895.89
5x/week	$ 1,008.40	$ 1,030.52	$ 1,064.53
6x/week	$ 1,142.92	$ 1,167.99	$ 1,206.53
7x/week	$ 1,420.36	$ 1,451.51	$ 1,499.41
3 CY Solid Waste Compactor			
1x/week	$ 529.19	$ 540.80	$ 558.65
2x/week	$ 674.47	$ 689.26	$ 712.01
3x/week	$ 819.73	$ 837.71	$ 865.35
4x/week	$ 965.00	$ 986.16	$ 1,018.70
5x/week	$ 1,110.26	$ 1,134.61	$ 1,172.05
6x/week	$ 1,255.55	$ 1,283.09	$ 1,325.43
7x/week	$ 1,554.41	$ 1,588.50	$ 1,640.92
Mixed Waste Roll-Off Service - Includes container delivery and removal, the cost of any recycling services provided to customer, and disposal of non-recyclable materials.			
20-yd (Up to 3 tons)	$ 750.52	$ 766.98	$ 792.29
30-yd (Up to 4 tons)	$ 882.75	$ 902.11	$ 931.88
40-yd (Up to 5 tons)	$ 1,014.97	$ 1,037.23	$ 1,071.46
Disposal per Ton Over Flat Rate tons	$ 132.22	$ 135.12	$ 139.58

Service Level	Maximum Customer Rate	100% of Franchise Fee Eff. Sep. 1, 2026	Rate w/ est. CPI of 3.30%
Customer-Owned Compactor Roll-Off Service - Includes the cost of any recycling services provided to the customer and disposal of non-recyclable materials.			
20-yd (Up to 4 tons)	$ 882.75	$ 902.11	$ 931.88
30-yd (Up to 6 tons)	$ 1,004.88	$ 1,026.92	$ 1,060.81
35-yd (Up to 7 tons)	$ 1,100.82	$ 1,124.96	$ 1,162.08
40-yd (Up to 8 tons)	$ 1,196.77	$ 1,223.02	$ 1,263.38
Disposal per Ton Over Flat Rate Tons	$ 132.22	$ 135.12	$ 139.58
Rocket Launcher per hour (4-hour minimum	$ 653.23	$ 667.56	$ 689.59
Compactor Wash-Out	$ 386.29	$ 394.76	$ 407.79
Roll-Off Service for Inert Material - Includes container delivery and removal, the cost of any recycling services provided to the customer, and disposal of non-recyclable materials.			
10-yd	$ 668.55	$ 683.21	$ 705.76
Roll-Off Service for C&D Debris Material - Includes container delivery and removal, the cost of any recycling services provided to the customer, and disposal of non-recyclable materials.			
40-yd (All sizes up to 40-yd)	$ 1,179.07	$ 1,204.93	$ 1,244.69
Roll-Off Service for Special City Waste - Includes container delivery and removal, the cost of any recycling services provided to the customer, and disposal of non-recyclable materials.			
10-yd Carbon Waste	$ 882.75	$ 902.11	$ 931.88
10-yd Asbestos Pipe Disposal	$ 882.75	$ 902.11	$ 931.88
Temporary Bin Service			
3-yd Temp Bin Service	$ 264.33	$ 270.13	$ 279.04
Extra Services			
Push-out Service per Bin per Month	$ 39.77	$ 40.64	$ 41.98
Lock Lids per Container per Month	$ 20.62	$ 21.07	$ 21.77
Lock Lid Installation (one time)	$ 42.94	$ 43.88	$ 45.33
Extra Cart Service (per occurence)	$ 47.79	$ 48.84	$ 50.45
1.5-yd Bin Extra Service	$ 77.28	$ 78.97	$ 81.58
2-yd Bin Extra Service	$ 77.28	$ 78.97	$ 81.58
3-yd Bin Extra Service	$ 77.28	$ 78.97	$ 81.58
4-yd Bin Extra Service	$ 77.28	$ 78.97	$ 81.58
Overflowing Bin (per bin per occurrence)	$ 39.00	$ 39.86	$ 41.18
Overweight Bin (per bin per occurrence)	$ 156.66	$ 160.10	$ 165.38
Dead Run or Go Back (Bin)	$ 77.28	$ 78.97	$ 81.58
Bin Exchange or Wash Out	$ 46.79	$ 47.82	$ 49.40
Bulky Item Collection: Rate per Item	$ 46.79	$ 47.82	$ 49.40
Customer Bin Fabrication (per Cubic Yard)	$ 319.44	$ 326.45	$ 337.22
Replacement of Burned Bin (per Bin)	$ 638.90	$ 652.91	$ 674.46
Roll-off Dead Run or Go Back	$ 77.28	$ 78.97	$ 81.58
Roll-off Container Relocation	$ 94.41	$ 96.48	$ 99.66
Declined Payment	$ 39.00	$ 39.86	$ 41.18
Stop Service	$ 39.00	$ 39.86	$ 41.18
Service Reinstatement	$ 109.19	$ 111.58	$ 115.26

*After Year 2, annual rates will be adjusted by the annual Consumer Price Index (CPI) for all urban consumers in the Los Angeles-Long Beach-Anaheim Region.