



CITY COUNCIL MEETING AGENDA

April 28, 2026 - 7:00 PM
In Person

PARTICIPATION: Members of the public are invited to participate by attending the meeting at the Los Altos Council Chamber, located at Los Altos City Hall, 1 N. San Antonio Rd, Los Altos, CA, during the meeting.

Public comments are accepted in person at the physical meeting location or via email to PublicComment@losaltosca.gov or through the Public Comment forum on the city website: [Public Comments Form](#).

RULES FOR CONDUCT: According to Los Altos Municipal Code, Section 2.05.010 "Interruptions and rules for conduct": Understanding that the purpose of the city council meetings is to conduct the people's business for the benefit of all the people, in the event that any meeting of the city council is willfully interrupted by a person or group of persons so as to render the orderly conduct of the meeting impossible, the mayor, mayor pro tem, or any other member of the city council acting as the chair may order the removal of the person or persons responsible for the disruption and bar them from further attendance at the council meeting, or otherwise proceed pursuant to Government Code Section 54957.0 or any applicable penal statute or city ordinance.

REMOTE MEETING OBSERVATION: Members of the public may view the meeting via the link below, but will not be permitted to provide public comment via Zoom or telephone. Public comments will be accepted in person, and members of the public may submit written comments by following the instructions below.

<https://losaltosca-gov.zoom.us/j/93232985733?pwd=p9P8o7Xx4TWL84Yo8v4JfjaLdHxCOX.1>

Telephone: 1-669-444-9171 / Webinar ID: 932 3298 5733 / Passcode: 470426

SUBMIT WRITTEN COMMENTS: Before the meeting, comments on matters listed on the agenda may be emailed to publiccomment@losaltosca.gov. Emailed public comments sent directly to the City Council, either as a group or individually, will not be included in the agenda packet but may be disclosable as part of a public records request. Emails sent to publiccomment@losaltosca.gov will be included in the appropriate agenda packet and are also disclosable as part of a public records request.

Please note: Personal information, such as e-mail addresses, telephone numbers, home addresses, and other contact information, is not required to be included with your comments. If this information is included in your written comments, it will become part of the public record. Redactions and/or edits will not be made to public comments, and the comments will be posted as submitted. Please do not include any information in your communication that you do not want to be made public.

Correspondence submitted in hard copy/paper format must be received by 2:00 p.m. on the day of the meeting to ensure distribution prior to the meeting. Hard copy/paper format comments presented during the meeting will be distributed to the City Council the following day. Members of the public may present a copy of their comments or attachments to the City Clerk for distribution to the City Council.

The Mayor will open public comment and will announce the length of time provided for comments during each item.

AGENDA

CALL MEETING TO ORDER

ESTABLISH QUORUM

PLEDGE OF ALLEGIANCE

REPORT ON CLOSED SESSION

CHANGES TO THE ORDER OF THE AGENDA

PUBLIC COMMENTS ON ITEMS NOT ON THE AGENDA

Members of the audience may bring to the Council's attention any item that is not on the agenda. The Mayor will announce the time speakers will be granted before comments begin. Please be advised that, by law, the City Council is unable to discuss or take action on issues presented during the Public Comment Period. According to State Law (also known as "The Brown Act") items must first be noted on the agenda before any discussion or action.

CONSENT CALENDAR

These items will be considered by one motion. Prior to consideration of the Consent Calendar, a Councilmember may remove an item from the Consent Calendar. Any item removed from the Consent Calendar for discussion will be handled at the discretion of the Mayor.

1. **Adoption of Minutes - Draft Regular Meeting Minutes of April 14, 2026**
2. **Flag Raising Request - America 250 Flag**
Approve the resolution to raise the America 250 Flag at Veteran's Community Plaza July 2 through July 9, 2026
3. **Adoption of Resolution - Elections Code Section 9212 Report**
 - Adopt a Resolution, which authorizes the City Manager (or designees) to execute an Agreement or Agreements with the selected planning, financial, and traffic/parking consultants to draft and complete the Elections Code section 9212 report, pursuant to California Elections Code Section 9212 ("9212 Report") evaluating the potential impacts of the citizen-sponsored Initiative related to any City decisions to sell, lease, trade, convey, declare surplus, or re-purpose Downtown Parking Plazas for any use other than for surface parking and vehicular access without voter approval; and
 - Direct staff to return to the City Council within the statutory timeframe with the completed 9212 Report for consideration prior to any further action under Elections Code Section 9215
4. **Adoption of Resolutions - Fire Protection Services**
 1. Adopt a resolution declaring certain properties to be exempt surplus land pursuant to California Government Code Section 54221(F)(1)(D); and
 2. Adopt a resolution approving the transfer of real property located at 765 Fremont Avenue and 10 Almond Avenue, Los Altos, California (portions of Assessor Parcel Nos.: APN 189-16-033 and 170-43-005) and approving a delegation of authority to the City Manager, or designee, to negotiate and execute the Property Transfer Agreement for the transfer of the properties

5. **Adoption of Ordinance - Camping and Storage of Personal Property in Public Areas**
Adopt an Ordinance of the City Council of the City of Los Altos, to be read in title only further reading waived, adding a new Chapter 9.30 to the Los Altos Municipal Code entitled "Camping and Storage of Personal Property in Public Areas" related to unlawful camping; and find pursuant to Title 14 of the California Code of Regulations, Section 15061(b)(3) that this ordinance is exempt from the requirements of the California Environmental Quality Act (CEQA)

DISCUSSION ITEMS

6. **Contract Amendment - City Manager Employment Agreement**
Approve Amendment No. 4 to the City Manager Employment Agreement
7. **Adoption of an Urgency Ordinance - Camping and Storage of Personal Property in Public Areas**
Adopt an Urgency Ordinance of the City Council of the City of Los Altos, to be read in title only further reading waived, adding a new Chapter 9.30 to the Los Altos Municipal Code entitled "Camping and Storage of Personal Property in Public Areas" related to unlawful camping; and find pursuant to Title 14 of the California Code of Regulations, Section 15061(b)(3) that this ordinance is exempt from the requirements of the California Environmental Quality Act (CEQA)

Staff also recommends the City Council discuss the available urgency ordinances and consider adoption to allow for immediate enforcement of this Code section. The City Council may consider adoption of the first urgency ordinance, originally considered on April 14, 2026, as amended. Alternatively, the City Council may consider the new urgency ordinance, drafted based on the Council discussion at the previous meeting, that removes the misdemeanor as a penalty for violation of the Code Section, and replaces it with an administrative citation

INFORMATIONAL ITEMS / COUNCIL Q&A

There will be no discussion or action on Informational Items. The Council Q&A will be included in the packet the day of the meeting.

8. **Tentative Council Calendar and Housing Element Implementation Schedule**
9. **04-28-2026 Council QA**

COUNCIL/STAFF REPORTS AND DIRECTIONS ON FUTURE AGENDA ITEMS

ADJOURNMENT

SPECIAL NOTICES TO THE PUBLIC

According to the City Council Norms and Procedures: It will be customary to have a recess at approximately 9:00 p.m. Before the recess, the Mayor shall announce whether any items will be carried over to the next meeting. The established hour after which no new items will be started is 11:00 p.m. Remaining items, however, may be considered by consensus of the Council.

In compliance with the Americans with Disabilities Act, the City of Los Altos will make reasonable arrangements to ensure accessibility to this meeting. If you need special assistance to participate in this meeting, please get in touch with the City Clerk at least 72 hours before the meeting.

All public records relating to an open session item on this agenda, which are not exempt from disclosure according to the California Public Records Act, and that are distributed to a majority of the legislative body, will be available for public inspection at the same time that the public records are distributed or made available to the legislative body.

From: [Pat Marriott](#)
To: [Public Comment](#)
Subject: PUBLIC COMMENT RE APRIL 22 2026 MEETING WITH PLANNING, COMPLETE STREETS & FINANCIAL COMMISSIONS
Date: Wednesday, April 22, 2026 3:01:30 PM

Council Members and Commissioners:

I'm confused. Looking at the packet for the April 22 meeting with Planning, Complete Streets, and Financial Commissions I see the following:

early feedback from all commissions is important to shaping a comprehensive and community informed plan. This study session provides an opportunity for commissions to provide input on the Community Vision and Guiding Principles. Commission feedback will complement Phase 1 outreach and help ensure the draft Vision and Guiding Principles reflect diverse community priorities.

Each study session will follow a consistent format, beginning with a presentation on the General Plan, the update process, and the role of Vision and Guiding Principles. Commissions will then provide input in the order listed on the agenda. Each commission will have approximately 30 minutes for discussion, facilitated by the Chair. Meetings will comply with Brown Act requirements and include time for public comment. Commission input is advisory and will be considered alongside broader community feedback.

Commissioners are invited to provide input on the following topics:

- 1. What defining features and characteristics of Los Altos should the General Plan seek to preserve and enhance?*
- 2. What key challenges should the City plan for in the coming years?*
- 3. What assets or opportunities should the City leverage for the benefit of the community?*
- 4. What is your vision for Los Altos in the future?*
- 5. What programs or projects could help advance that vision?*

Commissioners are encouraged to review these topics in advance and consider them in relation to the specific focus and responsibilities of their commission.

This raises many questions:

- I thought commissions were supposed to hold meetings to gather public input and then pass that on to Council. I'm not aware of any of these commissions having meetings about the GP update inviting community participation.

- Thus, whose input are the commissions providing? The personal opinions of individual commissioners? Their personal visions of Los Altos in the future? I don't think each commission has met as a body on this topic, so there wasn't an opportunity for each commission as a whole to form a position. In any case, commissions should represent residents.

- If commissioners are getting their first presentation on the GP update at this meeting, they don't have time to absorb the information and then provide reasoned input. It's not fair to expect them to give thoughtful answers on the spot. Have they all been given a homework assignment to complete prior to this meeting? For example, were they expected to review the existing General Plan? They would certainly have to do that in order to answer Question 1.

- As a resident, I should have had an opportunity to provide input to the commissions, knowing they would be expected to answer the above questions.

I don't know what individual commissioners think about this process, but to me it seems rushed and out of sync.

Pat Marriott

From: [Andrea Wald](#)
To: [Public Comment](#)
Subject: Agenda item #1 - April 27th mtg
Date: Sunday, April 26, 2026 6:19:42 PM

Dear Mayor Meadows and Council members Dailey, Lang and Weinberg.

I'm urgently requesting that for the health and well-being of all Los Altos community members (both humans and their canine companions - and don't forget about the animals that thrive because of natural plants and ground coverings like birds, bees and butterflies to name some) you consider using only natural materials for city owned properties - especially parks used by all and avoid any and all plastic and petroleum derived surfaces.

If you ask your constituents how they feel about products that might cause them harm I'm certain they would agree with my request.

Thank you.

Andrea Wald
Co-Founder
Community for Natural Play Surfaces

From: [Caroline Rumptz](#)
To: [Public Comment](#)
Subject: Council Meeting -April 27, 2-26. Agenda item #1 - Comprehensive General Plan Update – Community Visioning and Guiding Principles
Date: Sunday, April 26, 2026 6:34:18 PM

Dear Council members-

I urge you to reconsider the use of plastic surfaces on play yards, parks and dog parks. Our beautiful community thrives on its natural surroundings. I urge you to use natural materials in public spaces. Every day, we are bombarded by plastic materials. The science is real: plastics are not good for our health. Please, stop using plastic and petro-chemical derived surfaces in our parks, sports fields and general open park areas. Choose natural surfaces!

Thank you,
Caroline Rumptz

From: noreply@civicplus.com
To: [Public Comment](#)
Subject: Online Form Submittal: Public Comment Submission to City Council
Date: Sunday, April 26, 2026 11:41:35 PM

Public Comment Submission to City Council

Submitting Written Comments on Agenda Items

Please note: Personal information, such as email addresses, telephone numbers, home addresses, and other contact information are not required to be included with your comments. If this information is included, they will become part of the public record. Redactions and/or edits will not be made to public comments, and the comments will be posted as they are submitted. Please do not include any information in your communication that you do not want to be made public.

Public comments submitted by 5:00 PM of the meeting date will be included in the agenda packet.

Public comments and any associated attachments are subject to the California Public Records Act.

Your Public Comment

Mayor and Members of the City Council,

I support the proposed ordinance prohibiting unlawful encampments on public property within Los Altos.

This is a complex and human issue. Individuals experiencing homelessness deserve compassion and access to meaningful support. As a community, we should continue prioritizing services that connect unhoused people to shelter and care.

At the same time, unmanaged encampments create challenges for public health, environmental stewardship, and community safety—for both residents and those living in these conditions.

In this context, the ordinance is a necessary step to maintain safe, healthy public spaces while reinforcing the need for more structured, service-based support.

Given the urgency, I encourage the Council to move forward with prompt implementation of the urgency ordinance, alongside continued emphasis on county-wide supportive services.

Thank you for your consideration.

Attachments

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Name	<i>Field not completed.</i>
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Email	<i>Field not completed.</i>
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Email not displaying correctly? [View it in your browser.](#)

From: [Laura Fay](#)
To: [Public Comment](#)
Subject: Public Comment Council Meeting -April 27, 2026. Agenda item #1 - Comprehensive General Plan Update – Community Visioning and Guiding Principles
Date: Monday, April 27, 2026 9:59:40 AM

Dear Mayor Meadows and Councilmembers Dailey, Lang and Weinberg.

For Los Altos, I envision a community with a nature forward ethos, where natural landscapes are prioritized over plastic ones.

This means avoiding plastic and petro-chemical derived surfaces in our parks, including sports fields, general open spaces and dog parks.

Keeping the city landscapes as natural as possible can positively impact the health of our citizens, especially our children.

Please incorporate a 'nature forward' terminology into the guiding principles of the General Plan.

Thank you for your service to our city.

Laura Fay
Los Altos resident

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Laura Fay
(650) 776-4352 | Fay.Laura@Gmail.com | [LinkedIn](#)

"The greatest threat to our planet is the belief that someone else will save it" - Robert Swan

From: [carol@usbaa](#)
To: [Public Comment](#)
Subject: City Council Meeting Agenda 4/28/26
Date: Monday, April 27, 2026 10:58:40 AM

Hi

Please include the text of this nextdoor post in public comments.

Link:
https://url.avanan.click/v2/i01/_https://nextdoor.com/p/DL8F7JM5ZGgQ?utm_source=share&extra=NTE4MzUsNg%3D%3D&utm_campaign=1777312616419&share_action_id=bc3124d2-38d2-4742-8452-5b09724a90f6_YXArOmxxvc2FsdG9yZ2E6YTpwOjc4ZjZlOWM0ODkyMDMzYzkwMTZlNTY3MzU3ZmVlOGZjOjc6ZDhhNTto1MDdlZjclMzNhMmg3NWWM0ZWU4MzczNDAlNTkwMjVhOWI1MDBlMDhhMjRlY2RkZTJlOWIwODE5YjkYWZmYzksOnQ6VDp0

Body of post:

Homeless encampment on Fremont Ave status. Long but everything you need to know:

There is a Los Altos City Council meeting 4/28/26 at 7pm. Below is the agenda item.

"Adopt an Ordinance of the City Council of the City of Los Altos, to be read in title only further reading waived, adding a new Chapter 9.30 to the Los Altos Municipal Code entitled "Camping and Storage of Personal Property in Public Areas" related to unlawful camping; and find pursuant to Title 14 of the California Code of Regulations, Section 15061(b)(3) that this ordinance is exempt "

I queried Google's AI about this and below is its response.

The Los Altos City Council passed the encampment ordinance at its April 14, 2026, meeting with a 3-1 vote. This new legislation, designated as Chapter 9.30 of the Municipal Code, establishes formal regulations for camping and storing personal property on public lands. [1, 2]

Key Ordinance Provisions

The ordinance is designed to manage public spaces while prioritizing social services: [1, 3, 4]

* Purpose: To maintain public areas in a clean and safe condition and ensure they remain accessible for their intended use.

* Service-First Approach: City staff must focus on connecting individuals to outreach and county services before taking enforcement actions.

* Notification Requirements: Before an encampment can be dissolved, the city must post a notice at the site at least 48 hours in advance. This notice must detail available services and how belongings will be handled or recovered.

* Vehicle Amendment: An amendment was added prior to approval to ensure the ordinance does not apply to individuals living in vehicles, provided they are not violating existing parking or signage laws.

* Consequences: Willful resistance to city efforts or refusal to comply with staff requests can result in a misdemeanor charge. [1, 5, 6]

Environmental Exemption

The City Council determined that this ordinance is exempt from the California Environmental Quality Act (CEQA) under Section 15061(b)(3). This "common sense" exemption applies because it can be seen with certainty that the activity—regulating public property usage—has no potential to cause a significant effect on the environment. [7, 8, 9]

Effective Date

While the ordinance was "green-lit" in mid-April, an accompanying urgency ordinance failed to receive the required unanimous vote. Consequently, the ordinance follows the standard 30-day waiting period and is expected to become enforceable around mid-May 2026.

Me: "so nothing will be done before mid may?"

Correct, formal enforcement of Chapter 9.30 cannot begin until mid-May because the City Council failed to pass an accompanying urgency ordinance, which would have allowed for immediate action. [1, 2]

Without the urgency clause, the standard ordinance follows a 30-day "waiting period" from the date of its second reading and adoption (April 14, 2026). [2, 3]

What the City Can (and Cannot) Do Before Mid-May

While the new penalties and specific dissolution procedures in Chapter 9.30 are on hold, the city is not completely inactive:

* Outreach Continues: The city's primary focus remains connecting individuals to services and county outreach programs. Staff can still offer aid and encourage voluntary relocation to shelters or service centers before the legal mandate kicks in.

* No Forced Removals Under 9.30: The specific 48-hour notice process and misdemeanor charges established by this new ordinance cannot be used until the effective date.

* Existing Laws: The city can still enforce other pre-existing municipal codes, such as those related to blocked sidewalks, illegal parking, or health and safety violations, provided they do not rely on the new "Camping and Storage" definitions.

Timeline Summary

* April 14: Ordinance adopted by City Council (3-1 vote).

* Late April – Early May: 30-day statutory waiting period.

* Mid-May (Approx. May 14): Chapter 9.30 becomes legally enforceable.

From: [VPG](#)
To: [Public Comment](#)
Subject: Homeless Encampment on Fremont
Date: Monday, April 27, 2026 11:04:19 AM

Voicing my concerns here as I cannot attend the meeting in person.

It feels like Los Altos is more concerned about prioritizing the safety and welfare of the homeless encampment, rather than the health and safety of its tax paying residents.

As a resident of the Waverly Park neighborhood, I bore witness to a scene while I happened to be stuck in traffic on Fremont one afternoon. A homeless man from the encampment, without a shirt on, casually crossed Fremont and went down into the Stevens Creek area to relieve himself. In full view of a home that borders the creek on that side of Fremont.

We have also noted residents, taking it upon themselves to comfort the people of this particular homeless encampment, by bringing them groceries from Safeway, including packs of water bottles. Having empathy is not the issue, but rather reinforcing the idea that this homeless encampment is welcome on public property.

The more comfortable these people of the homeless encampment feel, the longer they will stay and more of them will come. This is not an isolated situation.

Bathing and relieving themselves in the creek on the side of Fremont, cannot be tolerated. It's not only a health concern, but also an environmental concern.

And for our community members who observe the Sabbath, they can no longer walk peacefully on that side of Fremont where the encampment is situated. I have heard their concerns about safety for them as well as their children and families.

After speaking with a realtor, it seems that this encampment is also becoming an issue for those who are listing their homes for sale in this neighborhood. Unfortunately, for potential buyers who drive into Los Altos, using Fremont, the first thing they see is that large homeless encampment. And their concern for the safety of the neighborhood is not unfounded. Because why would they want to buy a house in our neighborhood if Los Altos is failing to heed our concerns about safety, welfare, health, and the environmental cleanliness of our neighborhood.

I was also informed that a home that had recently been put on the market was taken off because of concerns that have been raised by potential buyers. In short, they decided that this was not a good neighborhood to purchase a home. When does this problem start affecting all of our property values?

I'm tired of battling with community members who seem to think that those of us who are concerned about our neighborhood and our families, lack empathy. Having empathy for the homeless, while also being concerned about where we live, are not mutually exclusive sentiments.

Something needs to be done sooner than later.

Sincerely,
Waverly Park area resident

From: [Peter Fay](#)
To: [Public Comment](#)
Subject: Public Comment Council Meeting -April 27, 2026. Agenda item #1 - Comprehensive General Plan Update – Community Visioning and Guiding Principles
Date: Monday, April 27, 2026 12:59:10 PM

Dear Mayor Meadows and Councilmembers Dailey, Lang and Weinberg.

For Los Altos, I envision a community with a nature forward ethos, where natural landscapes are prioritized over plastic ones.

This means avoiding plastic and petro-chemical derived surfaces in our parks, including sports fields, general open spaces and dog parks.

Keeping the city landscapes as natural as possible can positively impact the health of our citizens, especially our children.

Please incorporate a 'nature forward' terminology into the guiding principles of the General Plan.

Thank you for your service to our city.

Peter Fay MD

Los Altos resident

From: [Anne Paulson](#)
To: [Public Comment](#)
Subject: Item 5, April 29, 2026 City Council meeting
Date: Monday, April 27, 2026 1:03:17 PM
Attachments: [LAAHA comment on unhoused ordinances.pdf](#)

Please refer to the attached PDF for a public comment on Items 5 and 7.

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-- Anne Paulson



April 27, 2026

Honorable Mayor Meadows and Members of the City Council:

The Los Altos Affordable Housing Alliance urges the Council not to make being unhoused in Los Altos a crime. Instead, being homeless in Los Altos and not leaving should result in an administrative citation.

At the last Council meeting, LAAHA was pleased to hear city staff and Councilmembers express their desire to help our unhoused residents. Sadly, we also heard both from a representative from County Supervisor Lee's office and from an unhoused member of our community, confirming what we already knew, that there is not enough shelter or housing for every unhoused person in our county who wants it.

For that reason, an unhoused person living in an encampment in Los Altos can't stop being unhoused. They can be unhoused in Los Altos, or they can move somewhere else and be unhoused, but there is probably no home for them. Charging them with a crime gives them a criminal record, making it all the harder for them when they're trying to get on their feet by finding a job or renting an apartment. We'd just be adding to the problems of someone who already has a lot of problems. We should not make it a crime to refuse to go somewhere else to live on the streets or by the creeks.

For that reason, LAAHA urges Council to pass the urgency ordinance as amended. Once we have the urgency ordinance, we can see how it works out. If the City finds the urgency ordinance is not effective, and staff has reason to believe the threat of charging an unhoused person with a crime would work better in sweeping them to a different location than giving them a ticket, then the issue can be brought back to Council for further consideration.

Respectfully,
Anne Paulson

Los Altos Affordable Housing Alliance

Committed to educating and inspiring the Los Altos community to build housing that is affordable for those who live and work in Los Altos

<https://losaltosaffordablehousing.org/>

From: [Susan Hinton](#)
To: [Public Comment](#)
Subject: Council Meeting -April 27, 2-26. Agenda item #1 - Comprehensive General Plan Update – Community Visioning and Guiding Principles
Date: Monday, April 27, 2026 1:32:08 PM
Attachments: [Screenshot 2026-04-27 at 1.20.10 PM.png](#)

Subject: **Public comment:** Council Meeting -April 27, 2-26. Agenda item #1 - Comprehensive General Plan Update – Community Visioning and Guiding Principles

Dear Mayor Meadows and Councilmembers Dailey, Lang and Weinberg,

Los Altos should **implement explicit climate resilient strategies** by

1. Reducing dependence on petroleum and petroleum based products
2. Increase nature-based resilience by increasing exposure to natural surroundings and solutions

1. Reducing dependence on petroleum and petroleum based products

Every petroleum based product depends upon extracting petroleum from underground.

Extraction

- Releases **Greenhouse Gas Emissions (GHG)**
 - Especially **CO2**
 - **Methane** leaks
- Requires increasing energy for extraction as wells deplete, releasing even more GHG
- Requires infrastructure such as pipelines, pads and roads that displace GHG absorbing habitat

Furthermore, producing and manufacturing petroleum products, **including plastics and synthetic rubber**, add GHG while worsening climate change in other ways.

Production, manufacturing of petroleum products

- Refining and cracking petroleum
 - Requires high heat and energy, **releasing GHG**
 - Creates **chemical byproducts & pollutants** that are released into water and air
- Manufacturing
 - Creates organic compounds and polymers, such as fuel or plastic, which,
 - **Over time, and through usage & disposal, release pollutants**

2. Increase nature-based resilience by increasing exposure to natural surroundings and solutions

Nature and biodiversity enhance health by reducing stress, improving mood, and strengthening physical immunity through biological and psychological mechanisms. Exposure to natural environments lowers cortisol levels, blood pressure, and heart rate while boosting the activity of natural killer cells that fight viruses and cancer. Biodiverse spaces offer greater sensory stimulation than synthetic (e.g., plastic) greenery, which more effectively restores attention, reduces mental fatigue, and lowers rates of depression and anxiety.

Mental health benefits include reduced symptoms of anxiety and depression, improved cognitive function, and enhanced emotional resilience. Natural settings promote "soft fascination," allowing the brain to rest from overstimulation and recover from attention fatigue. Interactions with diverse ecosystems foster social cohesion, creativity, and a sense of wonder, while living near biodiverse areas is linked to lower incidence of mental health disorders even when accounting for socioeconomic factors.

Physical health improvements stem from increased physical activity, better sleep quality, and reduced risk of chronic diseases. Access to naturally green spaces encourages walking and outdoor play, which supports cardiovascular fitness and motor development. Exposure to natural light regulates circadian rhythms for better sleep, while biodiversity helps mitigate allergies and respiratory issues by filtering pollutants and moderating temperatures, leading to lower overall mortality rates from cardiovascular and respiratory conditions.

For these reasons, I encourage Los Altos to **hew to natural solutions, natural greenery and natural materials** such as wood, diverse plantings, stone, etc., **especially where children, youth and young adults work and play and especially outdoors.** Avoid plastics and other petroleum based materials. There are natural materials that are A.D.A compliant. There is no need for plastics or synthetic rubber outdoors.

Sincerely,

Susan Hinton
Plastic Pollution Prevention Committee Chair
Sierra Club Loma Prieta Chapter
<https://www.sierraclub.org/loma-prieta/plastic-pollution-prevention>

P.S. In 2020, the Natural Park Service, <http://tiny.cc/s4h210l>, released the following document. Page 26 is included below.

<https://natureforall.global/wp-content/uploads/2020/12/ConnectingwithNature.pdf>



Recommendations for Policy

Healthy nature has economic benefits. Healthy and accessible natural environments support healthy people. Healthy people reduce social costs. Achieving these benefits requires that we have access to nature. And having access depends on enough of us caring enough to make sure that there are places and spaces where people from all walks of life can experience nature daily or often, through all stages of their lives.

Recommendations for policy supported by the evidence:

- **Education and child care policies** that enable time outdoors in nature and experiential learning about nature in early childhood and throughout life;
- **Health and elder care policies** that deliver the health benefits of contact with nature for all people of all ages;
- **Community planning and urban development policies** to create nature-rich cities that include parks and protected areas for the benefit of people and nature;
- **Parks, outdoor recreation, and tourism policies** that encourage family-friendly experiences; interpretive programmes; and outdoor, nature-based and experiential education;
- **Arts and culture policies** that promote the integration of culture and nature to develop a sense of oneness with nature while celebrating stories of connection and healing;
- **Policies that encourage private sector investment** in environmentally sustainable programming, infrastructure, and innovative solutions, such as technology, for connecting people with nature;
- **Policies that call for biodiversity conservation organisations** to work across sectors so that all people, equitably and inclusively, experience the diverse benefits of connectedness with nature.



Recommendations for Research

As research and programming in this field continue to grow, well-designed and rigorous research is needed to inform both policy and practice. So too is conscious attention to the wisdom still available today from Indigenous people, especially about how to connect with and learn from nature over time.

Recommendations for research are:

- The evidence is strongest that **childhood experiences** are key to fostering connectedness with nature and care for the Earth. Research is required to clarify the kinds of experiences that contribute to connectedness for adults.
- The evidence overwhelmingly indicates that **positive feelings for nature are critically important** to care for the Earth and suggests that meaningful nature-based experiences can occur in a variety of places, including cities. There is a need to better understand the influence of location, duration and frequency of nature experiences.
- Studies that look at the **connections between nature-based experiences and human tendencies to connect with nature**, including actions undertaken to benefit it, tend to be based on correlations. Cause and effect relationships are difficult to assess. Longitudinal studies—those that follow people over long periods of time—are rare, and needed.
- In some studies, **adults are asked to look backwards in time to remember and describe what life experiences led to their behaviours to benefit nature**. This provides a helpful, while limited, base of understanding. Future research that monitors and evaluates the impact of lifestyles, programming and experiences that are implemented specifically to increase care for nature would go a long way towards filling this gap.

From: [Sang Lee](#)
To: [Public Comment](#)
Subject: April 28th - Public Comments
Date: Monday, April 27, 2026 2:10:49 PM

Please share the following below during the public comments and please do not share my email address. Thank you!

My name is Sang, I am a homeowner in Los Altos, and I support the ordinance against camping and storage of personal property in public spaces and request the re-consideration of the urgency ordinance.

Maintaining clear boundaries for public spaces protects safety, fairness, civic trust, and allows a structure which humane solutions to homelessness can function. Cities must balance individual needs with the collective functioning of society and by allowing homeless encampments and the storage of personal belongings in public spaces undermines that balance in the following ways.

First, public spaces are designed for shared, temporary use and when these areas are occupied indefinitely, they cease to serve the broader public, eroding equal access and the law.

Second, encampments create safety, sanitation, and public health risks. Habitation without proper infrastructure often leads to fire hazards, unsanitary conditions, and reduced access. The city has a responsibility to prevent foreseeable harm in communal areas.

Third, clear and consistently enforced rules are essential to maintaining civic order. If cities tolerate violations of basic public-space regulations, enforcement becomes arbitrary, trust declines, and compliance with other laws weakens. An orderly society depends on standards applied to everyone.

Fourth, allowing encampments can unintentionally support homelessness rather than help resolve it. Allowing occupancy of public spaces may reduce engagement with county resources for housing, treatment, or supportive services. This is further supported from previous comments shared at the April 14th meeting, as these are known individuals that have previously turned down county services repeatedly.

In conclusion, the city of Los Altos needs to uphold public order while still meeting the ethical obligation to support vulnerable populations. If we feel that the current \$446M* annual spend for homelessness in Santa Clara County is not sufficient or effective then let's discuss that further with the county but not at the expense of ordinances that promote the safety and order of our community.

*Source: County of Santa Clara Releases Preliminary Results of 2025 Point-in-Time Homeless Count

Melissa Thurman

From: Tagfam <tagliofam@gmail.com>
Sent: Monday, April 27, 2026 4:26 PM
To: Public Comment
Subject: Public Comment: City Council Meeting April 28, 2026 Items Not on The Agenda-General Plan Update

On Wednesday, April 22, I attended the Joint Commission Meeting of the Planning, Complete Streets, and Financial Commissions at Los Altos City Hall, as part of the City's General Plan Update process. As stated, these meetings are intended to serve as open study sessions through which appointed advisory bodies provide input on shared priorities and a long-term vision for the City. That input will inform the Vision and Guiding Principles of the General Plan—Los Altos's primary long-range planning document guiding development and investment for the next 10–20 years.

The portion of the meeting I attended focused on developing the core vision statement. A roundtable discussion was held with all but one member of the Planning Commission present. During this discussion, I observed conduct by two commissioners that raised serious concerns regarding impartiality and adherence to the responsibilities entrusted to appointed Los Altos public officials.

Specifically, public remarks made by Commissioner Eric Steinle characterized residents who seek to preserve the City's established character as exhibiting "toxic nostalgia," a statement that Commissioner Joe Beninato openly endorsed. The two then engaged in joking commentary about placing the phrase on a T-shirt. In addition, Commissioner Beninato asserted that residents whose children had been "out of school for over 30 years" were out of touch with community needs—an assertion that implicitly discounted the legitimacy and relevance of long-time residents in the General Plan process.

Such remarks are troubling not merely because of their dismissive tone, but because they signal a failure to respect the principle that *all* residents—regardless of age, tenure, or life stage—are entitled to meaningful consideration in public planning processes. The General Plan is not intended to serve only a subset of the population; it is a foundational governance instrument that must reflect the interests of the full Los Altos community, both present and future.

I am further concerned about the appearance of a potential conflict of interest involving Commissioner Beninato, who simultaneously serves as a Planning Commissioner and as co-chair of the Los Altos Performing Arts Center (LAPAC) Capital Campaign Cabinet, a leadership group tasked with securing private fundraising support for a proposed City-supported capital project. This concern is heightened by the City Council's decision to allocate \$300,000 in public funds to support that fundraising effort. Even absent an actual conflict, the appearance of divided loyalties raises legitimate questions about independence, objectivity, and public confidence in the Los Altos planning process.

More broadly, the cumulative tone of the comments offered by these two commissioners conveyed an implicit "get on board or get out of the way" posture. This framing is inconsistent with the responsibilities of commission members, whose role, as I understand it, is to facilitate inclusive deliberation, thoughtful analysis, and balanced judgment—not to marginalize viewpoints that do not

align with their preferred narrative. Presenting the City's future as a binary choice between "living in the past" or "moving forward" undermines trust and community cohesion.

Effective governance requires building consensus, not enforcing conformity. It requires acknowledging that preserving what has made Los Altos distinct and successful is not incompatible with thoughtful, well-planned progress into the future. Indeed, many residents support both. Public discourse that dismisses or devalues long-standing community perspectives risks eroding confidence in the integrity of the General Plan process itself.

I respectfully urge the Council to reaffirm clear expectations for professionalism, neutrality, and ethical responsibility among appointed commissioners, and to ensure that the General Plan Update proceeds in a manner that is inclusive, transparent, and worthy of public trust. The legitimacy of the final plan—and public confidence in its outcome—depends upon it.

Valerie Taglio

Melissa Thurman

From: dave1wetzel@gmail.com
Sent: Monday, April 27, 2026 7:24 PM
To: Public Comment
Subject: Public Comments: ORDINANCE NO. 2026. CAMPING AND STORAGE OF PERSONAL PROPERTY IN PUBLIC AREAS

Dear Mayor and Members of the Los Altos City Council,

We are writing in support of the proposed ordinance establishing regulations for camping and the storage of personal property in public areas. We appreciate the thoughtful approach the City has taken in crafting a policy that balances compassion with the need to maintain safe, accessible public spaces for everyone.

Homelessness is a complex and deeply human challenge, and we recognize that those living outdoors are often facing circumstances far beyond their control. We are grateful that the ordinance explicitly requires the City to make every reasonable effort to identify and offer shelter, housing support, and services before any enforcement action occurs. This commitment to outreach and dignity is essential, and it reflects the values of our community.

At the same time, unregulated encampments can create significant safety risks. Risks not only for housed residents, but also for the individuals living in the encampments themselves. Fire hazards, unsanitary conditions, blocked rights-of-way, and impeded access for emergency services all pose real dangers. The ordinance acknowledges these concerns and provides a structured, humane process to address them while ensuring that personal belongings are handled responsibly and respectfully.

We believe this ordinance strikes an important balance: it protects public health and safety, preserves the accessibility of parks and public spaces, and ensures that people experiencing homelessness are treated with compassion and fairness.

We encourage the Council to adopt it.

Thank you for your consideration and for your ongoing work to support the well-being of all members of our community.

Sincerely,
Dave & Julia Wetzel

Melissa Thurman

From: Kim Cranston <kimcc@pacbell.net>
Sent: Tuesday, April 28, 2026 8:46 AM
To: Public Comment
Subject: Public Comment on April 28, 2026 Agenda Item 3 of the Consent Calendar: Adoption of Resolution - Elections Code Section 9212 Report

Good morning,

This morning I read the following NextDoor post regarding the citizen-sponsored Initiative related to any City decisions to sell, lease, trade, convey, declare surplus, or re-purpose Downtown Parking Plazas that raises some interesting points I encourage the City to address in the 9212 Report:

"I don't have a dog in this fight, and I haven't gotten into the specifics of this particular initiative. But I do have some experience with citizen initiatives that affect land use. And it's extremely easy for these things to go awry.

"The problem with initiatives like this is that it totally eliminates the City's discretion, now and in the future. If it gets some aspect wrong - and they usually do - only another ballot measure can fix it. Initiatives like this end up being expensive for the city, and inflexible. Land use is one area that really should be left to the City Council to manage, even if they do get it wrong from time to time.

"Having glanced at the specific wording for all of 30 seconds, it looks extremely problematic to me. The initiative doesn't allow the city to lease any of that property for any amount of time, no matter how short, without a vote? That's potentially a huge deal. Cities frequently enter into agreements to lease the use of part of a parking lot for short-term storage of equipment, machinery, or supplies while some sort of construction or repairs are being done nearby. PG&E might get exclusive use of several spaces for a couple of weeks to store machinery and supplies while it replaces a transformer or substation or whatever. A nearby business doing a renovation project might rent out several spaces for a little while, so they don't do something that disrupts street traffic. And so on. Currently, the City has total discretion to say "you know, this is important to us, so we're going to allow it". The initiative would eliminate that discretion altogether.

"The phrase "which permanently diminishes" is also problematic. Even restriping a parking lot could constitute "permanently diminishing", if it makes any changes whatsoever to the current layout (adding or removing handicapped spaces, widening or narrowing spaces, you name it). One fewer space, one narrower space, one slightly lower entryway, and the City has "permanently diminished" parking access. I'm sure someone's going to say that I'm being nit-picky. But that's what an initiative like this does - it creates an opportunity for someone to sue over something nit-picky and win. Whenever the City tries to do anything, however benign and well-intentioned, any one person who doesn't like it suddenly has grounds to stop it.

"I really hope this initiative is decided by voters with thoughtful deliberation."

Sincerely,

Kim

--

Melissa Thurman

From: Heather Lattanzi <hlattanzi@me.com>
Sent: Tuesday, April 28, 2026 10:18 AM
To: Public Comment
Subject: Los Altos camping ordinance

To the Los Altos City Council:

Thank you for adopting an ordinance for camping and storage of property in public places for the city of Los Altos. At least now we have an initial framework for handling encampments in our public spaces. In reading the ordinance, I see weaknesses that need to be addressed. Specifically, preventing enforcement for a minimum of 48 hours is a bad idea. I also cannot fathom why this was not classified as an urgent matter that should take effect immediately. We have a growing encampment on Fremont Avenue that now has permission to remain for 33 days (31 days for the ordinance to take effect and 2 more for the mandatory posting). The ordinance also lacks any penalty for repeated violations. It basically allows people to set up an encampment for two days, and then simply move across the street for two more. It could lead to an endless game of "whack a mole."

Please refer to the Sunnyvale Municipal code (excerpts attached below) which provides a reasonable and more comprehensive model to follow. This code allows enforcement to begin immediately. If personal property is left unattended (for 12 hours or more), there is a grace period before impounding it, but if people are present they may be removed at the discretion of the police. Los Altos would do well to adopt similar provisions without delay.

Excerpts from Sunnyvale Municipal Code

§ 9.63.050 Enforcement procedures.

No officer of the department of public safety shall issue a citation, make an arrest or otherwise enforce this chapter against any person unless:

(a)

The officer first orally requests or orders the person to refrain from the alleged violation of this chapter.

(b)

If the person fails to comply after receiving the oral request or order, the officer tenders a written warning stating that if the person fails to comply, he or she may be cited or arrested for a violation of this chapter.

(c)

If the person refuses to cooperate after receiving the oral and written warning, the officer may proceed to arrest or criminally cite the person for a violation of this chapter.

(d)

Where individuals are not present to remove unattended property pursuant to this chapter, the area shall be posted at least seventy-two hours before such property is removed. The property shall thereafter be removed and stored by the city in a manner consistent with the city's administrative procedures regarding encampment removals and applicable state and federal law. Owners of personal property shall have ninety days to recover such property, after which time the city may destroy the property.

§ 9.63.060 Violations.

Violations of this chapter shall constitute an infraction and may be subject to an administrative citation,

fine, criminal prosecution, or any other civil or criminal remedies available under the Sunnyvale Municipal Code or other legal authority.

(b)

Subsequent violations of this chapter within two years subsequent to the date of the initial violation may, at the discretion of the city attorney, be prosecuted as a misdemeanor, punishable by a fine of not less than five hundred dollars, nor more than one thousand dollars, by imprisonment in the county jail for not more than six months, or by both such fine and imprisonment. This remedy is in addition to any other legal remedy, civil or criminal, available under the Sunnyvale Municipal Code or other legal authority.

(c)

Each such person is guilty of a separate offense for each and every day during any portion of which any violation of the ordinances of the city is committed, continued or permitted by any such person, and may be cited or punished accordingly.

Sincerely,

Heather Lattanzi

Los Altos resident

Melissa Thurman

From: carolovelman <carolovelman@gmail.com>
Sent: Wednesday, April 29, 2026 11:47 AM
To: Public Comment; Gabriel Engeland
Subject: FW: RE: City Council Meeting Agenda 4/28/26
Attachments: Screenshot_20260428_115623_Nextdoor.jpg; Screenshot_20260428_115737_Nextdoor.jpg; Screenshot_20260428_115742_Nextdoor.jpg

Resending excluding name and address

----- Original message -----

Date: 4/28/26 1:17 PM (GMT-08:00)
To: PublicComment@LosAltosCA.Gov, Gabriel Engeland <gengeland@losaltosca.gov>
Subject: RE: City Council Meeting Agenda 4/28/26

Hi

Many of us would also like to know why the city of Sunnyvale moved that group from the corner of Belleville/Fremont to the Los Altos sign. Has this been addressed? Has anyone from Los Altos discussed this with Sunnyvale? It is not right to move a "problem" from one city to another as a matter of convenience.

Best,

Carol

----- Original message -----

Date: 4/27/26 10:58 AM (GMT-08:00)
To: PublicComment@LosAltosCA.Gov
Subject: City Council Meeting Agenda 4/28/26

Hi

Please include the text of this nextdoor post in public comments.

Link:

https://url.avanan.click/v2/r01/___https://nextdoor.com/p/DL8F7JM5ZGgQ?utm_source=share&extras=NTE4MzUxNg%3D%3D&utm_campaign=1777312616419&share_action_id=be3124d2-3bf2-4742-8452-5b09724a90f6___YXAzOmxvc2FsdG9zY2E6YTpvOjZhMTk0ODk4YWE3N2Y5Njc4NWJiZGRmMjQ1ODdhNWMT2Ojc6MDRjNjo4M2FiMTE3YTY1M2RjN2Y4NGZiYTA2ODlkMDVmMTA0ZDU4MDEwZmYwOWI3MDZiMTYxZml3MzEyYTJlZDlxYjMwOnQ6VDpO

Body of post:

Homeless encampment on Fremont Ave status. Long but everything you need to know:

There is a Los Altos City Council meeting 4/28/26 at 7pm. Below is the agenda item.

"Adopt an Ordinance of the City Council of the City of Los Altos, to be read in title only further reading waived, adding a new Chapter 9.30 to the Los Altos Municipal Code entitled "Camping and Storage of Personal Property in Public Areas" related to unlawful camping; and find pursuant to Title 14 of the California Code of Regulations, Section 15061(b)(3) that this ordinance is exempt "

I queried Google's AI about this and below is its response.

The Los Altos City Council passed the encampment ordinance at its April 14, 2026, meeting with a 3-1 vote. This new legislation, designated as Chapter 9.30 of the Municipal Code, establishes formal regulations for camping and storing personal property on public lands. [1, 2]

Key Ordinance Provisions

The ordinance is designed to manage public spaces while prioritizing social services: [1, 3, 4]

- * Purpose: To maintain public areas in a clean and safe condition and ensure they remain accessible for their intended use.
- * Service-First Approach: City staff must focus on connecting individuals to outreach and county services before taking enforcement actions.
- * Notification Requirements: Before an encampment can be dissolved, the city must post a notice at the site at least 48 hours in advance. This notice must detail available services and how belongings will be handled or recovered.
- * Vehicle Amendment: An amendment was added prior to approval to ensure the ordinance does not apply to individuals living in vehicles, provided they are not violating existing parking or signage laws.
- * Consequences: Willful resistance to city efforts or refusal to comply with staff requests can result in a misdemeanor charge. [1, 5, 6]

Environmental Exemption

The City Council determined that this ordinance is exempt from the California Environmental Quality Act (CEQA) under Section 15061(b)(3). This "common sense" exemption applies because it can be seen with certainty that the activity—regulating public property usage—has no potential to cause a significant effect on the environment. [7, 8, 9]

Effective Date

While the ordinance was "green-lit" in mid-April, an accompanying urgency ordinance failed to receive the required unanimous vote. Consequently, the ordinance follows the standard 30-day waiting period and is expected to become enforceable around mid-May 2026.

Me: **"so nothing will be done before mid may?"**

Correct, formal enforcement of Chapter 9.30 cannot begin until mid-May because the City Council failed to pass an accompanying urgency ordinance, which would have allowed for immediate action. [1, 2] Without the urgency clause, the standard ordinance follows a 30-day "waiting period" from the date of its second reading and adoption (April 14, 2026). [2, 3]

What the City Can (and Cannot) Do Before Mid-May

While the new penalties and specific dissolution procedures in Chapter 9.30 are on hold, the city is not completely inactive:

- * Outreach Continues: The city's primary focus remains connecting individuals to services and county outreach programs. Staff can still offer aid and encourage voluntary relocation to shelters or service centers before the legal mandate kicks in.
- * No Forced Removals Under 9.30: The specific 48-hour notice process and misdemeanor charges established by this new ordinance cannot be used until the effective date.
- * Existing Laws: The city can still enforce other pre-existing municipal codes, such as those related to blocked sidewalks, illegal parking, or health and safety violations, provided they do not rely on the new "Camping and Storage" definitions.

Timeline Summary

- * April 14: Ordinance adopted by City Council (3-1 vote).
- * Late April – Early May: 30-day statutory waiting period.
- * Mid-May (Approx. May 14): Chapter 9.30 becomes legally enforceable.







Melissa Thurman

From: Tom Myers <tmyers@csacares.org>
Sent: Tuesday, April 28, 2026 2:03 PM
To: Public Comment; Sally Meadows
Cc: Gabriel Engeland
Subject: public comment item 5 & 7

Dear Mayor Meadows and members of the Los Altos City Council,

I write to you regarding agenda items #5 and #7, the proposed ordinance and urgency ordinance before you regarding encampments in the city and enforcement efforts.

I would like to make it clear from the start that the Board of Directors of Community Services Agency (CSA) has not met on this topic and has not taken a formal position.

I speak to you as a Los Altos resident and someone who has worked for community based organizations in Santa Clara County for 35 years, 26 of them working for safety net services in Los Altos as Executive Director of CSA.

First, City of Los Altos staff from the Housing Department and Code Enforcement came to our offices and met with CSA staff just this morning to discuss how CSA can help the City address the encampment. We discussed with them the resources we can provide, such as case management and referrals to shelters, as well as outreach activities we offer that can help to connect homeless individuals with services. CSA is also a part of a broad network of agencies on which we can rely for assistance. As Executive Director of CSA, I was really pleased with the progress made at this meeting. I am confident that working in collaboration with one another, we will be able to provide resources and referrals to the residents of the encampment.

Second, I would like to recommend the Council not pass this as an urgency ordinance. While CSA staff and City staff are already organizing outreach efforts, these efforts take time and coordination. I would like to give this collaboration an opportunity to work. It is important that we remove the encampment effectively and with as much compassion and dignity as possible. It is important that we act with intention as opposed to urgency.

Third, I would like to address the issue of enforcement penalties. My recommendation is to attach administrative fines to violations and not misdemeanor charges. Criminalizing homelessness is not the answer. Courts have increasingly found criminalization of homelessness legally problematic. Giving a homeless individual a criminal record makes it that much harder for them to climb out of homelessness.

Nobody likes the idea of a homeless encampment in Los Altos. And that includes both me and CSA. The philosophy of CSA is not to enable homelessness, but to help people to climb out of it. Through the strong collaboration of CSA and the City of Los Altos, giving enough time to allow the collaboration to make progress and by assigning administrative penalties rather than misdemeanor charges, the Council can deal with the encampment with compassion.

I look forward to reporting back to the Council on the progress of our collaboration in the coming weeks.

Sincerely,

Tom Myers

Tom Myers (He, Him, His)

Executive Director

E: tmyers@csacares.org | **P:** (650) 968-5427

Community Services Agency

204 Stierlin Road

Mountain View, CA 94043

We are the community's safety net, providing critical support services that preserve and promote stability, self-reliance, and dignity.

See our video! <https://www.youtube.com/watch?v=X777zvDmmRI>

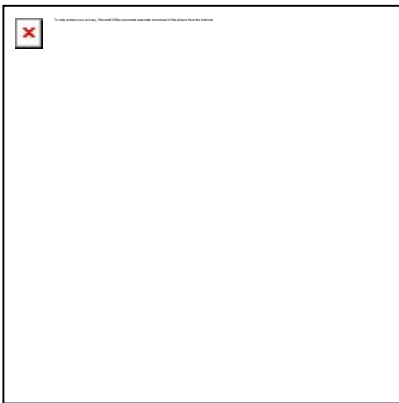
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Melissa Thurman

From: Maria Bautista <maria@specker.com>
Sent: Tuesday, April 28, 2026 2:57 PM
To: Public Comment; City Council
Subject: [External Sender]Public Comment: City Council Meeting April 28, 2026 ITEM #4-Fire Protection Services

Dear Los Altos City Council,

I have serious concerns regarding the proposed transfer of City-owned fire station properties at 765 Fremont Avenue and 10 Almond Avenue to the Santa Clara County Central Fire Protection District as part of the proposed annexation.

The fire station properties are irreplaceable public assets. The proposed resolutions transfer properties without analysis, without an appraisal, without reversionary protections, without competitive solicitation, and with a CEQA exemption that may not withstand scrutiny.

The Consent Calendar agenda item title mischaracterizes this April 28th action as a “service” when it is the designation of “exempt surplus land” and approval of land transfer. Further, the Staff Report is incomplete, discussing only the first action—the declaration of exempt surplus land, but failing to address the approval and terms of land transfer.

Please pull Item #4 from the agenda and move it to a future City Council Discussion in order to provide adequate public noticing and an opportunity to provide the public a complete explanation and analysis of conveying irreplaceable public land.

The proposed resolutions authorize a conveyance of public land with no reference to an appraisal or fair market valuation. These are valuable, strategically-located properties in one of the most expensive real estate markets in the country. Transferring them without establishing their value even in an agency-to-agency context is inconsistent with the fiduciary duty Council owes Los Altos residents. An independent appraisal should be completed and made public before committing to any conveyance.

The annexation is a new arrangement for Los Altos fire services, one that is not time-tested, does not have the benefit of comparison to comparable services from other fire service providers, and without reversionary protections. If the District were to consolidate operations, cease providing fire services from these sites, or eventually seek to redevelop the properties, there is nothing in the resolutions that would return the land to the City.

Public assets transferred for a specific public purpose should carry an explicit reversionary clause requiring that title revert to the City of Los Altos if the properties cease to be used for fire protection and emergency response services. The absence of such a provision is a significant and unnecessary risk to the community.

Further, the resolution deems this action exempt from CEQA review because it is “administrative.” Transferring interest in two properties to a separate agency with no conditions on future use is not purely administrative. Future redevelopment or change in use of these sites could have significant

environmental and land use implications, and the community deserves an opportunity for an analysis to occur before ownership is permanently transferred.

The resolutions assume the District is the only viable provider of services. The City did not issue a solicitation to explore interest from other potential service providers. Agencies such as Cal Fire may have operational interest in these strategically located facilities. A competitive process would demonstrate due diligence.

And any final agreement must include a structured, transparent cost escalation framework to protect taxpayers from unforeseen financial burdens.

The Council and the community should be aware that California's Cortese-Knox-Hertzberg Local Government Reorganization Act (Government Code § 56000 et seq.) provides statutory rights to registered voters to file protests with LAFCO during the annexation proceedings. Residents who share these concerns should be informed of these rights before the LAFCO hearing that is currently scheduled for June 3, 2026.

The fire station properties at 765 Fremont Avenue and 10 Almond Avenue are irreplaceable public assets. I respectfully urge the Council to secure property valuations, include a reversionary clause, open the process to broader competition, and to require a staff report that provides a comprehensive and complete analysis before irreversible decisions are made and our public assets leave City ownership.

Thank you for your time and consideration.

Sincerely,

Maria Bautista



**CITY OF LOS ALTOS
CITY COUNCIL MEETING MINUTES
TUESDAY, APRIL 14, 2026
7:00 p.m.
1 N. San Antonio Rd. ~ Los Altos, CA**

*Sally Meadows,, Mayor
Larry Lang, Vice Mayor
Pete Dailey, Councilmember
Jonathan D. Weinberg, Councilmember*

CALL MEETING TO ORDER – Sally Meadows, Mayor, called the meeting to order at 7:00 p.m.

ESTABLISH QUORUM – All Councilmembers were present.

PLEDGE OF ALLEGIANCE – Jonathan D. Weinberg, Councilmember, led the Pledge of Allegiance.

REPORT ON CLOSED SESSION

There were no reportable actions for the Closed Session meeting held on April 14, 2026, at 5:00 p.m.

CHANGES TO THE ORDER OF THE AGENDA

There were no changes to the agenda order.

PUBLIC COMMENTS ON ITEMS NOT ON THE AGENDA

The following members of the public spoke during public comment:

- Saanj Rao
- Caroline Horn
- Raashina Humayun

CONSENT CALENDAR

Motion by Lang and Second by Weinberg to approve the Consent Calendar. **Motion carried unanimously by roll call vote.**

1. **Approval of Meeting Minutes** – Draft Regular Meeting of March 24, 2026
2. **Adopt a Resolution – 2026 Summer Concert Series**
Adopt a resolution authorizing the City Manager to execute an amendment to the professional services agreement with Thor Audio Solutions for sound and stage for the 2026 Summer Concert Series in the amount of \$30,960

PUBLIC HEARING

3. **Adoption of Resolution - Tentative Map at 901 Fremont Avenue**
Adopt a Resolution approving a Tentative Map (TM24-0005) for the creation of nine condominium lots and one common lot at 901 Fremont Avenue, per the recommended findings and conditions of approval in the attached resolution; and find the project is

categorically exempt from environmental review pursuant to Section 15332 (In-Fill Development Projects) of the California Environmental Quality Act (CEQA)

Jia Liu, Associate Planner, provided the report.

Sally Meadows, Mayor, opened the Public Hearing.

There were no public comments during the Public Hearing.

Sally Meadows, Mayor, closed the Public Hearing.

Motion by Weinberg and Second by Lang to adopt a Resolution approving a Tentative Map (TM24-0005) for the creation of nine condominium lots and one common lot at 901 Fremont Avenue, per the recommended findings and conditions of approval in the attached resolution; and find the project is categorically exempt from environmental review pursuant to Section 15332 (In-Fill Development Projects) of the California Environmental Quality Act (CEQA).
Motion carried unanimously by roll call vote.

DISCUSSION ITEMS

4. Adoption and Introduction of Ordinances — Camping and Storage of Personal Property in Public Areas

- Adopt an Urgency Ordinance of the City Council of the City of Los Altos, to be read in title only further reading waived, adding a new Chapter 9.30 to the Los Altos Municipal Code entitled "Camping and Storage of Personal Property in Public Areas" related to unlawful camping; and find pursuant to Title 14 of the California Code of Regulations, Section 15061(b)(3) that this ordinance is exempt from the requirements of the California Environmental Quality Act (CEQA)
- Introduce an Ordinance of the City Council of the City of Los Altos, to be read in title only further reading waived, adding a new Chapter 9.30 to the Los Altos Municipal Code entitled "Camping and Storage of Personal Property in Public Areas" related to unlawful camping; and find pursuant to Title 14 of the California Code of Regulations, Section 15061(b)(3) that this ordinance is exempt from the requirements of the California Environmental Quality Act (CEQA)

Stephanie Williams, Development Services Director, presented the item.

The following members of the public spoke regarding the item:

- Julia Rapoza
- Eunice Kim
- Aubrey Waing
- Eric Steinle
- Monica Chandra
- Cheryl Dautel
- Gabriel Lomas

A motion for the Urgency Ordinance was not made due to a lack of full Council support.

The City Council provided amendments to the ordinance to be included before the item is presented for final adoption.

Motion by Weinberg and Second by Lang to introduce an Ordinance of the City Council of the City of Los Altos, to be read in title only with further reading waived, adding a new Chapter 9.30 to the Los Altos Municipal Code entitled "Camping and Storage of Personal Property in Public Areas" related to unlawful camping; and find pursuant to Title 14 of the California Code of Regulations, Section 15061(b)(3) that this ordinance is exempt from the requirements of the California Environmental Quality Act (CEQA), as amended. **Motion carried 3-1 by roll call vote, with Councilmember Dailey opposed.**

5. Adoption of Resolution - Fire Protection Services

Adopt a resolution agreeing to the negotiated exchange of property tax revenue between the City of Los Altos and the Santa Clara County Central Fire Protection District

Jon Maginot, Assistant City Manager, presented the report.

There were no speakers regarding this item.

Motion by Lang and Second by Meadows to adopt a resolution agreeing to the negotiated exchange of property tax revenue between the City of Los Altos and the Santa Clara County Central Fire Protection District. **Motion carried unanimously by roll call vote.**

COUNCIL/STAFF REPORTS AND DIRECTIONS ON FUTURE AGENDA ITEMS

- **Sally Meadows, Mayor** – Requested a future agenda item:
 - Flag-Raising for America 250 (*Supported by Dailey and Weinberg*)

ADJOURNMENT – The regular meeting adjourned at 8:59 p.m.

The meeting minutes were prepared by Melissa Thurman, City Clerk, for approval at the regular meeting on April 28, 2026.

Sally Meadows
Mayor

Melissa Thurman, MMC
City Clerk

The April 14, 2026, City Council meeting recording may be viewed via the following external website: <https://www.youtube.com/@CityofLosAltosCA>

The City of Los Altos does not own or operate YouTube. The video referenced in these minutes was live at the time the minutes were published.



City Council Staff Report

Meeting Date: April 28, 2026

Prepared By: Anthony Carnesecca

Approved By: Gabe Engeland

Subject: Flag Raising Request - America 250 Flag

COUNCIL PRIORITY AREA

General Government

RECOMMENDATION

Approve the resolution to raise the America 250 Flag at Veteran's Community Plaza July 2 through July 9, 2026

ENVIRONMENTAL IMPACT

This report is exempt from environmental review pursuant to Section 15061(b)(3) of the State Guidelines implementing the California Environmental Quality Act of 1970.

FISCAL IMPACT

PREVIOUS COUNCIL CONSIDERATION

November 29, 2022

BACKGROUND

At its regular meeting on November 29, 2022, the Los Altos City Council approved Resolution 2022-90 which established the City's flag raising policy. A copy of the resolution is attached to this staff report.

Los Altos' flag raising policy says that in addition to the flags of the United States, the State of California, and the City of Los Altos, "the City Council may authorize the display of other flags on City property, including to commemorate an event or occasion." Authorization to fly an additional flag must be in the form of a resolution.

At the April 14, 2026 City Council meeting, Mayor Meadows, Council member Weinberg, and Council member Dailey moved to bring a request forward to "flag raising for America 250 and associated celebratory activities."

ANALYSIS

DISCUSSION

The United States of America will celebrate its Semiquincentennial, its 250th anniversary, in 2026, marking the July 4, 2026 anniversary of the Declaration of Independence. The United States Semiquincentennial Commission Act of 2016 directs the federal government to mark this anniversary with celebrations such as issuing commemorative postage stamps and coins. The America 250 program is a nonpartisan, multi-year, nationwide effort to commemorate and celebrate this 250th anniversary of the Declaration of Independence.

Attached to this staff report is an exemplar of the America 250 flag. City staff would recommend flying this flag July 2, 2026 through July 9, 2026 in order to ensure that there would be staff present for the flag raising and lowering at Veteran's Community Plaza so there is a resolution attached to this staff report with the recommended dates by City staff for the raising of the America 250 flag.

ATTACHMENTS

1. Attachment 1 - Resolution
2. Attachment 2 - Flag Exemplar
3. Attachment 3 - Flag Raising Policy

RESOLUTION NO. 2026-__

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LOS ALTOS
PERMITTING THE RAISING OF THE AMERICA 250 FLAG**

WHEREAS, the United States of America will celebrate its Semiquincentennial, its 250th anniversary, in 2026, marking the July 4, 2026 anniversary of the Declaration of Independence; and

WHEREAS, the United States Semiquincentennial Commission Act of 2016 directs the federal government to mark this anniversary with celebrations such as issuing commemorative postage stamps and coins; and

WHEREAS, the America 250 program is a nonpartisan, multi-year, nationwide effort to commemorate and celebrate this 250th anniversary of the Declaration of Independence; and

WHEREAS, the City Council may display flags recognized as government speech under the City of Los Altos Flag Raising Policy; and

WHEREAS, the Flag Raising Policy states that the City Council may consider authorizing the display of a flag on City property by referral from the Mayor, the Council as a whole, or a City commission, or on application of a member of the community; and

WHEREAS, at the April 14, 2026 City Council meeting, Mayor Meadows, Council member Weinberg, and Council member Dailey moved to bring a request for a "flag raising for America 250 and associated celebratory activities;" and

WHEREAS, the Flag Raising Policy prohibits flags conveying specified messages, and the City Council finds that the America 250 flag does not convey any of the prohibited messages, and that this Resolution substantially conforms to all the requirements of the Flag Raising Policy; and

WHEREAS, the City Council finds that the America 250 flag is government speech in that the history and symbolism of the flag as described above constitute a message that the City of Los Altos desires to convey on behalf of its residents;

NOW THEREFORE, BE IT RESOLVED, that the City Council of the City of Los Altos hereby recognizes this historic event by displaying the America 250 flag from July 2, 2026 through July 9, 2026 at Veteran's Community Plaza.

I HEREBY CERTIFY that the foregoing is a true and correct copy of a Resolution passed and adopted by the City Council of the City of Los Altos at a meeting thereof on the 28 day of April 2026 by the following vote:

AYES:

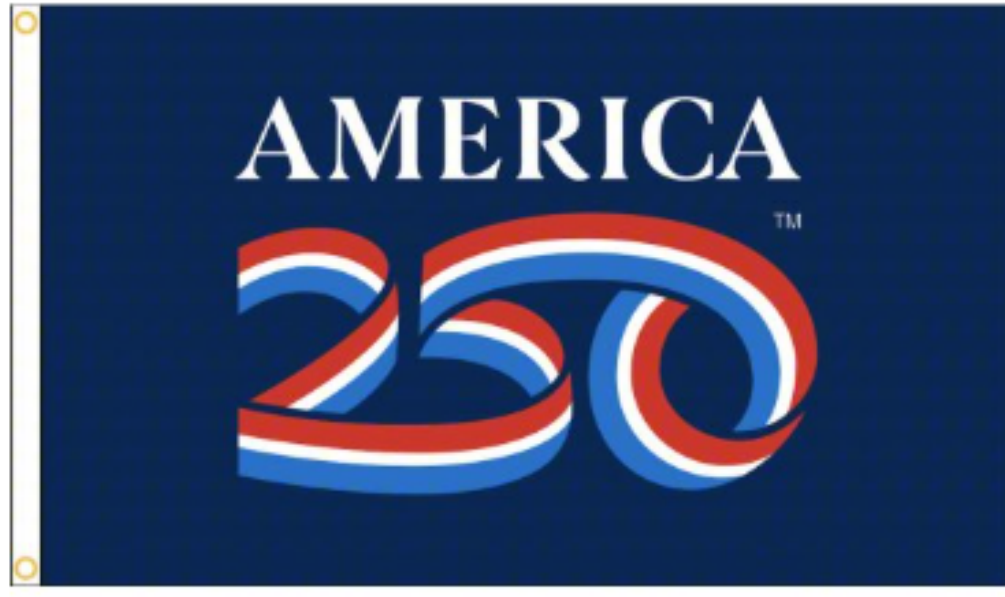
NOES:
ABSENT:
ABSTAIN:

ATTEST:

Sally Meadows
Mayor

Melissa Thurman, MMC
City Clerk

Flag Exemplar



RESOLUTION NO. 2022-90

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LOS ALTOS
CITY OF LOS ALTOS FLAG RAISING POLICY**

WHEREAS, The City of Los Altos displays the flags of the United States, California, and the City on poles located at certain City facilities City flag poles; and

WHEREAS, from time to time, members of the City Council, City commissions, or of the public propose raising other flags on public property, including to commemorate an event or occasion; and

WHEREAS, this policy is intended to create clear guidelines for the display of flags on City property.

NOW THEREFORE, BE IT RESOLVED, that the City Council of the City of Los Altos hereby adopts policy attached hereto as **Exhibit 1**.

I HEREBY CERTIFY that the foregoing is a true and correct copy of a Resolution passed and adopted by the City Council of the City of Los Altos at a meeting thereof on the 29th day of November, 2022 by the following vote:

AYES: Councilmembers Fligor, Weinberg, Vice Mayor Meadows
NOES: Councilmember Lee Eng, Mayor Enander
ABSENT: None
ABSTAIN: None


Anita Enander, MAYOR

Attest:


Angel Rodriguez, INTERIM CITY CLERK

EXHIBIT 1 LOS ALTOS FLAG POLICY

The flags of the United States, California, and the City may be flown on City property. The United States flag shall always be given precedence, and the flag of California shall be given precedence over the City's flag. The display of these flags shall comply with 4 U.S.C. § 1, et seq., and Government Code Section 430, et seq.

In addition to these flags, or in lieu of the display of the City's own flag, the City Council may authorize the display of other flags on City property, including to commemorate an event or occasion. Such authorization by the City Council shall take the form of a resolution, which shall include the following information:

- (1) The date or dates on which the flag shall be displayed and any locations in addition to City Hall where the flag shall be displayed;
- (2) A finding that the display of the flag constitutes government speech in that the particular message conveyed by the flag is a message that the City Council wishes to express on behalf of the residents of the City;
- (3) A statement describing the particular message conveyed by the flag and expressing the reason or reasons the City Council wishes to express that message on behalf of the residents of the City; and
- (4) A statement that the resolution is adopted pursuant to this policy and a statement of reasons why the adoption of the resolution is consistent with this policy.

Under no circumstances shall the City Council authorize the display of a flag that:

- (1) Proposes a consumer transaction;
- (2) Represents a group, organization, or movement that advocates the unlawful overthrow of the state or federal government;
- (3) Commemorates a rebellion against the federal government by the government of any state;
- (4) Advocates discrimination or intolerance against individuals on the basis of any classification specified in Civil Code Section 51;
- (5) Endorses or expresses a preference for any religious sect;
- (6) Advocates for or against a candidate for public office, a political party, or a ballot measure or proposition;
- (7) Is considered highly offensive to persons of average sensitivity within the community; or
- (8) Poses a real and substantial threat to public safety based on objective circumstances or criteria.

The City Council may consider authorizing the display of a flag pursuant to this policy by referral of the Mayor, by referral of the entire Council on motion of any Councilmember made during the time reserved at regular City Council meetings for discussion of future agenda items, or at the recommendation of a commission of the City. The City Council

may also consider authorizing the display of a flag on application of a resident or community group, as follows:

- (1) The applicant shall complete a Commemorative Flag Flying/Raising Application, on a form to be created by the City Manager or designee; and
- (2) A full color picture of the flag (front and back) must be included with the completed application, and the dimensions of the flag must be specified.

The City Council shall not authorize the display of the same flag more than once per year, and if it approves an application from an individual or group within a particular calendar year, it shall not consider another application from that individual or group until the following calendar year. The City Council may condition its authorization to display a particular flag on the applicant's agreement to donate the use of a flag for that purpose. The flag must be a clean and serviceable flag with dimensions no larger than 4' x 6' that is sturdy enough to be flown on an outdoor flagpole for at least one week, and the City shall not be responsible for any loss or damage to the flag while in its possession. The flag must be collected by the applicant within two business days of removal or it may be discarded or destroyed by City staff.

At the time it authorizes the display of any flag, the City Council may also authorize a flag raising ceremony. Any such ceremony shall be open to the general public, subject to reasonable rules of decorum intended to avoid disruption and reasonable efforts by law enforcement to maintain public order in case of a lawful or unlawful protest occurring at or near the site of the ceremony. If the display of the flag has been authorized by the City Council on the application of a private individual or organization, then the City Council may condition authorizing a flag raising ceremony on the applicant's agreement to pay the costs of the ceremony and to coordinate or assist in the coordination of the ceremony; provided, however, that:

- (1) One or more representatives of the City shall be present at the ceremony, and at least one representative of the City shall speak at the ceremony on behalf of the City; and
- (2) City staff shall oversee the coordination of the ceremony and shall supervise and maintain ultimate control over the conduct of the ceremony.

Except as provided in this policy, no flags will be displayed on City property other than the flags of the United States, California, or the City. This policy is intended for the City's sole benefit, and nothing herein is intended to confer any legal right or privilege on any member of the public.

City of Los Altos requires all non-profit organizations or Los Altos residents interested in flying or raising a flag on a City of Los Altos flag pole to meet all the below guidelines and submit a completed application.

1. Applicant Guidelines

- a. A third-party organization or individual may apply to have the City raise a particular flag on one City flagpole located at specified City flagpoles.
- b. A commemorative flag under this policy means a flag that identifies with a specific date, historical event cause, nation or group of people, whereby the city honors or commemorates the date, event, cause, nation or people by flying the flags.
- c. Only commemorative flags that are consistent with the City's vision, mission, and ongoing strategic priorities, incorporating themes of diversity, equity, social justice and inclusion.
- d. At no time will the City of Los Altos display flags that pose a danger to public health or public safety, are deemed to be inappropriate or offensive in nature, support discrimination, prejudice or religious or political movements
- e. If a flag raising ceremony is requested and approved, all flag raising ceremonies must be open to all members of the public. Guests must adhere to the City of Los Altos policy not to discriminate on the basis of gender, race, religion, sexual orientation, or any other class protected by law.
- f. Organizations or individuals may request one flag flying/raising per calendar year. If the same or similar flag was previous flown by a different organization within the one-year period, the application will be denied.
- g. Approved Commemorative flags will be flown for no longer than seven calendar days and will be raised or removed on the first workday of the week.
- h. All flags on City flagpoles will be raised in accordance with the U.S. Flag Code and all applicable laws.

2. Application Procedure

- a. Applicant will complete the Commemorative Flag Flying/Raising Application Form.
- b. A full color picture of the flag (front and back) must be included with the completed application
- c. The flag must be a clean and serviceable flag with dimensions no larger than 4' x 6' that is sturdy enough to be flown on an outdoor flagpole for at least one week.

3. Review and Approval Process

- a. Applications will be reviewed by City staff for completeness.
- b. Approval of the commemorative flag is at the discretion of the City Council.
- c. If approved, the applicants must deliver the flag to the City Clerk's office at least three weeks in advance of the requested raising date.

4. Fee Guidelines

- a. Applicants may be required to pay cleaning/custodial or other costs, as well as police detail fees or special permit fees, depending on the scale of any flag raising event.

5. Pick Up Process

- a. After removal, flags can be picked up at the Municipal Services Center (707 Fremont Ave.).
- b. The City of Los Altos is not responsible for any harm that comes to the flag while it is flying or if not picked up within 48 hours of being removed.



City Council Staff Report

Meeting Date: April 28, 2026

Prepared By: Jolie Houston

Approved By: Gabe Engeland

Subject: Adoption of Resolution - Elections Code Section 9212 Report

COUNCIL PRIORITY AREA

General Government

Housing

Circulation Safety and Efficiency

Business Communities

RECOMMENDATION

- Adopt a Resolution, which authorizes the City Manager (or designees) to execute an Agreement or Agreements with the selected planning, financial, and traffic/parking consultants to draft and complete the Elections Code section 9212 report, pursuant to California Elections Code Section 9212 (“9212 Report”) evaluating the potential impacts of the citizen-sponsored Initiative related to any City decisions to sell, lease, trade, convey, declare surplus, or re-purpose Downtown Parking Plazas for any use other than for surface parking and vehicular access without voter approval; and
- Direct staff to return to the City Council within the statutory timeframe with the completed 9212 Report for consideration prior to any further action under Elections Code Section 9215

ENVIRONMENTAL IMPACT

This action is not a project within the meaning of the California Environmental Quality Act (CEQA) Guidelines §§15378 and 15061(b)(3) as it is an organizational structure change that will not result in any direct or indirect physical change in the environment.

FISCAL IMPACT

Preparation of the 9212 Report will result in one-time, un-budgeted costs associated with staff time as well as specialized consulting support (e.g., economic, land use, housing, zoning, or traffic analysis). At this time staff does not have an estimate of cost.

The potential longer-term fiscal impacts of the Initiative itself, including changes to downtown economic activity, changes to zoning and density downtown and in other areas of the City, potential lawsuits, and financing of public improvements, will be evaluated and documented in

the 9212 Report.

PREVIOUS COUNCIL CONSIDERATION

N/A

BACKGROUND

A citizen-sponsored Initiative has been proposed related to any City decisions to sell, lease, trade, convey, declare surplus, or re-purpose Downtown Parking Plazas for any use other than for surface parking and vehicular access without voter approval.

Pursuant to California Elections Code provisions governing municipal initiatives, the proposed Initiative is currently undergoing the signature gathering and verification process. If the proposed Initiative is ultimately found sufficient, the City Council will be required to take one of the actions specified in Elections Code Section 9215, which includes adopting the proposed Initiative, placing it before the voters, or ordering a 9212 report analyzing the Initiative's potential effects.

The Elections Code authorizes the City Council to order the preparation of a 9212 Report evaluating the proposed Initiative's impacts on matters including, but not limited to, the City's finances, land use policies, housing, infrastructure, and economic vitality.

ANALYSIS

Ordering a 9212 Report would provide the City Council and the public with a structured, objective evaluation of the potential consequences of the proposed Initiative before the City Council is required to determine whether to adopt the measure or submit it to the voters.

Consistent with Elections Code, the 9212 Report would, to the extent feasible, analyze the Initiative's impacts on the following areas:

- Fiscal impacts, including effects on downtown investment, and the City's ability to fund public services and capital improvements;
- Consistency with the General Plan and applicable specific plans, including implications for long-range planning flexibility;
- Land use and housing considerations, including whether the initiative could affect future housing opportunities or the City's ability to meet regional housing needs;
- Legality under California law;
- Appropriateness under the City's certified Housing Element, and how this limits, impacts, or restricts, implementation,
- Infrastructure and public services, including transportation, parking management, and circulation efficiency;
- Economic vitality, including the City's ability to attract and retain businesses and support downtown commercial activity; and

- Other matters the City Council determines are relevant to an informed policy decision.

Preparation of the 9212 Report does not predetermine the City Council's eventual action on the proposed Initiative. Rather, it ensures that any subsequent decision is informed by a comprehensive analysis of potential policy, fiscal, and operational implications of the proposed Initiative.

DISCUSSION

N/A

ATTACHMENTS

1. Attachment 1 - Resolution

RESOLUTION NO. 2026-

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LOS ALTOS
ORDERING THE PREPARATION OF A REPORT PURSUANT TO ELECTIONS
CODE SECTION 9212 TO EVALUATE THE CITIZEN-SPONSORED INITIATIVE
PROHIBITING THE CITY OF LOS ALTOS FROM SELLING, LEASING, DONATING,
DISPOSING OF, OR OTHERWISE CONVEYING CITY-OWNED DOWNTOWN
PARKING PLAZAS, OR ANY PORTION THEREOF, WITHOUT VOTER APPROVAL,
AUTHORIZING A ONE-TIME BUDGET APPROPRIATION OF NECESSARY FUNDS
AND AUTHORIZING THE CITY MANAGER TO EXECUTE AN AGREEMENT WITH
THE SELECTED PLANNING, FINANCIAL, AND TRAFFIC/PARKING
CONSULTANTS**

WHEREAS, on March 18, 2026, a Notice of Intent to Circulate a Petition was filed with the City's Elections Official (City Clerk) with a request that a title and summary be prepared for the LOS ALTOS DOWNTOWN PARKING PLAZAS ORDINANCE Initiative ("Initiative"); and

WHEREAS, on April 2, 2026, the City Attorney provided a title and summary for the Initiative to the proponents; and

WHEREAS, on April 6, 2026, the Initiative was published; and

WHEREAS, the Initiative proponents are currently collecting signatures; and

WHEREAS, to qualify for the ballot, proponents are required to obtain 10% of the registered voters of the City; and

WHEREAS, if the proponents obtain sufficient signatures, then Elections Code section 9215 provides that the City Council is required to: (1) adopt the Initiative, without alteration, at the meeting at which the certification of the Initiative is presented, or within 10 days after it is presented, (2) submit the Initiative, without alteration, to the voters, pursuant to Elections Code section 1405, or (3) order a report pursuant to Elections Code section 9212; and

WHEREAS, the City Council of the City of Los Altos desires to order a report pursuant to Elections Code section 9212 to evaluate the Initiative's impact on, including but not limited, the City's finances, land use policies, consistency with the general and specific plan, its impact on infrastructure, public works and services, and any other matters the City Council deems appropriate.

NOW, THEREFORE, BE IT RESOLVED:

Section 1: Ordering of Report.

Pursuant to Elections Code section 9212, the City Council hereby directs the City Manager and/or designees to prepare a report analyzing the effects of the Initiative and to present the report to the City Council within the statutory timeframe.

Section 2: Contents of Report.

The report shall, to the extent feasible, address the following topics set forth in Elections Code section 9212 regarding the Initiative:

- a. Its fiscal impact.
- b. Its effect on the internal consistency of the City's General and specific plans, including the City's certified Housing Element, the consistency between planning and zoning, and the limitations on City actions under section 65008 of the Government Code and Chapters 4.2 (commencing with section 65913) and 4.3 (commencing with section 65915) of Division 1 of Title 7 of the Government Code.
- c. Its effect on the use of land, the impact on the availability and location of housing, and the ability of the City to meet its Regional Housing Needs.
- d. Its impact on funding for infrastructure of all types, including, but not limited to, transportation, schools, parks, and open space. The report may also discuss whether the measure would be likely to result in increased infrastructure costs or savings, including the costs of infrastructure maintenance, to current residents and businesses.
- e. Its impact on the community's ability to attract and retain business and employment.
- f. Its impact on the uses of vacant parcels of land.
- g. Its impact on agricultural lands, open space, traffic congestion, existing business districts, and developed areas designated for revitalization.
- h. Any other matters the City Council requests to be in the report.

Section 3. The City Council hereby authorizes the City Manager to execute an Agreement or Agreements with the selected planning, financial, and traffic/parking consultants to draft and complete the Elections Code section 9212 report.

I HEREBY CERTIFY that the foregoing is a true and correct copy of a Resolution passed and adopted by the City Council of the city of Los Altos at a meeting thereof on the 28th day of April, 2026 by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

Sally Meadows, MAYOR

Attest:

Melissa Thurman, MMC
CITY CLERK



City Council Staff Report

Meeting Date: April 28, 2026

Prepared By: Jon Maginot

Approved By: Gabe Engeland

Subject: Adoption of Resolutions - Fire Protection Services

COUNCIL PRIORITY AREA

Public Safety

General Government

RECOMMENDATION

1. Adopt a resolution declaring certain properties to be exempt surplus land pursuant to California Government Code Section 54221(F)(1)(D); and
2. Adopt a resolution approving the transfer of real property located at 765 Fremont Avenue and 10 Almond Avenue, Los Altos, California (portions of Assessor Parcel Nos.: APN 189-16-033 and 170-43-005) and approving a delegation of authority to the City Manager, or designee, to negotiate and execute the Property Transfer Agreement for the transfer of the properties

ENVIRONMENTAL IMPACT

The proposed actions are exempt from environmental review pursuant to Section 15301 of the CEQA Guidelines

FISCAL IMPACT

The recommended actions will result in the transfer of two City-owned properties to County Fire. The City will no longer own nor be responsible for the two properties and any facilities located thereon. In addition, the City will make a one-time, lump sum payment of \$1.5 million from the City's General Fund to County Fire to help offset the deferred maintenance on the two buildings.

PREVIOUS COUNCIL CONSIDERATION

June 24, 2025, October 28, 2025, March 10, 2026, April 14, 2026

BACKGROUND

On March 10, 2026, the City Council approved Resolution No. 2026-18 initiating an application for annexation into the Santa Clara County Central Fire Protection District (County Fire). On April 2, 2026, the City submitted the application for annexation to the Local Agency Formation Commission of Santa Clara County (LAFCO). On April 14, 2026, the City Council approved Resolution No. 2026-25 agreeing to the negotiated exchange of property tax revenue between the City and County Fire.

ANALYSIS

As part of the annexation process, the City and County Fire have agreed to the transfer of the two City-owned fire stations located at 765 Fremont Avenue and 10 Almond Avenue (portions of Assessor Parcel Nos.: APN 189-16-033 and 170-43-005).

The Surplus Land Act (SLA) requires cities to prioritize public benefits, especially affordable housing, when selling or transferring land that is no longer needed. As the City would be transferring public land, it must go through the SLA process. The SLA does allow for exemptions to the SLA process if the land is being transferred to another public agency for the receiving agency's use. Since the properties will be transferred to another public agency, County Fire, for a public use, fire stations, the attached resolution makes findings that the action is exempt from the full SLA process.

DISCUSSION

There are two recommended actions for City Council consideration. The first is a resolution declaring a portion of the parcels at 765 Fremont Avenue and 10 Almond Avenue as Exempt Surplus Land. This action does not bind the City to actually transfer the properties, but is a necessary step should the annexation process continue.

765 Fremont Avenue

The attached resolution declares only the portion of Assessor Parcel Number 189-16-033 outlined in Exhibit A of the resolution as exempt surplus land. It does not include the other portions of the property which include McKenzie Park and the City's Municipal Services Center (MSC). If the transfer of the property is approved, the City will go through the process of subdividing the parcel along the lines indicated in Exhibit A. Also included in the transfer will be an easement for the driveway into and out of the MSC portion of the parcel.

10 Almond Avenue

Similarly, the proposed transfer includes only a portion of Assessor Parcel Number 170-43-005 outlined in Exhibit B of the resolution as exempt surplus land. It does not include the portion of the property that is part of the San Antonio Road right-of-way. If the transfer of the property is approved, the City will go through the process of subdividing the parcel along the lines indicated in Exhibit B.

ATTACHMENTS

1. Attachment 1 - Exempt Surplus Land Resolution
2. Attachment 2 - Real Property Resolution

RESOLUTION NO. 2026-__

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LOS ALTOS
DECLARING CERTAIN PROPERTIES TO BE EXEMPT SURPLUS LAND
PURSUANT TO CALIFORNIA GOVERNMENT CODE SECTION 54221(F)(1)(D)**

WHEREAS, the Surplus Land Act, codified in California Government Code sections 54220, et seq. (“SLA”), defines “surplus land” as land owned in fee simple by any local agency for which the local agency’s governing body takes formal action in a regular public meeting declaring that the land is surplus and is not necessary for the agency’s use; and

WHEREAS, effective January 1, 2020, Assembly Bill (AB) 1486, and most recently amended by Senate Bill (SB) 747 and Assembly Bill (AB) 480, effective January 1, 2024, amended the SLA to require the City of Los Altos to formally declare properties as “surplus land” or “exempt surplus land” prior to taking action to dispose of such properties; and

WHEREAS, a declaration of “exempt surplus land,” as permitted by the SLA, is a process adopted in State law; and

WHEREAS, California Government Code section 54221(f)(1)(D) provides that “exempt surplus land” includes surplus land that a local agency is transferring to another local, state, or federal agency, or to a third-party intermediary for future dedication for the receiving agency's use, or to a federally recognized California Indian tribe; and

WHEREAS, the City of Los Altos (the “City”) is the owner in fee simple of the following improved real properties (collectively, the “Properties”):

1. Loyola Fire Station, located at 765 Fremont Avenue, Los Altos, more particularly described in Exhibit A attached hereto and incorporated herein by this reference; and
2. Los Altos Fire Station, located at 10 Almond Avenue, Los Altos, more particularly described in Exhibit B attached hereto and incorporated herein by this reference

WHEREAS, the City Council finds that the Properties are proposed to be transferred to the Santa Clara County Central Fire Protection District (the “District”), a separate local agency, for the District’s governmental operations and public safety use, including fire protection and emergency response services; and

WHEREAS, the City Council further finds that, in light of the proposed transfer and the intended ongoing public safety use by the District, the Properties are not necessary for the City’s use for purposes of the SLA; and

WHEREAS, the City Council desires to declare the Properties as “exempt surplus land” pursuant to Government Code section 54221(f)(1)(D) in connection with the proposed transfer of the Properties to the District for the District’s use, and to authorize City staff to take appropriate steps to complete the transfer consistent with applicable law; and

WHEREAS, the City Council finds that this Resolution is an administrative and organizational action that does not itself approve any physical construction or development and therefore does not result in a direct physical change in the environment or a reasonably foreseeable indirect physical change in the environment.

NOW THEREFORE, BE IT RESOLVED, that the City Council of the City of Los Altos as follows:

1. The City Council hereby finds and determines that the foregoing recitals are true and correct and are a substantive part of this Resolution.
2. Based on the above recitals and its independent review, the City Council hereby declares the properties listed in Exhibits A and B to be “exempt surplus land” pursuant to Government Code section 54221(f)(1)(D) because the City proposes to transfer the Properties to the District, a separate local agency for the District’s governmental operations and use.
3. The City Council hereby authorizes the City Manager, or designee, to take all actions reasonably necessary or appropriate to effectuate the transfer of the Properties to the District for the District’s use; which includes, but is not limited to, a fee interest conveyance of a portion of the Loyola Fire Station property located at 765 Fremont Avenue, pursuant to Government Code section 66428(a)(2). This conveyance of a portion of the Loyola Fire Station property constitutes land conveyed from a governmental agency (City of Los Altos) to a governmental agency (Santa Clara County Central Fire Protection District).
4. City staff is authorized to submit this Resolution and any required supporting documentation to the California Department of Housing and Community Development (HCD) and to otherwise comply with any applicable SLA reporting requirements.
5. The City Council finds and determines that this action results in no binding commitment to authorize or advance the disposition of the “exempt surplus land”; will not result in a direct or indirect physical change in the environment; and does not constitute an “approval” of a “project” pursuant to CEQA Guidelines Sections 15004 and 15352.

I HEREBY CERTIFY that the foregoing is a true and correct copy of a Resolution passed and adopted by the City Council of the City of Los Altos at a meeting thereof on the 28th day of April 2026 by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

Sally Meadows, MAYOR

Attest:

Melissa Thurman, MMC, CITY CLERK



Proposed Property Line Adjustment

April 23, 2026

APN: 18916033

Address: 765 Fremont Ave, Los Altos

Projection: NAD83 State Plane Zone III Feet



Parcel



Loyola Fire Station





Proposed Property Line Adjustment

April 23, 2026

APN: 17043005

Address: 10 Almond Ave, Los Altos

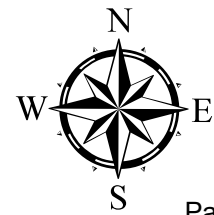
Projection: NAD83 State Plane Zone III Feet



Parcel



Los Altos Fire Station



RESOLUTION NO. 2026-

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LOS ALTOS
APPROVING THE TRANSFER OF REAL PROPERTY LOCATED AT 765 FREMONT
AVENUE AND 10 ALMOND AVENUE, LOS ALTOS, CALIFORNIA (PORTIONS OF
ASSESSOR PARCEL NOS.: 189-16-033 AND 170-43-005) TO THE SANTA CLARA
COUNTY CENTRAL FIRE PROTECTION DISTRICT AND AUTHORIZING THE
CITY MANAGER, OR DESIGNEE, TO NEGOTIATE AND EXECUTE THE
PROPERTY TRANSFER AGREEMENT FOR THE TRANSFER OF THE PROPERTIES**

WHEREAS, on March 10, 2026, the City Council of the City of Los Altos (“City”) adopted Resolution 2026-18 to initiate proceedings for the annexation of the City into the Santa Clara County Central Fire Protection District (“Fire District”) (the “Proposed Annexation”), and, also on March 10, 2026, the Board of Directors of the Fire District adopted Resolution CFPD-2026-1 in support of the Proposed Annexation; and

WHEREAS, since the Proposed Annexation is subject to the approval of the Santa Clara County Local Agency Formation Commission (“LAFCO”), on April 4, 2026, the City submitted application materials to LAFCO in support of the Proposed Annexation, including a Plan for Services approved by the Fire Chief of the Fire District; and

WHEREAS, the City owns the real property, located in the City of Los Altos, County of Santa Clara, State of California, known as 765 Fremont Avenue, which is a portion of APN 189-16-033 (the “Fremont Property”), and 10 Almond Avenue, which is a portion of APN 170-43-005 (the “Almond Property”) (collectively the “Property”); and

WHEREAS, as memorialized in the Plan for Services and the resolutions initiating the Proposed Annexation, the City and the Fire District agree that the transfer of the Property is a necessary component of the agreed-upon strategy for the Fire District to provide fire and emergency medical services within the annexed territory; and

WHEREAS, as a condition of the Proposed Annexation, the City and Fire District agreed to negotiate and execute an agreement for the transfer of the Property to the Fire District, subject to standard representations, warranties, and due diligence, and shall mutually agree upon terms for related capital and facility needs; and

WHEREAS, on April 14, 2026, the City adopted Resolution 2026-25, and on April 14, 2026, the Board of Supervisors of the County of Santa Clara-acting on behalf of the Fire District-adopted Resolution BOS-2026-41 to memorialize the Negotiated Property Tax Exchange to support the Proposed Annexation; and

WHEREAS, the Fire District currently occupies the Property pursuant to the Fire and Emergency Medical Services Agreement between the City, the Fire District, and the Los Altos Hills County Fire District, dated as of December 13, 2016; and

WHEREAS, the transfer of the Property is exempt from the California Environmental Quality Act ("CEQA") pursuant to CEQA Guideline Section 15301.

NOW THEREFORE, BE IT RESOLVED, that the City Council of the City of Los Altos hereby finds:

1. The transfer of the Property from the City to the Fire District is approved and authorized.
2. The transfer of the Property as described herein is exempt from CEQA pursuant to CEQA Guideline 15301.
3. The City Manager, or designee, is authorized to negotiate and execute the Property Transfer Agreement and all other agreements and documents necessary or required for the consummation of the transfer, and to take all other necessary actions to complete the transfer of the Property. Delegation of authority shall expire on June 30, 2027.

I HEREBY CERTIFY that the foregoing is a true and correct copy of a Resolution passed and adopted by the City Council of the City of Los Altos at a meeting thereof on the 28th day of April, 2026 by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

Sally Meadows, MAYOR

Attest:

Melissa Thurman, MMC
CITY CLERK



City Council Staff Report

Meeting Date: April 28, 2026
Prepared By: Stephanie Williams
Approved By: Gabe Engeland

Subject: Adoption of Ordinance - Camping and Storage of Personal Property in Public Areas

COUNCIL PRIORITY AREA

Public Safety
General Government

RECOMMENDATION

Adopt an Ordinance of the City Council of the City of Los Altos, to be read in title only further reading waived, adding a new Chapter 9.30 to the Los Altos Municipal Code entitled "Camping and Storage of Personal Property in Public Areas" related to unlawful camping; and find pursuant to Title 14 of the California Code of Regulations, Section 15061(b)(3) that this ordinance is exempt from the requirements of the California Environmental Quality Act (CEQA)

ENVIRONMENTAL IMPACT

Pursuant to CEQA Guidelines Section 15061(b)(3), adoption of the ordinance is exempt from the California Environmental Quality Act (CEQA) because it can be seen with certainty there is no possibility that the actions may have a significant effect on the environment.

FISCAL IMPACT

Adoption and implementation of the proposed ordinance is not anticipated to have a fiscal impact on the City. Enforcement activities would be conducted by the City's Code Enforcement Division, with assistance from other City departments on an as-needed basis using existing staff and resources.

PREVIOUS COUNCIL CONSIDERATION

April 14, 2026, Ordinance Introduction

BACKGROUND

On April 14, 2026, following Council deliberation and public testimony from seven speakers, the Council approved introduction of the ordinance "Camping and Storage of Personal Property in Public Areas" with a minor amendment to the definition of "Campsite" to clarify its applicability to vehicle parking consistent with the parking regulations in Title 8 of the Los Altos Municipal

Code. If approved, this ordinance shall be effective upon the commencement of the thirty-first day following the adoption date.

ANALYSIS

The proposed addition of Chapter 9.30 would establish no-camping regulations and standards for the storage of personal property in public areas. The ordinance includes procedures intended to support consistent enforcement, including notice and an opportunity to remove belongings prior to any enforcement action, as well as provisions for the storage of personal property with an opportunity for retrieval prior to disposal.

Even when homelessness is episodic and involves a small number of individuals, camping activity in particular locations may create public health and safety concerns for both those individuals and the broader community. Potential impacts may include damage to public property, increased fire risk, unsanitary conditions, environmental impacts, and restricted access for routine maintenance, operations, and emergency response.

The City coordinates with Santa Clara County and local nonprofit service providers to support outreach efforts and improve access to shelter, housing programs, and other essential services. Adoption of Chapter 9.30 is not intended to be the City's sole response to homelessness; rather, it would serve as one tool within a broader, evolving approach that emphasizes homelessness prevention, coordination, outreach, and connection to services, alongside clear and enforceable standards for the use of public property.

Given recent case law affecting the legal landscape for enforcement of public camping regulations, adoption of Chapter 9.30 would provide the City with an enforceable framework to manage the use of public property, protect public infrastructure, and support public health and safety, while the City continues to evaluate and pursue complementary strategies to address homelessness.

DISCUSSION

See Analysis section above.

ATTACHMENTS

1. Attachment 1 - Ordinance

ORDINANCE NO. 2026-__

**AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF LOS ALTOS
ADDING A NEW CHAPTER 9.30 TO THE LOS ALTOS MUNICIPAL CODE
ENTITLED “CAMPING AND STORAGE OF PERSONAL PROPERTY IN
PUBLIC AREAS” RELATED TO UNLAWFUL CAMPING**

WHEREAS, Article XI, Section 7 of the California Constitution grants cities the police power to make and enforce ordinances to protect the public health, safety, and welfare; and

WHEREAS, the City Council recognizes that unregulated camping and storage of personal property in public areas poses serious risks to public health and safety, including fire hazards, unsanitary conditions, obstruction of public rights-of-way, interference with access to parks and public facilities, damage to public property, and impediments to emergency and maintenance operations; and

WHEREAS, the City Council recognizes that encampments exacerbate these risks and can harm nearby neighborhoods, businesses, public facilities, and environmentally sensitive areas; and

WHEREAS, the purpose of this Chapter is to establish a humane, lawful, and effective framework for addressing camping and storage of personal property in public areas by protecting public health, safety, and accessibility; ensuring people experiencing homelessness are treated with dignity and respect; prioritizing outreach, shelter, and supportive services; and preserving the City’s ability to maintain public spaces for their intended public use; and

WHEREAS, the City Council desires to add a chapter to the Los Altos Municipal Code Title 9 (Streets, Sidewalks, and Public Places) related to camping and storage of personal property in public areas.

NOW THEREFORE, the City Council of the City of Los Altos does hereby ordain as follows:

SECTION 1. AMENDMENT OF CODE. Title 9 of the Municipal Code for the City (“Code”) shall be amended to add Chapter 9.30, entitled “Camping and Storage of Personal Property in Public Areas” to read as follows:

Chapter 9.30 - Camping and Storage of Personal Property in Public Areas

9.30.010 Purpose

The public parks, streets, sidewalks and other public areas within the City should be readily accessible and available to residents and the public at large for their intended purposes. The purpose of this chapter is to maintain public areas within the City in a clean, sanitary, safe, attractive and accessible condition and to protect the health, safety, environment and general welfare of the community. In addition, the use of public areas

for camping and sleeping interferes with the rights of others to use and enjoy those areas as they are intended.

9.30.020 Definitions

For purposes of this chapter, the following definitions apply:

- A. “Bridge” means a structure carrying a pathway or roadway over a depression, roadway, waterway, or other obstacle.
- B. “Camping” means to set up or to remain in or at a campsite, including for living accommodation purposes such as sleeping, lying down, storing personal property, cooking, or using a tent, sleeping bag, blanket, or similar material for purposes of shelter.
- C. “Campsite” means any place where bedding, sleeping bag, or other material used for bedding purposes, or any stove or fire is placed, established, or maintained for the purpose of maintaining a temporary place to live, whether or not such place incorporates the use of any tent, lean-to, shack, or any other structure, or any vehicle or part thereof that does not comply with the parking regulations set forth in Title 8 of the Los Altos Municipal Code.
- D. “Encampment” means one or more persons camping on public property, including associated personal property, shelters, or structures.
- E. “Public property” means any real property located in the City and owned in fee title, or its equivalent, by the City or any Federal, State, or local government agency, including any street, sidewalk, park, trail, bicycle path, public parking lot, landscaped area, or other property owned or controlled by the City.
- F. “City” means the City of Los Altos, including its employees and agents.
- G. “Housing support services” means housing support services intended to connect a person with temporary or permanent housing resources.
- H. “Private property” means any real property located in the City and owned in fee title, or its equivalent, by a private person or entity. The fact that private property may contain an easement, lien, or other interest less than fee title, or its equivalent, by a governmental or public agency does not negate the status of the property as private property.
- I. “Sidewalk” means any area in the City provided for the use of pedestrians, including planting areas, driveway approaches or parking strips, between the public vehicular roadway and the edge of right-of-way bordering fronting or adjacent private property.
- J. “Semi-permanent structure” means any structure designed or intended to remain in place for more than transient use, including but not limited to hand-built sheds or structures with metal or rigid roofing or siding.
- K. “Personal belongings” has the meaning set forth in Section 9.30.050.

9.30.030 Prohibited Camping and Storage of Property

It is unlawful on any public property within the City:

- A. To occupy a campsite in or upon any sidewalk, street, alley, lane, public right-of-way, park, bench, or any other public property and/or under any bridge.
- B. To construct, place, or maintain any semi-permanent structure on public property for the purpose of sheltering one or more people.

9.30.040 Enforcement Procedures

- A. Except in exigent circumstances involving an imminent threat to life, safety, health, or infrastructure, each of the following shall be satisfied prior to enforcement of Section 9.30.030:
 - 1. City officials, or any agent acting on their behalf, shall make every reasonable effort to identify and offer shelter at an emergency shelter, navigation center, or other appropriate housing, and offer supportive services, to persons living in the encampment.
 - 2. City officials, or any agent acting on their behalf, shall post a notice to vacate in a prominent location at the encampment site at least forty-eight (48) hours prior to the enforcement action. The notice shall include, at a minimum: (1) The anticipated date and time of the enforcement action; (2) information on services, including shelter, that are immediately available to persons living in the encampment; and (3) information on how unattended belongings will be handled on the day of the enforcement action, including what will be stored, how they can be recovered, and the date by which they must be claimed.
 - 3. No enforcement operations shall begin earlier than the date and time on the notice to vacate.
- B. Where exigent circumstances require less than forty-eight (48) hours notice, the following shall be satisfied prior to enforcement of Section 9.30.030:
 - 1. City officials, or any agent acting on their behalf, shall provide as much advance notice of enforcement as reasonably possible under the circumstances.
 - 2. As soon as reasonably possible following the enforcement action, City officials, or any agent acting on their behalf, shall post notice at or near the encampment site describing where items taken during the enforcement action are stored, how they can be recovered, and the date by which they must be claimed.

9.30.050 Temporary Safekeeping, Handling, and Storage of Personal Belongings

- A. When the City obtains possession of personal belongings from a person for temporary safekeeping in connection with an enforcement action under this Chapter, the City shall take responsibility for the storage, documentation, and disposition of the personal belongings.
- B. The City shall provide the person from whom the personal belongings were taken with a receipt and instructions for retrieval. The receipt and instructions shall be provided at the time the City obtains the personal belongings.
- C. The receipt and instructions required by subsection B shall notify the person from whom the personal belongings were taken that the belongings must be claimed within ninety (90) days after the City obtains possession.
- D. Personal belongings not reclaimed within ninety (90) days after the City obtains possession may be disposed of by the City.
- E. For purposes of this chapter, “personal belongings” include: (1) items of apparent monetary value of fifty dollars (\$50.00) or more; and (2) items of apparent personal value, including but not limited to eyeglasses; mobility devices and medical equipment; habitable tents; personal papers (photographs, identification, legal or financial documents); backpacks and containers; and operational bicycles, scooters, and strollers.

- F. The following items shall not be collected or stored: (1) items constituting a health or safety hazard, including but not limited to sharps or weapons; chemicals or unidentified liquids; items soiled by human waste or bodily fluids; moldy or mildew-infested items; items infested by rodents or insects; flammable materials, propane tanks, or fuel containers; (2) bulky items such as mattresses and sheds; (3) perishable food; and (4) trash, debris, contraband, or controlled substances. If personal belongings are commingled with hazardous materials or human waste, the entire pile or container may be disposed of.

9.30.060 Penalties

A violation of this chapter involving a person who willfully resists, delays, or obstructs a city employee from enforcing this chapter or who willfully refuses to comply after being requested to do so by a city employee shall be punishable as a misdemeanor. All other violations of this chapter shall be enforceable as infractions pursuant to Chapter 1.20.

SECTION 2. CONSTITUTIONALITY. If any section, subsection, sentence, clause or phrase of this code is for any reason held to be invalid or unconstitutional, such decision shall not affect the validity of the remaining portions of this code.

SECTION 3. PUBLICATION. This ordinance shall be published as provided in Government Code section 36933.

SECTION 4. CEQA - EXEMPTION. The City Council finds, pursuant to Title 14 of the California Code of Regulations, Section 15061(b)(3), that this ordinance is exempt from the requirements of the California Environmental Quality Act (CEQA) in that it is not a project which has the potential for causing a significant effect on the environment.

SECTION 5. EFFECTIVE DATE. This ordinance shall be effective upon the commencement of the thirty-first day following the adoption date.

The foregoing ordinance was duly and properly introduced at a regular meeting of the City Council of the City of Los Altos held on April 14, 2026, and was thereafter, at a regular meeting held on April 28, 2026, passed and adopted by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

Sally Meadows, Mayor

ATTEST:

Melissa Thurman, City Clerk



City Council Staff Report

Meeting Date: April 28, 2026

Prepared By: Irene Barragan

Approved By: Gabe Engeland

Subject: Contract Amendment - City Manager Employment Agreement

COUNCIL PRIORITY AREA

General Government

RECOMMENDATION

Approve Amendment No. 4 to the City Manager Employment Agreement

ENVIRONMENTAL IMPACT

N/A

FISCAL IMPACT

This amendment will result in an increase of \$11,983 in the City Manager's annual salary.

PREVIOUS COUNCIL CONSIDERATION

April 14, 2026 – City Council Closed Session – Public Employee Performance Evaluation

BACKGROUND

The Los Altos City Council selects, appoints and is responsible for evaluating the performance of the City Manager on an annual basis. As the result of the performance evaluation process, the City Council may consider an adjustment to compensation.

ANALYSIS

N/A

DISCUSSION

The Fiscal Year 2024/2025 performance evaluation process has been conducted. Based upon this review, the following compensation and contractual modifications are recommended:

1. Compensation increase of 4.01% based on cost-of-living adjustments applied to the Director band in the classification and compensation matrix in FY 2024/25.

These modifications are included in the amendment to the City Manager Employment

Agreement (Attachment 1) and take effect the first full pay period after July 1, 2025. In addition to the salary increase, this amendment converts the housing allowance that Engeland has received since the effective date of the contract to the base salary. This conversion does not cause an increase in total compensation for Engeland. The Housing Allowance was included in the contract due to the high cost of housing in Los Altos. The conversion to the base salary is a more transparent way to record employee compensation, but does not diminish the lack of affordable housing options available in Los Altos currently.

ATTACHMENTS

1. Attachment 1 - Contract Amendment

CITY MANAGER EMPLOYMENT AGREEMENT

This Amended and Restated Agreement for Employment of City Manager (this “Agreement”) is made and entered on this 21 day of October, 2024, by and between the City of Los Altos (the “City”), a California general law municipal corporation, and Gabriel Engeland (“Engeland”) (jointly, the “Parties”).

RECITALS

WHEREAS, on June 22, 2021, the Parties entered a City Manager Employment Agreement (the “Employment Contract”) setting forth the terms and conditions of Engeland’s employment by the City as the City’s City Manager; and

WHEREAS, the effective date of the Employment Contract was July 19, 2021; and

WHEREAS, the Employment Contract was amended on October 11, 2022, by Amendment No. 1 to the Employment Contract (the “First Amendment”); and

WHEREAS, the Employment Contract was amended on November 28, 2023, by Amendment No. 2 to the Employment Contract (the “Second Amendment”); and

WHEREAS, the Employment Contract was amended on October 22, 2024, by Amendment No. 3 to the Employment Contract (the “Third Amendment”); and

WHEREAS, the City Council now desires to amend the Employment Contract again to increase Engeland’s salary by \$11,983 annually by Amendment No. 4 (the “Fourth Amendment”); and

WHEREAS, the City Council now desires to account for the Housing Assistance, described below, into Engeland’s base salary. The conversion of Housing Assistance to base salary does not increase Engeland’s total compensation, but does reflect a new base salary of \$340,808.

WHEREAS, for administrative convenience the Parties desire to amend and restate the Employment Contract in full to reflect in one document the original provisions of the Employment Contract as amended by the First, Second, Third, and Fourth Amendments, and to reflect the foregoing salary increase; and

WHEREAS, the Parties do not intend the amendment and restatement of the Employment Contract to affect its interpretation in any manner except to reflect the amendments in the First, Second, Third and Fourth Amendments and to reflect the foregoing salary increase; and

WHEREAS, the City is best served by a City Manager who establishes and maintains a strong partnership with the City Council and the community, and such a partnership is best achieved by the City Manager’s involvement in a broad spectrum of community activities and by having a personal stake and interest in the quality of life shared by those who live in the community; and

WHEREAS, the City Manager is an integral part of the City's Emergency Services Team and the City Council has developed a heightened awareness of the value of having the City Manager available during the critical hours immediately following catastrophic events; and

WHEREAS, the City Council believes, therefore, that it is in the best interest of the community for the City Manager to reside within the geographic boundaries of the City, and recognizing the high cost of housing, the City determines that it is in the City's best interest to assist in such housing; and

WHEREAS, the housing assistance shall now be included as part of the base salary of the Agreement; and

WHEREAS, the City Council finds that above stated reasons for the housing assistance constitute legitimate public purposes for making the housing assistance;

NOW, THEREFORE, in consideration of the respective and mutual covenants hereinafter contained and made, and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged and agreed, and subject to all the terms and conditions hereof, the Parties agree as follows:

SECTION 1. EMPLOYMENT, DUTIES AND RESPONSIBILITIES

A. **Appointment of City Manager.** City does hereby agree to employ Engeland in the capacity of City Manager with a work start date of July 19, 2021 (the "Effective Date"). Engeland's employment is "at-will" and Engeland serves at the pleasure of the City-Council.

B. **Duties.** Engeland shall perform the functions and duties specified under the Government Code of the State of California, the Los Altos Municipal Code, and Ordinances and Resolutions of the City, and to perform such other legally permissible and proper duties and functions as the City Council shall from time-to-time assign.

C. **Term of Agreement.** This Agreement shall be effective from July 19, 2021, and will remain in force and effect until terminated as provided herein, Engeland resigns, or Engeland dies or becomes incapacitated or otherwise unable to perform the duties hereunder. Nothing in this Agreement shall prevent, limit, or otherwise interfere with (a) Engeland's at-will status; (b) the right of the City to terminate the services of Engeland as provided herein; or (c) the right of Engeland to resign from his position as provided herein.

D. **[Deleted by the First Amendment.]**

E. **Hours of Work.** Engeland is expected to devote the necessary time outside normal office hours to the business of the City. To that end, Engeland shall be allowed flexibility in setting his own office hours, provided that Engeland shall work as necessary during customary business hours to satisfactorily perform his City Manager duties and responsibilities and be available to other City staff during customary business hours. This position is exempt from the

Fair Labor Standards Act overtime pay requirements; therefore, Engeland shall not be entitled to additional compensation for any work performed in excess of the City's regular workweek. Engeland shall keep the City Council and his direct reports aware of his office schedule.

F. **Exclusive Employment.** The employment provided for by this Agreement shall be Engeland's sole employment. Recognizing that certain outside consulting or teaching opportunities provide indirect benefits to the City and the community, subject to prior approval by the City Council, Engeland may elect to accept limited teaching, consulting or other business opportunities which do not interfere with or create a conflict of interest (or the appearance of a conflict of interest) with the performance of his duties or obligations under this Agreement, or place the City, the City Council or Engeland in an unfavorable light.

SECTION 2. COMPENSATION - SALARY AND BENEFITS

A. **Salary.**

1. **Initial Base Salary.** City shall pay Engeland an annual base salary of Two Hundred Forty-five Thousand and Ninety-five Dollars (\$245,095) ("Base Salary"). Salary shall be paid in bi-weekly installments at the same time as other employees of City are paid. Engeland's Base Salary shall increase to Two Hundred Fifty-seven Thousand Five Hundred Ninety-five Dollars (\$257,595) effective the first pay period after July 1, 2022. Engeland's Base Salary shall increase to Two Hundred Eighty-four Thousand Five Hundred Ninety-five Dollars (\$284,595), effective the first pay period after July 1, 2023. Engeland's Base Salary shall increase to Two Hundred Ninety-eight Thousand Eight Hundred Twenty-five Dollars (\$298,825), effective the first pay period after July 1, 2024. Engeland's base salary shall increase to Three Hundred Forty Thousand Eight Hundred Eight Dollars (\$340,808), effective the first pay period after July 1, 2025. This increase reflects the conversion of Thirty Thousand Dollars (\$30,000) of housing allowance to base salary which Engeland has received since the effective date of the contract.

2. **Changes to Compensation.** Should the City Council, upon completion of its annual review of Engeland's performance pursuant to this Agreement, determine that Engeland has met City's performance expectations, the City Council may consider an increase in Engeland's compensation. Said consideration may include factors such as employee performance level, salary survey data and compensation increases granted to other City management employees. Engeland understands and agrees that he has no entitlement to an increase in compensation. City Council will inform Engeland of its decision. Changes to compensation may include adjustment to base salary, bonus, or other discretionary benefits as determined by the City Council.

B. **Benefits.**

1. **CalPERS.** Engeland will be enrolled into the California Public Employees Retirement System (CalPERS). The terms of the contract between City and CalPERS and applicable law shall govern the eligibility for and level of benefits to which Engeland is entitled. Based on Engeland's hire date and date of entry into CalPERS, Engeland shall be classified as a "new member"

as defined by Government Code Section 7522.04(e). With respect to retirement compensation and all other relevant respects, City will comply with Government Code Section 7522 *et. seq.*, including but not limited to the employee cost-share, the cap on pension benefits, and the three-year average for calculating final compensation. As a new member, retirement benefits are pursuant to the California Public Employee's Retirement Reform Act of 2013 (PEPRA) Section 7522.10, employees hired on or after January 1, 2013, will have a retirement formula of 2% @ 62 and will pay 50% of the normal CalPERS retirement cost. Employee contribution is currently set at 6.25% and is subject to change based on CalPERS actuarial. CalPERS formula and benefit are subject to change based on future CalPERS law modifications and City policy. The City does not participate in Social Security, nor is it currently enrolled for State Disability Insurance.

2. Benefits. Except as otherwise set forth in this Agreement, in addition to the benefits specified herein, Engeland shall be eligible to participate in any and all employee benefits otherwise accorded to City's unrepresented employees, and not covered under a Memorandum of Understanding, including without limitation to participation in health, dental, vision and other supplemental benefits, and those benefits may be subject to change.

3. Vacation. As of the Effective Date, Engeland shall be credited with eighty (80) hours of vacation and with the equivalent of 10-11 years of continuance service for purpose of setting a vacation accrual schedule, thus providing an effective rate of one hundred forty- four (144) hours per year. Engeland shall be entitled to accrue, use, or redeem vacation leave in whatever manner is permitted pursuant to City policy, as same may be amended from time to time by action of the City Council.

4. Sick Leave. As of the Effective Date, Engeland shall be credited with forty (40) hours of sick leave and accrue sick leave at a rate of ninety-six (96) hours per year. Engeland shall be entitled to accrue, use, or redeem sick leave in whatever manner is permitted pursuant to California Labor Code Section 246.5 or any other applicable City policy, as same may be amended from time to time by action of the City Council.

5. Management Leave. As of the Effective Date, Engeland shall be credited with twenty-four (24) hours of Management Leave, and he will thereafter accrue Management Leave at the rate of one hundred twenty (120) hours per year. Engeland shall be entitled to accrue, use, or redeem Management Leave in whatever manner is permitted pursuant to City policy, as same may be amended from time to time by action of the City Council.

SECTION 3. ADDITIONAL EXPENSES

A. **Professional Development, Dues and Subscriptions.** City agrees to pay for the professional dues, subscriptions, and other costs of Engeland deemed necessary for his participation in national, state, regional, and local associations and organizations and in meetings, conferences, and training related directly thereto, including but not limited to the International City/County Management Association, League of California Cities, and County City Managers' Association, which are considered mutually desirable for his continued professional participation and

growth and for the good of the City, subject to budgetary approval and City Council oversight.

B. **Business Expenses.** City shall reimburse Engeland for all necessary and appropriate business expenses, including, but not limited to, the costs of business meetings, business meals, staff functions and special events attended in an official capacity, subject to any guidelines the City Council may impose. Any expenditures must be in conformance with any applicable City reimbursement policy.

C. **Vehicle and Cell Phone Expenses.** Notwithstanding Section 2 above, Engeland: (1) is entitled to an auto allowance the same as the City Directors (that is \$350.00 per month at the Effective Date), which shall not be considered pensionable compensation pursuant to Government Code Section 7522.34(c)(7); (2) shall have access to City pool cars consistent with City policies; and (3) will be provided with a cell phone for business use, however he is not entitled to allowance or reimbursement of expenses associated with use of that cell phone.

SECTION 4. RELOCATION AND HOUSING ASSISTANCE

A. **Relocation Assistance.** City shall provide up to \$15,000 reimbursement to Engeland for actual and documented expenses associated with moving and temporary storage of household goods for this City Manager position. Reimbursement will be made upon presentation to City of receipts) for reasonable costs.

B. **Temporary Housing Assistance.** On or about the Effective Date, Engeland agrees to reside within the corporate limits of the City.

1. Housing Assistance. The Parties contemplate that, starting on the Effective Date, the city will provide assistance to Engeland for the rental or lease of housing in Los Altos through a cash payment to be dispersed to Engeland in equal payments monthly. The City will bear the actual and reasonable monthly rental or lease cost in the amount of Two Thousand Five Hundred (\$2,500) Dollars per month, which shall not exceed a total annual amount of Thirty Thousand (\$30,000) Dollars. The City shall provide this Housing Assistance as part of Engeland's base salary, effective with the Third Amendment until Engeland decides to purchase a primary residence pursuant to Section 4(B)(2) below.. Such housing shall be located within the corporate limits of the City. Engeland will keep accurate records related to such lease or rental payments.

2. Primary Residence Purchase Assistance. If during the term of the Agreement, Engeland decides to purchase a primary residence within the corporate limits of the City, the City agrees to negotiate in good faith an agreement with Engeland whereby the City provides some form of financial assistance toward the purchase of the residence. The amount of the City's assistance and Engeland's contribution, the method of financing, and other elements of a purchase transaction will be determined through good faith negotiations and mutual agreement and documented in an amendment to this Agreement. Engeland's performance of his duties and responsibilities as City Manager will also be factored into such negotiations. At no time will the City provide both the Temporary Housing Assistance and the Primary Residence Purchase Assistance at the same time.

SECTION 5. PERFORMANCE REVIEW

The intent of the Parties is that there be open and constructive communication between the City Council and City Manager regarding the City Manager's performance and City Council expectations regarding such performance.

A. **Initial Performance Expectations.** Within sixty (60) days of the Effective Date, the City Council will establish performance expectations for Engeland.

B. **Annual Review.** The City Council shall conduct annual reviews of Engeland's performance on or around the anniversary of the Effective Date. The objective of such review shall be to maintain an optimal working relationship and a mutual understanding and agreement on duties, responsibilities, and priorities between Engeland and the City Council. Performance expectations are an integral part of the evaluation and may be updated from time to time throughout the year.

C. **Use of Facilitator.** Either the City Council or Engeland may request the involvement of an outside facilitator in such annual reviews. Engeland will arrange for such services with a mutually agreed upon facilitator in a manner that ensures the completion of the entire review process in a timely manner and consistent with the terms of the Agreement.

SECTION 6. TERMINATION AND SEVERANCE

A. **Termination by the City.** The following provisions apply to any termination of Engeland's employment by the City:

1. Engeland is an at-will employee who may be terminated for any or no reason, and Engeland shall serve at the will and sole pleasure of the City Council. In the event Engeland is terminated for any reason prior to the expiration of the employment term, or any extension, except as otherwise specifically stated in the Agreement, including subsections 6.A.2, 6.A.5 and 6.B below, City shall pay Engeland a severance payment described herein, provided, however, that such severance payment shall be contingent on Engeland first executing a release and waiver of all rights to sue the City or any city employee or official, which release and waiver shall be drafted by the city attorney or designee.

The severance payment that Engeland shall be entitled to shall be as follows: If the City decides to terminate Engeland, City shall provide six-month's notice and (i) a lump sum payment equal to six (6) months base salary or the number of months left on the unexpired term of the Agreement (whichever is less),¹ (ii) cash out of any accrued leave balances that are compensable (per City policy) upon termination of employment, and (iii) pursuant to the Consolidated Omnibus Budget Reconciliation Act of 1986 (COBRA), the City shall reimburse Engeland for COBRA eligible benefits, subject to presentation of receipts, for six-month period after termination, or until Engeland either secures full-time employment or obtains other health insurance coverage, or the number of months left on the unexpired term of the Agreement, whichever of these events occurs first. Engeland shall notify City within five (5) days of securing new full-time employment or acquiring health insurance coverage.

If Engeland is willing and able to perform his duties under this Agreement, Engeland will continue performing his duties as City Manager during the six-month notice period referenced above, unless otherwise approved by the City Council.

Any severance payment shall exclude all other benefits, such as retirement, health, vision, and dental benefits. In addition, vacation and sick leave accrual shall immediately cease upon the date of City's notification to Engeland that his employment will be terminated. The severance pay shall be computed from the effective date of Engeland's termination. The intent of these provisions is to comply with Government Code section 53260.

This Section shall not apply to non-renewal of this Agreement as set forth in Section 1.D.²

2. The City may terminate this Agreement immediately for Engeland's willful negligence, dishonesty, fraud or because of his conviction of any felonious act, any other illegal act involving use of Engeland's position for personal gain, any crime involving moral turpitude, or any material breach of this Agreement. City shall have no obligation to pay the severance or the other benefits set forth in Section 6.A of this Agreement. Such termination shall herein be referred to as a termination "for cause." Notwithstanding the use of the term "cause" herein, nothing herein contained shall be deemed to create or establish a property right or a right to continuing employment in the position of employment of Engeland or affect City's right to terminate the employment of Engeland with or without cause in accordance with this Agreement.

3. Termination of this Agreement shall require at least three affirmative votes of the City Council at a lawfully called meeting, as provided by the provisions of the Ralph M. Brown Act (California Government Code §54950 et seq.). Effective date of Termination is at the discretion of the City Council. Except for a "for cause" termination pursuant to Section 6.A.2, the City shall take no action to terminate the services of Engeland before the second Tuesday of March immediately following a regular election at which one or more new members are elected to the City Council, thereby allowing new Councilmembers adequate time to assess Engeland's performance.

4. In the event that the City Council formally asks Engeland to resign and he is willing and able to perform his duties under this Agreement and the Los Altos Municipal Code, then Engeland shall be entitled to resign and still receive the severance benefits outlined in section 6.A, provided he agrees to the release and waiver requirements in section 6.A.

5. In the event that, at the time of termination, Engeland is under investigation by any law enforcement agency for any reason that would meet the definition of a "for cause termination" as defined in Section 6.2, City may withhold all or part of such severance pay until it is determined if charges will be filed, and if charges are filed, until final judgment is rendered.

¹ Editor's Note: Reference to the unexpired term of the Agreement is to former provisions of Section 1.C that were removed by the First Amendment.

² Editor's Note: This clause is made moot by the deletion of Section 1.D in the First Amendment.

6. Upon termination or expiration of this Agreement, Engeland agrees to cooperate with the City in any pending lawsuit or legal matters in which he may have relevant information.

B. **Termination by Manager.** Due to the important nature of Engeland's duties to the City, Engeland shall not terminate this Agreement during the initial two (2) year Term of this Agreement without cause, unless City agrees to such termination in writing. Thereafter, Engeland may terminate this Agreement through a resignation by giving the City notice of his intent to resign and providing an effective date for his resignation that is at least thirty (30) days' after he provides notice of his intent to resign. Engeland and the City agree that the City has discretion to select an effective date for the resignation that is earlier than the effective date stated by Engeland.

If Engeland terminates this Agreement through a resignation, he is not entitled to receive any severance payment.

In the event Engeland terminates his employment under this Agreement, the provisions of this Agreement and all compensation and benefits owed Engeland under it shall cease upon the effective date of such termination as determined by City.

SECTION 7. GENERAL PROVISIONS

A. **Indemnification.** City agrees to defend, hold harmless and indemnify Engeland against any tort, professional liability claim or demand, or other legal action, whether groundless or otherwise, arising out of an alleged act or omission occurring in the performance of Engeland's duties. City is not required to indemnify Engeland for any illegal acts committed by Engeland but may agree to do so, in its discretion.

B. **Bonding Requirements.** City shall bear full cost of the fidelity bond required of Engeland under any law or ordinance in connection with his duties hereunder. This Agreement shall be deemed void and of no effect if Engeland is unable to qualify for any such fidelity bond prior to the Effective Date.

C. **Other Terms and Conditions.** The Council, in consultation with Engeland shall fix any such other terms and conditions of employment as it may determine from time to time, relating to the performance of Engeland provided such terms and conditions are not inconsistent with or in conflict with the provision of this Agreement or State law.

All provisions of the City Code and regulations and rules of City relating to vacation and sick leave, retirement and pension system contributions, holidays and other fringe benefits and working conditions pertaining to City Department Heads as they now exist or hereafter may be amended, except as otherwise set forth herein also shall apply to Engeland.

D. **Severability.** If any provision, or portion thereof, contained in the Agreement is held unconstitutional, invalid, or unenforceable, the remainder of this Agreement, or portion thereof,

shall be deemed severable and shall remain in full force and effect.

E. Notices. Notices pursuant to this Agreement shall be given by deposit in the custody of the United States Postal Service, postage prepaid, addressed as follows:

Mayor and City Council City of Los Altos
One North San Antonio Road
Los Altos, CA 94022

Gabriel Engeland
City Manager City of Los Altos One
North San Antonio Road Los Altos,
CA 94022
(or to Engeland's home address on file)

Notices also may be personally served in the same manner as applicable to civil judicial practice. Notice shall be deemed given as of the date of personal service or as of the date of deposit of such written notice in the course of transmission by the United States Postal Service. Either party hereto may change their respective address of record by providing written notice thereof in accordance with this Section.

F. Amendments. Any amendments to this Agreement must be in writing and executed by both Parties.

G. General Provisions. The text herein shall constitute the entire Agreement between the Parties.

1. No provisions of this Agreement may be modified, waived, or discharged unless such waiver, modification or discharge is agreed to in writing by the City and Engeland. No waiver of either party at any time of the breach of, or lack of compliance with, any conditions or provisions of this Agreement shall be deemed a waiver of other provisions or conditions hereof.

2. This Agreement contains the entire agreement and understanding between the Parties and contains all of the terms and conditions of the Parties' agreement and supersedes any other oral or written negotiations, discussions, representations, or agreements. Engeland acknowledges that he has not relied on any promises, statements, representations, or warranties except as set forth expressly in this Agreement.

3. This Agreement shall be binding upon and shall inure to the benefit of the respective heirs, executors, administrators, successors and assigns of the Parties, provided, however, that Engeland may not assign his obligations hereunder.

4. This Agreement shall be governed by and construed in accordance with the laws of the State of California, and venue for any action concerning this Agreement shall be limited to the Superior Court for the County of Santa Clara.

5. If any provision, or any portion thereof, contained in this Agreement is held unconstitutional, invalid, or unenforceable, the remainder of this Agreement, or portion thereof,

shall be deemed severable, shall not be affected and shall remain in full force and effect.

6. The Parties hereto acknowledge and agree that, although this Agreement has been drafted by City's legal counsel, Engeland has reviewed, or had an opportunity to review, the terms of this Agreement with his legal counsel. Consequently, the doctrine that ambiguities in an agreement should be resolved against the drafting party shall not be employed in connection with this Agreement and this Agreement shall be interpreted in accordance with its fair meaning.

7. Unless provided for otherwise by this Agreement, all provisions of the Los Altos Municipal Code Chapter 2.01 (as amended) entitled "City Manager," which are applicable to the City Manager shall remain in full force and effect.

8. Required provisions of California Government Code 53243-53243.4 (and as subsequently amended) are hereby agreed to and expressly made a part of this Agreement.

IN WITNESS WHEREOF, the undersigned have executed this Agreement. This Agreement may be executed in counterparts, and each counterpart shall be deemed a duplicate original. A copy of a signature shall be deemed equivalent to an original signature. Electronic, fax and email signatures are equally binding as originals.

CITY

By:

Sally Meadows, Mayor

ATTEST

Melissa Thurman, City Clerk

APPROVED AS TO FORM

Jolie Houston, City Attorney

GABRIEL ENGELAND

Gabriel Engeland, City Manager



City Council Staff Report

Meeting Date: April 28, 2026
Prepared By: Stephanie Williams
Approved By: Gabe Engeland

Subject: Adoption of an Urgency Ordinance - Camping and Storage of Personal Property in Public Areas

COUNCIL PRIORITY AREA

Public Safety
General Government

RECOMMENDATION

Adopt an Urgency Ordinance of the City Council of the City of Los Altos, to be read in title only further reading waived, adding a new Chapter 9.30 to the Los Altos Municipal Code entitled "Camping and Storage of Personal Property in Public Areas" related to unlawful camping; and find pursuant to Title 14 of the California Code of Regulations, Section 15061(b)(3) that this ordinance is exempt from the requirements of the California Environmental Quality Act (CEQA)

Staff also recommends the City Council discuss the available urgency ordinances and consider adoption to allow for immediate enforcement of this Code section. The City Council may consider adoption of the first urgency ordinance, originally considered on April 14, 2026, as amended. Alternatively, the City Council may consider the new urgency ordinance, drafted based on the Council discussion at the previous meeting, that removes the misdemeanor as a penalty for violation of the Code Section, and replaces it with an administrative citation

ENVIRONMENTAL IMPACT

Pursuant to CEQA Guidelines Section 15061(b)(3), adoption of the ordinance is exempt from the California Environmental Quality Act (CEQA) because it can be seen with certainty there is no possibility that the actions may have a significant effect on the environment.

FISCAL IMPACT

Adoption and implementation of the proposed ordinance is not anticipated to have a fiscal impact on the City. Enforcement activities would be conducted by the City's Code Enforcement Division, with assistance from other City departments on an as-needed basis using existing staff and resources.

PREVIOUS COUNCIL CONSIDERATION

April 14, 2026

BACKGROUND

On April 14, 2026, the City Council considered two related items: (1) adoption of an urgency ordinance that would take effect immediately upon adoption, and (2) introduction of a regular ordinance to be considered through the standard two-reading process. The proposed ordinances would add Chapter 9.30, entitled “Camping and Storage of Personal Property in Public Areas,” to the Los Altos Municipal Code. The staff report for this meeting is included as Attachment 3 to this report.

Following Council deliberation and public testimony from seven speakers, the Council declined to adopt the urgency ordinance and approved introduction of the regular ordinance by a 3–1 vote, with a minor amendment to the definition of “Campsite” to clarify its applicability to vehicle parking consistent with the parking regulations in Title 8 of the Los Altos Municipal Code.

ANALYSIS

Since the April 14th meeting, staff has observed growth in the encampment and has received considerable community input, including concerns related to public health and safety and the encampment’s continued expansion in the absence of regulations. While the City continues to prioritize outreach and coordination of services for unhoused individuals, these concerns have prompted staff to bring forward additional options for Council consideration.

Staff is presenting for Council consideration an urgency ordinance that would mirror the updated vehicle-parking language included in the revised regular ordinance (Attachment 1). In addition, staff has included an alternative urgency ordinance option for Council consideration that incorporates the updated vehicle-parking language and revises the proposed penalties language in Section 9.30.60 (Attachment 2). The proposed penalties revision is responsive to the Council’s discussion on April 14th regarding enforcement and would provide that: “A violation of this chapter involving a person who willfully resists, delays, obstructs, or refuses to comply with a lawful request of a City employee may be enforced through an administrative citation pursuant to Chapter 1.30 of this Code.”

Alternatively, the Council could amend the ordinance to read: “A violation of this chapter involving a person who willfully resists, delays, obstructs, or refuses to comply with a lawful request of a City employee shall be enforced through any available remedies provided in the Los Altos Municipal Code, including an administrative citation pursuant to Chapter 1.30 of this Code.” This language would allow enforcement to begin with a citation, but proceed to a misdemeanor for willful resistance or obstruction, leaving the discretion of Police and Code Enforcement in place. The enforcement language can be updated in either the urgency ordinance or the ordinance introduction.

If approved, adoption of the urgency ordinance will allow the regulations and prohibitions to be enforced upon adoption, as opposed to a regular ordinance which requires an introduction, second reading, and then 30 days prior to taking effect.

DISCUSSION

See Analysis section above.

ATTACHMENTS

1. Attachment 1 - Original Urgency Ordinance, as Amended
2. Attachment 2 - Updated Urgency Ordinance
3. Attachment 3 - April 14, 2026 Staff Report

URGENCY ORDINANCE NO. 2026-__

**AN URGENCY ORDINANCE OF THE CITY COUNCIL OF THE CITY OF LOS
ALTOS ADDING A NEW CHAPTER 9.30 TO THE LOS ALTOS MUNICIPAL CODE
ENTITLED “CAMPING AND STORAGE OF PERSONAL PROPERTY IN PUBLIC
AREAS” RELATED TO UNLAWFUL CAMPING**

WHEREAS, Article XI, Section 7 of the California Constitution grants cities the police power to make and enforce ordinances to protect the public health, safety, and welfare; and

WHEREAS, California Government Code Section 36937(b) authorizes the City Council to adopt an urgency ordinance that takes effect immediately if it contains findings that the ordinance is necessary for the immediate preservation of the public peace, health, or safety; and

WHEREAS, unregulated camping and storage of personal property in public areas poses serious risks to public health and safety, including fire hazards, unsanitary conditions, obstruction of public rights-of-way, interference with access to parks and public facilities, damage to public property, and impediments to emergency and maintenance operations; and

WHEREAS, encampments exacerbate these risks and can harm nearby neighborhoods, businesses, public facilities, and environmentally sensitive areas; and

WHEREAS, the purpose of this Chapter is to establish a humane, lawful, and effective framework for addressing camping and storage of personal property in public areas by protecting public health, safety, and accessibility; ensuring people experiencing homelessness are treated with dignity and respect; prioritizing outreach, shelter, and supportive services; and preserving the City’s ability to maintain public spaces for their intended public use; and

WHEREAS, the City deems it necessary and appropriate to enact regulations for camping and storage of personal property in public areas within the City, including within the public rights-of-way by urgency ordinance under Cal. Gov. Code Section 36937(b) because the matters herein concern “the immediate preservation of the public peace, health or safety” of the City’s citizens.

NOW, THEREFORE, BE IT ENACTED AND ORDAINED by the City Council:

SECTION 1. AMENDMENT OF CODE. Title 9 of the Municipal Code for the City (“Code”) shall be amended to add Chapter 9.30, entitled “Camping and Storage of Personal Property in Public Areas” to read as follows:

Chapter 9.30 - Camping and Storage of Personal Property in Public Areas

9.30.010 Purpose

The public parks, streets, sidewalks and other public areas within the City should be readily accessible and available to residents and the public at large for their intended purposes. The

purpose of this chapter is to maintain public areas within the City in a clean, sanitary, safe, attractive and accessible condition and to protect the health, safety, environment and general welfare of the community. In addition, the use of public areas for camping and sleeping interferes with the rights of others to use and enjoy those areas as they are intended.

9.30.020 Definitions

For purposes of this chapter, the following definitions apply:

- A. “Bridge” means a structure carrying a pathway or roadway over a depression, roadway, waterway, or other obstacle.
- B. “Camping” means to set up or to remain in or at a campsite, including for living accommodation purposes such as sleeping, lying down, storing personal property, cooking, or using a tent, sleeping bag, blanket, or similar material for purposes of shelter.
- C. “Campsite” means any place where bedding, sleeping bag, or other material used for bedding purposes, or any stove or fire is placed, established, or maintained for the purpose of maintaining a temporary place to live, whether or not such place incorporates the use of any tent, lean-to, shack, or any other structure, or any vehicle or part thereof that does not comply with the parking regulations set forth in Title 8 of the Los Altos Municipal Code.
- D. “Encampment” means one or more persons camping on public property, including associated personal property, shelters, or structures.
- E. “Public property” means any real property located in the City and owned in fee title, or its equivalent, by the City or any Federal, State, or local government agency, including any street, sidewalk, park, trail, bicycle path, public parking lot, landscaped area, or other property owned or controlled by the City.
- F. “City” means the City of Los Altos, including its employees and agents.
- G. “Housing support services” means housing support services intended to connect a person with temporary or permanent housing resources.
- H. “Private property” means any real property located in the City and owned in fee title, or its equivalent, by a private person or entity. The fact that private property may contain an easement, lien, or other interest less than fee title, or its equivalent, by a governmental or public agency does not negate the status of the property as private property.
- I. “Sidewalk” means any area in the City provided for the use of pedestrians, including planting areas, driveway approaches or parking strips, between the public vehicular roadway and the edge of right-of-way bordering fronting or adjacent private property.
- J. “Semi-permanent structure” means any structure designed or intended to remain in place for more than transient use, including but not limited to hand-built sheds or structures with metal or rigid roofing or siding.
- K. “Personal belongings” has the meaning set forth in Section 9.30.050.

9.30.030 Prohibited Camping and Storage of Property

It is unlawful on any public property within the City:

- A. To occupy a campsite in or upon any sidewalk, street, alley, lane, public right-of-way, park, bench, or any other public property and/or under any bridge.
- B. To construct, place, or maintain any semi-permanent structure on public property for the purpose of sheltering one or more people.

9.30.040 Enforcement Procedures

- A. Except in exigent circumstances involving an imminent threat to life, safety, health, or infrastructure, each of the following shall be satisfied prior to enforcement of Section 9.30.030:
 - 1. City officials, or any agent acting on their behalf, shall make every reasonable effort to identify and offer shelter at an emergency shelter, navigation center, or other appropriate housing, and offer supportive services, to persons living in the encampment.
 - 2. City officials, or any agent acting on their behalf, shall post a notice to vacate in a prominent location at the encampment site at least forty-eight (48) hours prior to the enforcement action. The notice shall include, at a minimum: (1) The anticipated date and time of the enforcement action; (2) information on services, including shelter, that are immediately available to persons living in the encampment; and (3) information on how unattended belongings will be handled on the day of the enforcement action, including what will be stored, how they can be recovered, and the date by which they must be claimed.
 - 3. No enforcement operations shall begin earlier than the date and time on the notice to vacate.
- B. Where exigent circumstances require less than forty-eight (48) hours notice, the following shall be satisfied prior to enforcement of Section 9.30.030:
 - 1. City officials, or any agent acting on their behalf, shall provide as much advance notice of enforcement as reasonably possible under the circumstances.
 - 2. As soon as reasonably possible following the enforcement action, City officials, or any agent acting on their behalf, shall post notice at or near the encampment site describing where items taken during the enforcement action are stored, how they can be recovered, and the date by which they must be claimed.

9.30.050 Temporary Safekeeping, Handling, and Storage of Personal Belongings

- A. When the City obtains possession of personal belongings from a person for temporary safekeeping in connection with an enforcement action under this Chapter, the City shall take responsibility for the storage, documentation, and disposition of the personal belongings.
- B. The City shall provide the person from whom the personal belongings were taken with a receipt and instructions for retrieval. The receipt and instructions shall be provided at the time the City obtains the personal belongings.
- C. The receipt and instructions required by subsection B shall notify the person from whom the personal belongings were taken that the belongings must be claimed within ninety (90) days after the City obtains possession.

- D. Personal belongings not reclaimed within ninety (90) days after the City obtains possession may be disposed of by the City.
- E. For purposes of this chapter, “personal belongings” include: (1) items of apparent monetary value of fifty dollars (\$50.00) or more; and (2) items of apparent personal value, including but not limited to eyeglasses; mobility devices and medical equipment; habitable tents; personal papers (photographs, identification, legal or financial documents); backpacks and containers; and operational bicycles, scooters, and strollers.
- F. The following items shall not be collected or stored: (1) items constituting a health or safety hazard, including but not limited to sharps or weapons; chemicals or unidentified liquids; items soiled by human waste or bodily fluids; moldy or mildew-infested items; items infested by rodents or insects; flammable materials, propane tanks, or fuel containers; (2) bulky items such as mattresses and sheds; (3) perishable food; and (4) trash, debris, contraband, or controlled substances. If personal belongings are commingled with hazardous materials or human waste, the entire pile or container may be disposed of.

9.30.060 Penalties

A violation of this chapter involving a person who willfully resists, delays, or obstructs a city employee from enforcing this chapter or who willfully refuses to comply after being requested to do so by a city employee shall be punishable as a misdemeanor. All other violations of this chapter shall be enforceable as infractions pursuant to Chapter 1.20.

SECTION 2. PUBLICATION. This ordinance shall be published as provided in Government Code section 36933.

SECTION 3. EFFECTIVE DATE. This ordinance, pursuant to Government Code section 36937, is hereby declared to be necessary as an urgency measure for the preservation of the public peace, health, safety and welfare of the City, and as such shall take effect immediately and be in full force and effect after its adoption after publication at least once in an official newspaper of the City for the following reasons:

1. The City Council finds that it is necessary that this ordinance be adopted as an urgency ordinance to address the County-wide crisis caused by homeless encampments.
2. The City Council further finds that it is necessary that this ordinance be adopted as an urgency ordinance to prioritize the adoption of reasonable regulations to maintain public areas within the City in a clean, sanitary, safe, attractive, and accessible condition and to protect the health, safety, environment and general welfare of the community.
3. The City Council further finds that it is necessary that this ordinance be adopted as an urgency ordinance because the use of public areas for camping and sleeping interferes with the rights of others to use and enjoy those areas as they are intended.

In order to accomplish these goals, Los Altos Municipal Code Chapter 9.30, as amended, must be adopted by means of this urgency ordinance. This urgency ordinance shall remain in effect until the effective date of the City's regular ordinance adopting Chapter 9.30 of the Los Altos Municipal Code, at which time this urgency ordinance shall automatically terminate.

SECTION 4. CEQA - EXEMPTION. The City Council finds, pursuant to Title 14 of the California Code of Regulations, Section 15061(b)(3), that this ordinance is exempt from the requirements of the California Environmental Quality Act (CEQA) in that it is not a project which has the potential for causing a significant effect on the environment.

SECTION 5. CONSTITUTIONALITY. If any section, subsection, sentence, clause or phrase of this code is for any reason held to be invalid or unconstitutional, such decision shall not affect the validity of the remaining portions of this code.

PASSED FOR THE PURPOSE OF PUBLICATION this 28th day of April 2026, by the following roll call vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

Sally Meadows, Mayor

ATTEST:

Melissa Thurman, City Clerk

URGENCY ORDINANCE NO. 2026-__

**AN URGENCY ORDINANCE OF THE CITY COUNCIL OF THE CITY OF LOS
ALTOS ADDING A NEW CHAPTER 9.30 TO THE LOS ALTOS MUNICIPAL CODE
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WHEREAS, unregulated camping and storage of personal property in public areas poses serious risks to public health and safety, including fire hazards, unsanitary conditions, obstruction of public rights-of-way, interference with access to parks and public facilities, damage to public property, and impediments to emergency and maintenance operations; and

WHEREAS, encampments exacerbate these risks and can harm nearby neighborhoods, businesses, public facilities, and environmentally sensitive areas; and

WHEREAS, the purpose of this Chapter is to establish a humane, lawful, and effective framework for addressing camping and storage of personal property in public areas by protecting public health, safety, and accessibility; ensuring people experiencing homelessness are treated with dignity and respect; prioritizing outreach, shelter, and supportive services; and preserving the City’s ability to maintain public spaces for their intended public use; and

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9.30.040 Enforcement Procedures

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 - 2. City officials, or any agent acting on their behalf, shall post a notice to vacate in a prominent location at the encampment site at least forty-eight (48) hours prior to the enforcement action. The notice shall include, at a minimum: (1) The anticipated date and time of the enforcement action; (2) information on services, including shelter, that are immediately available to persons living in the encampment; and (3) information on how unattended belongings will be handled on the day of the enforcement action, including what will be stored, how they can be recovered, and the date by which they must be claimed.
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- B. Where exigent circumstances require less than forty-eight (48) hours notice, the following shall be satisfied prior to enforcement of Section 9.30.030:
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- C. The receipt and instructions required by subsection B shall notify the person from whom the personal belongings were taken that the belongings must be claimed within ninety (90) days after the City obtains possession.

- D. Personal belongings not reclaimed within ninety (90) days after the City obtains possession may be disposed of by the City.
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- F. The following items shall not be collected or stored: (1) items constituting a health or safety hazard, including but not limited to sharps or weapons; chemicals or unidentified liquids; items soiled by human waste or bodily fluids; moldy or mildew-infested items; items infested by rodents or insects; flammable materials, propane tanks, or fuel containers; (2) bulky items such as mattresses and sheds; (3) perishable food; and (4) trash, debris, contraband, or controlled substances. If personal belongings are commingled with hazardous materials or human waste, the entire pile or container may be disposed of.

9.30.060 Penalties

A violation of this chapter involving a person who willfully resists, delays, obstructs, or refuses to comply with a lawful request of a City employee may be enforced through an administrative citation pursuant to Chapter 1.30 of this Code.

SECTION 2. PUBLICATION. This ordinance shall be published as provided in Government Code section 36933.

SECTION 3. EFFECTIVE DATE. This ordinance, pursuant to Government Code section 36937, is hereby declared to be necessary as an urgency measure for the preservation of the public peace, health, safety and welfare of the City, and as such shall take effect immediately and be in full force and effect after its adoption after publication at least once in an official newspaper of the City for the following reasons:

1. The City Council finds that it is necessary that this ordinance be adopted as an urgency ordinance to address the County-wide crisis caused by homeless encampments.
2. The City Council further finds that it is necessary that this ordinance be adopted as an urgency ordinance to prioritize the adoption of reasonable regulations to maintain public areas within the City in a clean, sanitary, safe, attractive, and accessible condition and to protect the health, safety, environment and general welfare of the community.
3. The City Council further finds that it is necessary that this ordinance be adopted as an urgency ordinance because the use of public areas for camping and sleeping interferes with the rights of others to use and enjoy those areas as they are intended.

In order to accomplish these goals, Los Altos Municipal Code Chapter 9.30, as amended, must be adopted by means of this urgency ordinance. This urgency ordinance shall remain in effect until the effective date of the City's regular ordinance adopting Chapter 9.30 of the Los Altos Municipal Code, at which time this urgency ordinance shall automatically terminate.

SECTION 4. CEQA - EXEMPTION. The City Council finds, pursuant to Title 14 of the California Code of Regulations, Section 15061(b)(3), that this ordinance is exempt from the requirements of the California Environmental Quality Act (CEQA) in that it is not a project which has the potential for causing a significant effect on the environment.

SECTION 5. CONSTITUTIONALITY. If any section, subsection, sentence, clause or phrase of this code is for any reason held to be invalid or unconstitutional, such decision shall not affect the validity of the remaining portions of this code.

PASSED FOR THE PURPOSE OF PUBLICATION this 28th day of April 2026, by the following roll call vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

Sally Meadows, Mayor

ATTEST:

Melissa Thurman, City Clerk



City Council Staff Report

Meeting Date: April 14, 2026
Prepared By: Stephanie Williams
Approved By: Gabe Engeland

Subject: Adoption and Introduction of Ordinances — Camping and Storage of Personal Property in Public Areas

COUNCIL PRIORITY AREA

Public Safety
General Government

RECOMMENDATION

- Adopt an Urgency Ordinance of the City Council of the City of Los Altos, to be read in title only further reading waived, adding a new Chapter 9.30 to the Los Altos Municipal Code entitled "Camping and Storage of Personal Property in Public Areas" related to unlawful camping; and find pursuant to Title 14 of the California Code of Regulations, Section 15061(b)(3) that this ordinance is exempt from the requirements of the California Environmental Quality Act (CEQA).
- Introduce an Ordinance of the City Council of the City of Los Altos, to be read in title only further reading waived, adding a new Chapter 9.30 to the Los Altos Municipal Code entitled "Camping and Storage of Personal Property in Public Areas" related to unlawful camping; and find pursuant to Title 14 of the California Code of Regulations, Section 15061(b)(3) that this ordinance is exempt from the requirements of the California Environmental Quality Act (CEQA).

ENVIRONMENTAL IMPACT

Pursuant to CEQA Guidelines Section 15061(b)(3), adoption of the urgency ordinance and the subsequent regular ordinance is exempt from the California Environmental Quality Act (CEQA) because it can be seen with certainty that there is no possibility that the actions may have a significant effect on the environment.

FISCAL IMPACT

Adoption and implementation of the proposed ordinance is not anticipated to have a fiscal impact on the City. Enforcement activities would be conducted by the City's Code Enforcement Division, with assistance from other City departments on an as-needed basis using existing staff and resources.

PREVIOUS COUNCIL CONSIDERATION

None.

BACKGROUND

For many years, the Ninth Circuit's decision in *Martin v. City of Boise* limited a municipality's ability to enforce ordinances prohibiting camping on public property unless the municipality could demonstrate that adequate shelter beds were available, based on the Eighth Amendment's prohibition on cruel and unusual punishment. In *City of Grants Pass v. Johnson* (2024), the U.S. Supreme Court held that enforcement of generally applicable laws regulating public camping does not, by itself, violate the Eighth Amendment; accordingly, local jurisdictions are not required to establish the availability of shelter beds as a precondition to enforcing a no-camping ordinance.

The Court also recognized that local governments may regulate the use of public spaces to address health and safety hazards and maintain accessibility. The decision noted that jurisdictions may pair enforcement with outreach and connections to services for people experiencing homelessness. Following the Supreme Court's decision, Governor Newsom issued Executive Order N-1-24, which encouraged local governments to adopt and implement regulations addressing encampments in public spaces.

The City's Housing Element indicates that Los Altos has a comparatively small unsheltered population relative to the county (generally fewer than 50 unsheltered individuals at any given time) and that homelessness within the City is typically observed as small numbers of individuals rather than large encampments. The Housing Element further describes homelessness in Los Altos as primarily episodic.

ANALYSIS

Recently, staff has been made aware of a small group of individuals camping near Fremont Avenue adjacent to Santa Clara Valley Water District (Valley Water) property. At this time, the City does not have a local ordinance that prohibits camping on public property, which limits the City's ability to require camping activity to cease. To address this gap, staff is drafting a no-camping ordinance and recommends considering (1) an urgency ordinance that would take effect upon adoption to allow the City to take action immediately, and (2) a regular ordinance to be considered through the standard two-reading process for continued use.

The proposed addition of Chapter 9.30 would establish no-camping regulations and standards for the storage of personal property on public property. Consistent with *City of Grants Pass v. Johnson*, the proposed ordinance regulates conduct (camping and related use of public space) rather than an individual's status. The ordinance includes procedures intended to support consistent enforcement, including notice and an opportunity to remove belongings before enforcement action, and provisions for the storage of personal property with an opportunity for retrieval prior to disposal.

Even when homelessness is episodic and involves small numbers of individuals, camping activity in specific locations can create public health and safety concerns for both individuals and the broader community, including damage to public property, fire risk, unsanitary conditions, environmental impacts, and restricted access for maintenance, operations, and emergency response. The City of Los Altos coordinates with Santa Clara County and local

nonprofit service providers to support outreach efforts and improve access to shelter, housing programs, and other essential services.

With recent case law changing the legal landscape for enforcement of public camping regulations, adoption of Chapter 9.30 would provide the City with an enforceable standard to manage the use of public property, protect public infrastructure, and support public health and safety.

DISCUSSION

See Analysis section above.

ATTACHMENTS

1. Attachment 1 - Urgency Ordinance
2. Attachment 2 - Ordinance



City of Los Altos 2026 Tentative Council Agenda Calendar

May 12, 2026

Regular Meeting – 7:00 p.m.

CONSENT:

- Updates to City Commissions
- Renewal to LAMEA Union Contract
- Update to Personnel Rules and Regulations

DISCUSSION:

- Introduction of Ordinance – Sidewalk

May 26, 2026

Study Session – 6:00 p.m. - Budget

Regular Meeting – 7:00 p.m.

CONSENT:

- Adoption of Resolution – COPS Grant
- Adoption of Ordinance - Sidewalk

DISCUSSION:

- Adoption of Resolution – Contract Extension with Flock Safety
- Non-Profit and Civic Organization Grants
- Discussion on City Council measures to reduce water consumption
- Discussion on Property Evidence

The remaining 2026 City Council agenda calendar items are pending and will be published at a later date.

All items and dates are tentative and subject to change unless a specific date has been noticed for a legally required Public Hearing. Items may be added or removed from the shown date at any time and for any reason prior to the publication of the agenda.

PROGRAM	SUB PROJECT	INITIATION DATE	HEU COMPLETION DATE	STATUS
Program 2.D: Encourage and streamline Accessory Dwelling Units (ADUs).	Budget & Hire Planning Technician		December 31, 2022	COMPLETED
Program 2.D: Encourage and streamline Accessory Dwelling Units (ADUs).	Amend ADU Ordinance based upon HCD's letter		6 months or less	COMPLETED
Program 6.G: Housing mobility	Allow more than one JADU (at least two per site)		with ADU Ordinance Update	COMPLETED
Program 3.H: Amend design review process and requirements.	Eliminate 3rd Party Architectural Review		February 28, 2023	COMPLETED
Program 3.H: Amend design review process and requirements.	Dismiss Design Review Commission		February 28, 2023	COMPLETED
Program 3.L: Eliminate the requirement of story poles.			March 31, 2023	COMPLETED
Program 2.E: Conduct annual ADU rental income surveys.	Budget & Hire Housing Manager	March 31, 2023		COMPLETED
residents.	Transportation Demand		June 30, 2023	COMPLETED
Program 2.D: Encourage and streamline Accessory Dwelling Units (ADUs).	RFP-Permit Ready ADU Plans		July 31, 2023	COMPLETED
Program 1.H: Facilitate housing on City-owned sites.	Financial Analysis	July 1, 2023	December 31, 2023	COMPLETED
Program 3.D: Evaluate and adjust impact fees.		August 1, 2023	December 31, 2024	COMPLETED
Program 1.H: Facilitate housing on City-owned sites.	Release RFP	December 31, 2023		COMPLETED
Program 6.C: Target housing development in highest resource areas.	Initial Outreach		September 31, 2023	COMPLETED
Program 6.D: Promote Housing Choice (Section 8) rental assistance program.			September 31, 2023	COMPLETED
Program 2.A: Continue to implement and enhance inclusionary housing requirements.			December 31, 2023	ONGOING
Program 2.B: Establish an affordable housing in-lieu fee and commercial linkage fee.	Housing in-lieu fee.		December 31, 2023	COMPLETED
Program 2.F: Water and Sewer Service Providers.			December 31, 2023	COMPLETED
Program 3.B: Modify building height in mixed-use zoning districts.	Downtown Districts		December 31, 2023	COMPLETED
Program 3.E: Ensure that the density bonus ordinance remains consistent with State law.			December 31, 2023	ONGOING

Program 3.H: Amend design review process and requirements.	Code Amendments		December 31, 2023	COMPLETED
Program 3.K: Standardize multimodal transportation requirements.	Bicycle Storage and Charging Regulations		December 31, 2023	COMPLETED
Program 3.K: Standardize multimodal transportation requirements.	Remove CSC Review of Housing Developments		December 31, 2023	COMPLETED
Program 4.C: Allow Low Barrier Navigation Centers consistent with AB 101.			December 31, 2023	COMPLETED
Program 4.D: Allow transitional and supportive housing consistent with State law.			December 31, 2023	COMPLETED
Program 4.E: Allow employee/farmworker housing consistent with State law.			December 31, 2023	COMPLETED
Program 4.F: Reasonably accommodate disabled persons' housing needs.			December 31, 2023	COMPLETED
Program 6.B: Maintain and expand an inventory of affordable housing funding sources.	Prepare Inventory.		December 31, 2023	COMPLETED
Program 6.E: Prepare and distribute anti-displacement information.			December 31, 2023	COMPLETED
Program 1.A: Rezone for RHNA shortfall.			January 31, 2024	COMPLETED
Program 1.G: Rezone housing sites from previous Housing Elements.			January 31, 2024	COMPLETED
Program 3.G: Amend Conditional Use Permits findings applicable to housing developments.			March 31, 2024	COMPLETED
Program 3.I: Allow residential care facilities consistent with State law.			January 31, 2024	COMPLETED
Program 3.J: Explicitly allow manufactured homes consistent with State law.			January 31, 2024	COMPLETED
Program 3.F: Reduce Conditional Use Permit requirement for residential mixed-use and multi-family.			September 31, 2024	COMPLETED
Program 1.B: Facilitate higher density housing in the Commercial Thoroughfare (CT) District.			January 31, 2024	COMPLETED
Program 1.C: Allow housing in the Office Administrative (OA) District.			January 31, 2024	COMPLETED

Program 1.E: Update the Loyola Corners Specific Plan.			January 31, 2024	COMPLETED
Program 2.D: Encourage and streamline Accessory Dwelling Units (ADUs).	Adopt-Permit Ready ADU Plans		December 31, 2024	COMPLETED
Program 3.A: Prepare a Downtown parking plan and update citywide parking requirements.	Downtown Parking Plan		December 31, 2024	COMPLETED
Program 3.A: Prepare a Downtown parking plan and update citywide parking requirements.	Comprehensive Parking Ordinance Update		December 31, 2024	COMPLETED
Program 3.B: Modify building height in mixed-use zoning districts.	Neighborhood (CN) District		December 31, 2024	COMPLETED
Program 3.C: Remove floor-to-area ratio (FAR) restriction at Rancho Shopping Center and Woodland Plaza.			December 31, 2024	COMPLETED
Program 3.M: Modify parking requirements for emergency shelters consistent with State law.			December 31, 2024	COMPLETED
Program 2.B: Establish an affordable housing in-lieu fee and commercial linkage fee.	Commercial linkage fee.	December 31, 2025		COMPLETED
Program 1.D: Allow housing on certain Public and Community Facilities District sites and facilitate housing on religious institution properties.			December 31, 2025	IN-PROGRESS
Program 6.G: Housing mobility	Allow housing on all religious sites within the City		December 31, 2025	IN-PROGRESS
Program 1.F: Rezone Village Court parcel.			December 31, 2025	COMPLETED
Program 4.H: Provide additional density bonuses and incentives for housing that accommodates special needs groups.			December 31, 2025	IN-PROGRESS
Program 4.I: Allow senior housing with extended care facilities in multi-family and mixed-use zoning districts.			December 31, 2025	IN-PROGRESS
Program 1.I: Incentivize Downtown lot consolidation.			July 31, 2026	
Program 4.G: Assist seniors to maintain and rehabilitate their homes.			July 31, 2026	ONGOING
Program 6.C: Target housing development in highest resource areas.	Follow-up Outreach		September 31, 2026	

Program 1.H: Facilitate housing on City-owned sites.	Entitlement Review		December 31, 2026	
Program 3.N: Modify standards in the R3 zoning districts.			December 31, 2026	COMPLETED
Program 4.J: Facilitate alternate modes of transportation for residents.	Capital Improvement Project for above head pedestrian crossing signals on San Antonio Road near Downtown Los Altos		December 31, 2027	
Program 5.F: Incentivize the creation of play areas for multi-family housing projects.			December 31, 2027	
Program 1.K: Participate in regional housing needs planning efforts.			Ongoing	ONGOING
Program 1.L: General Plan amendments.			Ongoing	ONGOING
Program 1.M: SB 9 implementation.			Ongoing	ONGOING
Program 1.N: Facilitate and monitor pipeline housing projects.			Ongoing	ONGOING
Program 2.C: Assist in securing funding for affordable housing projects.			Ongoing	ONGOING
Program 2.D: Encourage and streamline Accessory Dwelling Units (ADUs).			Ongoing	ONGOING
Program 2.E: Conduct annual ADU rental income surveys.	Annual Survey		Annually	ONGOING
Program 4.A: Support efforts to fund homeless services.			Ongoing	ONGOING
Program 4.B: Continue to participate in local and regional forums for homelessness, supportive, and transitional housing.			Ongoing	ONGOING
Program 5.A: Monitor condominium conversions.			Ongoing	ONGOING
Program 5.B: Continue to administer the City's affordable housing programs.			Ongoing	ONGOING
Program 5.C: Restrict commercial uses from displacing residential neighborhoods.			Ongoing	ONGOING
Program 5.D: Implement voluntary code inspection program.			Ongoing	ONGOING
Program 5.E: Help secure funding for housing rehabilitation and assistance programs.			Ongoing	ONGOING

Program 6.A: Assist residents with housing discrimination and landlord-tenant complaints.			Ongoing	ONGOING
Program 6.B: Maintain and expand an inventory of affordable housing funding sources.	Inform, Evaluate Apply/Submit		Ongoing	ONGOING
Program 6.F: Affirmatively market physically accessible units.			Ongoing	ONGOING
Program 7.A: Promote energy and water conservation and greenhouse gas reduction through education and awareness campaigns.			Ongoing	ONGOING
Program 7.B: Monitor and implement thresholds and statutory requirements of climate change legislation.			Ongoing	ONGOING

DATE: 04/28/2026

TO: COUNCILMEMBERS

FROM: CITY MANAGER'S OFFICE

SUBJECT: COUNCIL Q&A FOR APRIL 28, 2026 CITY COUNCIL REGULAR MEETING

Agenda Item 3 (Elections Code Section 9212 Report):

- What is the possible cost range of preparing the 9212 Report?
Answer: We anticipate the cost of the 9212 Report will not exceed \$50,000.

Agenda Item 4 (Fire Protection Services):

- The map of the Almond Ave Fire Station, doesn't include a legend for the red-hatched area. Although it's obvious that it is depicting the San Antonio right-of-way, it should still be identified as such on the map.
Answer: This can be added to the map.

Agenda Item 6 (City Manager's Contract):

- The attachment is the 2024 CM's contract; no amendment appears.
Answer: Staff has uploaded a redline version of the contract so it is easier to the Council and the public to track changes. However, the contract itself includes the following:

"WHEREAS, for administrative convenience the Parties desire to amend and restate the Employment Contract in full to reflect in one document the original provisions of the Employment Contract as amended by the First, Second, Third, and Fourth Amendments, and to reflect the foregoing salary increase..."

Events that took place but were not amended still appear in the contract in order to track newer provisions. The City Attorney and City Manager agree, and recommend, changing to a more traditional contract format that is amended as opposed to amended and restated.

- Shouldn't the following amendments be incorporated?
 - Increase of \$11,983 in CM's base salary (COLA adjustment) and Increase of \$30,000 in CM's base salary (housing assistance eliminated):

The resolution and contract include the following language:

WHEREAS, the City Council now desires to amend the Employment Contract again to increase Engeland's salary by \$11,983 annually by Amendment No. 4 (the "Fourth Amendment"); and

WHEREAS, the City Council now desires to account for the Housing Assistance, described below, into Engeland's base salary. The conversion of Housing Assistance to base salary does not increase Engeland's total compensation, but does reflect a new base salary of \$340,808.

As well as under section A. Salary, 1. Initial Base Salary, this language:
"Engeland's base salary shall increase to Three Hundred Forty Thousand Eight Hundred Eight Dollars (\$340,808), effective the first pay period after July 1, 2025. This increase reflects the conversation of Thirty Thousand Dollars (\$30,000) of housing allowance to base salary which Engeland has received since the effective date of the contract.

Staff has added: the following language in track changes to provide additional clarification:

"Engeland's base salary shall increase to Three Hundred Forty Thousand Eight Hundred Eight Dollars (\$340,808), effective the first pay period after July 1, 2025. This amount includes the increase of eleven thousand nine hundred eighty-three (\$11,983) or 4.01% Cost of Living Allowance and the conversion of Thirty Thousand Dollars (\$30,000) of housing allowance to base salary. Engeland has received the housing allowance since the effective date of the contract, this conversion does not increase total salary."

- SECTION 4: Elimination of section A ("Relocation Assistance")
Answer: Because this is a restated agreement, and Engeland was provided relocation assistance, this section should remain in the contract.
- SECTION 4: Elimination of section B.1. in its entirety
Answer: This section has been removed in the redline version uploaded. It had previously been edited to incorporate the change to "The City shall provide this Housing Assistance as part of Engeland's base salary...." It is okay to remove this section and note it was deleted by the 4th amendment or restate it with the change. For clarity, it is now noted as eliminated by the 4th amendment.
- SECTION 6: The first sentence of Subsection B and the word "Thereafter" at the beginning of the second sentence should be eliminated.
Answer: Because this is a restated agreement, and it was a term of the contract, this section should remain.
- Please provide a redlined copy of an amended agreement.
Answer: Staff has provided a redline version for easier tracking of the changes.
- In attachment 1, "conversation" should presumably be "conversion". "This increase reflects the conversation of Thirty Thousand Dollars (\$30,000) of housing allowance to base salary which Engeland has received since the effective date of the contract."
Answer: This is correct. It has been updated in the redline version.

Agenda Item 5 & 7 (Emergency Camping Ordinance):

- If the County has no beds available for the residents in the Fremont Avenue encampment when they are to be evicted, then where are they supposed to go?

Answer: Outreach and placement efforts are evaluated on a case-by-case basis. Not everyone living in an encampment wants assistance, and some individuals may decline offers of shelter or services. When an individual wants to accept assistance, the City and Santa Clara County outreach teams work to identify available shelter, interim housing, reunification programs, or other services.

- If both the urgency ordinance and the regular ordinance are adopted, is the practical effect a transitional period of approximately thirty days during which only administrative citations are available, followed by the permanent ordinance's infraction and misdemeanor penalties taking effect?

Answer: Yes. During this time the City would use the tools that are in effect and appropriate to the circumstances, with an emphasis on outreach and voluntary compliance.



Proposed Property Line Adjustment

April 28, 2026

APN: 17043005

Address: 10 Almond Ave, Los Altos

Projection: NAD83 State Plane Zone III Feet



Parcel



Los Altos Fire Station



Remain with City of Los Altos



CITY MANAGER EMPLOYMENT AGREEMENT

This Amended and Restated Agreement for Employment of City Manager (this “Agreement”) is made and entered on this 28th day of April, 2026, 21 day of October, 2024, by and between the City of Los Altos (the “City”), a California general law municipal corporation, and Gabriel Engeland (“Engeland”) (jointly, the “Parties”).

RECITALS

WHEREAS, on June 22, 2021, the Parties entered a City Manager Employment Agreement (the “Employment Contract”) setting forth the terms and conditions of Engeland’s employment by the City as the City’s City Manager; and

WHEREAS, the effective date of the Employment Contract was July 19, 2021; and

WHEREAS, the Employment Contract was amended on October 11, 2022, by Amendment No. 1 to the Employment Contract (the “First Amendment”); and

WHEREAS, the Employment Contract was amended on November 28, 2023, by Amendment No. 2 to the Employment Contract (the “Second Amendment”); and

WHEREAS, the Employment Contract was amended on October 22, 2024, by Amendment No. 3 to the Employment Contract (the “Third Amendment”); and

WHEREAS, the City Council now desires to amend the Employment Contract again to increase Engeland’s salary by \$14,230~~\$11,983~~ annually; and

WHEREAS, the City Council now desires to account for the Housing Assistance, described below, into Engeland’s base salary. The conversion of Housing Assistance to base salary does not increase Engeland’s total compensation, but does reflect a new base salary of \$340,808.

WHEREAS, for administrative convenience the Parties desire to amend and restate the Employment Contract in full to reflect in one document the original provisions of the Employment Contract as amended by the First Amendment, and to reflect the foregoing salary increase; and

WHEREAS, the Parties do not intend the amendment and restatement of the Employment Contract to affect its interpretation in any manner except to reflect the amendments in the First

¹ Editor’s Note: Reference to the unexpired term of the Agreement is to former provisions of Section 1.C that were removed by the First Amendment.

² Editor’s Note: This clause is made moot by the deletion of Section 1.D in the First Amendment.

³ Editor’s Note: The clause is made moot by the deletion of Section 4.B.1. and the conversion of the housing assistance payments to Engeland’s base salary.

Amendment and to reflect the foregoing salary increase; and

WHEREAS, the City is best served by a City Manager who establishes and maintains a strong partnership with the City Council and the community, and such a partnership is best achieved by the City Manager's involvement in a broad spectrum of community activities and by having a personal stake and interest in the quality of life shared by those who live in the community; and

WHEREAS, the City Manager is an integral part of the City's Emergency Services Team and the City Council has developed a heightened awareness of the value of having the City Manager available during the critical hours immediately following catastrophic events; and

WHEREAS, the City Council believes, therefore, that it is in the best interest of the community for the City Manager to reside within the geographic boundaries of the City, and recognizing the high cost of housing, the City determines that it is in the City's best interest to assist in such housing; and

WHEREAS, the housing assistance shall ~~be in accordance with the terms of this~~ now be included as part of the base salary of the Agreement; and

WHEREAS, the City Council finds that above stated reasons for the housing assistance constitute legitimate public purposes for making the housing assistance;

NOW, THEREFORE, in consideration of the respective and mutual covenants hereinafter contained and made, and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged and agreed, and subject to all the terms and conditions hereof, the Parties agree as follows:

SECTION 1. EMPLOYMENT, DUTIES AND RESPONSIBILITIES

A. **Appointment of City Manager.** City does hereby agree to employ Engeland in the capacity of City Manager with a work start date of July 19, 2021 (the "Effective Date"). Engeland's employment is "at-will" and Engeland serves at the pleasure of the City-Council.

B. **Duties.** Engeland shall perform the functions and duties specified under the Government Code of the State of California, the Los Altos Municipal Code, and Ordinances and Resolutions of the City, and to perform such other legally permissible and proper duties and functions as the City Council shall from time-to-time assign.

C. **Term of Agreement.** This Agreement shall be effective from July 19, 2021, and will remain in force and effect until terminated as provided herein, Engeland resigns, or Engeland dies or becomes incapacitated or otherwise unable to perform the duties hereunder. Nothing in this Agreement shall prevent, limit, or otherwise interfere with (a) Engeland's at-will status; (b) the right of the City to terminate the services of Engeland as provided herein; or (c) the right of Engeland to resign from his position as provided herein.

D. **[Deleted by the First Amendment.]**

E. **Hours of Work.** Engeland is expected to devote the necessary time outside normal office hours to the business of the City. To that end, Engeland shall be allowed flexibility in setting his own office hours, provided that Engeland shall work as necessary during customary business hours to satisfactorily perform his City Manager duties and responsibilities and be available to other City staff during customary business hours. This position is exempt from the Fair Labor Standards Act overtime pay requirements; therefore, Engeland shall not be entitled to additional compensation for any work performed in excess of the City's regular workweek. Engeland shall keep the City Council and his direct reports aware of his office schedule.

F. **Exclusive Employment.** The employment provided for by this Agreement shall be Engeland's sole employment. Recognizing that certain outside consulting or teaching opportunities provide indirect benefits to the City and the community, subject to prior approval by the City Council, Engeland may elect to accept limited teaching, consulting or other business opportunities which do not interfere with or create a conflict of interest (or the appearance of a conflict of interest) with the performance of his duties or obligations under this Agreement, or place the City, the City Council or Engeland in an unfavorable light.

SECTION 2. COMPENSATION - SALARY AND BENEFITS

A. **Salary.**

1. **Initial Base Salary.** City shall pay Engeland an annual base salary of Two Hundred Forty-five Thousand and Ninety-five Dollars (\$245,095) ("Base Salary"). Salary shall be paid in bi-weekly installments at the same time as other employees of City are paid. Engeland's Base Salary shall increase to Two Hundred Fifty-seven Thousand Five Hundred Ninety-five Dollars (\$257,595) effective the first pay period after July 1, 2022. Engeland's Base Salary shall increase to Two Hundred Eighty-four Thousand Five Hundred Ninety-five Dollars (\$284,595), effective the first pay period after July 1, 2023. Engeland's Base Salary shall increase to Two Hundred Ninety-eight Thousand Eight Hundred Twenty-five Dollars (\$298,825), effective the first pay period after July 1, 2024. Engeland's base salary shall increase to Three Hundred Forty Thousand Eight Hundred Eight Dollars (\$340,808), effective the first pay period after July 1, 2025. This amount includes the increase of eleven thousand nine hundred eighty-three (\$11,983) or 4.01% Cost of Living Allowance and the conversion of Thirty Thousand Dollars (\$30,000) of housing allowance to base salary. Engeland has received the housing allowance since the effective date of the contract, this conversion does not increase total salary.

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2. **Changes to Compensation.** Should the City Council, upon completion of its annual review of Engeland's performance pursuant to this Agreement, determine that Engeland has met City's performance expectations, the City Council may consider an increase in Engeland's compensation. Said consideration may include factors such as employee performance level, salary survey data and compensation increases granted to other City management employees. Engeland understands and agrees that he has no entitlement to an increase in compensation. City Council will inform Engeland of its decision. Changes to compensation may include adjustment to base salary, bonus, or other discretionary benefits as determined by the City Council.

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B. Benefits.

1. CalPERS. Engeland will be enrolled into the California Public Employees Retirement System (CalPERS). The terms of the contract between City and CalPERS and applicable law shall govern the eligibility for and level of benefits to which Engeland is entitled. Based on Engeland's hire date and date of entry into CalPERS, Engeland shall be classified as a "new member" as defined by Government Code Section 7522.04(e). With respect to retirement compensation and all other relevant respects, City will comply with Government Code Section 7522 *et. seq.*, including but not limited to the employee cost-share, the cap on pension benefits, and the three-year average for calculating final compensation. As a new member, retirement benefits are pursuant to the California Public Employee's Retirement Reform Act of 2013 (PEPRA) Section 7522.10, employees hired on or after January 1, 2013, will have a retirement formula of 2% @ 62 and will pay 50% of the normal CalPERS retirement cost. Employee contribution is currently set at 6.25% and is subject to change based on CalPERS actuarial. CalPERS formula and benefit are subject to change based on future CalPERS law modifications and City policy. The City does not participate in Social Security, nor is it currently enrolled for State Disability Insurance.

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2. Benefits. Except as otherwise set forth in this Agreement, in addition to the benefits specified herein, Engeland shall be eligible to participate in any and all employee benefits otherwise accorded to City's unrepresented employees, and not covered under a Memorandum of Understanding, including without limitation to participation in health, dental, vision and other supplemental benefits, and those benefits may be subject to change.

3. Vacation. As of the Effective Date, Engeland shall be credited with eighty (80) hours of vacation and with the equivalent of 10-11 years of continuance service for purpose of setting a vacation accrual schedule, thus providing an effective rate of one hundred forty- four (144) hours per year. Engeland shall be entitled to accrue, use, or redeem vacation leave in whatever manner is permitted pursuant to City policy, as same may be amended from time to time by action of the City Council.

4. Sick Leave. As of the Effective Date, Engeland shall be credited with forty (40) hours of sick leave and accrue sick leave at a rate of ninety-six (96) hours per year. Engeland shall be entitled to accrue, use, or redeem sick leave in whatever manner is permitted pursuant to California Labor Code Section 246.5 or any other applicable City policy, as same may be amended from time to time by action of the City Council.

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5. Management Leave. As of the Effective Date, Engeland shall be credited with twenty-four (24) hours of Management Leave, and he will thereafter accrue Management Leave at the rate of one hundred twenty (120) hours per year. Engeland shall be entitled to accrue, use, or redeem Management Leave in whatever manner is permitted pursuant to City policy, as same may be amended from time to time by action of the City Council.

SECTION 3. ADDITIONAL EXPENSES

A. **Professional Development, Dues and Subscriptions.** City agrees to pay for the professional dues, subscriptions, and other costs of Engeland deemed necessary for his participation in national, state, regional, and local associations and organizations and in meetings, conferences, and training related directly thereto, including but not limited to the International City/County Management Association, League of California Cities, and County City Managers' Association, which are considered mutually desirable for his continued professional participation and growth and for the good of the City, subject to budgetary approval and City Council oversight.

B. **Business Expenses.** City shall reimburse Engeland for all necessary and appropriate business expenses, including, but not limited to, the costs of business meetings, business meals, staff functions and special events attended in an official capacity, subject to any guidelines the City Council may impose. Any expenditures must be in conformance with any applicable City reimbursement policy.

C. **Vehicle and Cell Phone Expenses.** Notwithstanding Section 2 above, Engeland: (1) is entitled to an auto allowance the same as the City Directors (that is \$350.00 per month at the Effective Date), which shall not be considered pensionable compensation pursuant to Government Code Section 7522.34(c)(7); (2) shall have access to City pool cars consistent with City policies; and (3) will be provided with a cell phone for business use, however he is not entitled to allowance or reimbursement of expenses associated with use of that cell phone.

SECTION 4. RELOCATION AND HOUSING ASSISTANCE

A. **Relocation Assistance.** City shall provide up to \$15,000 reimbursement to Engeland for actual and documented expenses associated with moving and temporary storage of household goods for this City Manager position. Reimbursement will be made upon presentation to City of receipts) for reasonable costs.

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B. **Temporary Housing Assistance.** On or about the Effective Date, Engeland agrees to reside within the corporate limits of the City.

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1. ~~**[Deleted by 4th Amendment.]³ Housing Assistance. The Parties contemplate that, starting on the Effective Date, the city will provide assistance to Engeland for the rental or lease of housing in Los Altos through a cash payment to be dispersed to Engeland in equal payments monthly. The City will bear the actual and reasonable monthly rental or lease cost in the amount of Two Thousand Five Hundred (\$2,500) Dollars per month, which shall not exceed a total annual amount of Thirty Thousand (\$30,000) Dollars. The City shall provide this Housing Assistance until six (6) years following the Effective date of the contract or until Engeland decides to purchase a primary residence pursuant to Section 4(B)(2) below, whichever occurs first. Such housing shall be located within the corporate limits of the City. This housing assistance shall not be considered pensionable compensation pursuant to government code Section 7522.34(c)(7). Engeland will keep accurate records related to such lease or rental payments.**~~

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2. **Primary Residence Purchase Assistance.** If during the term of the Agreement, Engeland decides to purchase a primary residence within the corporate limits of the City,

the City agrees to negotiate in good faith an agreement with Engeland whereby the City provides some form of financial assistance toward the purchase of the residence. The amount of the City's assistance and Engeland's contribution, the method of financing, and other elements of a purchase transaction will be determined through good faith negotiations and mutual agreement and documented in an amendment to this Agreement. Engeland's performance of his duties and responsibilities as City Manager will also be factored into such negotiations. At no time will the City provide both the Temporary Housing Assistance and the Primary Residence Purchase Assistance at the same time.

SECTION 5. PERFORMANCE REVIEW

The intent of the Parties is that there be open and constructive communication between the City Council and City Manager regarding the City Manager's performance and City Council expectations regarding such performance.

A. **Initial Performance Expectations.** Within sixty (60) days of the Effective Date, the City Council will establish performance expectations for Engeland.

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B. **Annual Review.** The City Council shall conduct annual reviews of Engeland's performance on or around the anniversary of the Effective Date. The objective of such review shall be to maintain an optimal working relationship and a mutual understanding and agreement on duties, responsibilities, and priorities between Engeland and the City Council. Performance expectations are an integral part of the evaluation and may be updated from time to time throughout the year.

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C. **Use of Facilitator.** Either the City Council or Engeland may request the involvement of an outside facilitator in such annual reviews. Engeland will arrange for such services with a mutually agreed upon facilitator in a manner that ensures the completion of the entire review process in a timely manner and consistent with the terms of the Agreement.

SECTION 6. TERMINATION AND SEVERANCE

A. **Termination by the City.** The following provisions apply to any termination of Engeland's employment by the City:

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1. **Engeland is an at-will employee who may be terminated for any or no reason, and Engeland shall serve at the will and sole pleasure of the City Council. In the event Engeland is terminated for any reason prior to the expiration of the employment term, or any extension, except as otherwise specifically stated in the Agreement, including subsections 6.A.2, 6.A.5 and 6.B below, City shall pay Engeland a severance payment described herein, provided, however, that such severance payment shall be contingent on Engeland first executing a release and waiver of all rights to sue the City or any city employee or official, which release and waiver shall be drafted by the city attorney or designee.**

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The severance payment that Engeland shall be entitled to shall be as follows: If

the City decides to terminate Engeland, City shall provide six-month's notice and (i) a lump sum payment equal to six (6) months base salary or the number of months left on the unexpired term of the Agreement (whichever is less),¹ (ii) cash out of any accrued leave balances that are compensable (per City policy) upon termination of employment, and (iii) pursuant to the Consolidated Omnibus Budget Reconciliation Act of 1986 (COBRA), the City shall reimburse Engeland for COBRA eligible benefits, subject to presentation of receipts, for six-month period after termination, or until Engeland either secures full-time employment or obtains other health insurance coverage, or the number of months left on the unexpired term of the Agreement, whichever of these events occurs first. Engeland shall notify City within five (5) days of securing new full-time employment or acquiring health insurance coverage. If Engeland is willing and able to perform his duties under this Agreement, Engeland will continue performing his duties as City Manager during the six-month notice period referenced above, unless otherwise approved by the City Council.

Any severance payment shall exclude all other benefits, such as retirement, health, vision, and dental benefits. In addition, vacation and sick leave accrual shall immediately cease upon the date of City's notification to Engeland that his employment will be terminated. The severance pay shall be computed from the effective date of Engeland's termination. The intent of these provisions is to comply with Government Code section 53260.

This Section shall not apply to non-renewal of this Agreement as set forth in Section I.D.²

2. The City may terminate this Agreement immediately for Engeland's willful negligence, dishonesty, fraud or because of his conviction of any felonious act, any other illegal act involving use of Engeland's position for personal gain, any crime involving moral turpitude, or any material breach of this Agreement. City shall have no obligation to pay the severance or the other benefits set forth in Section 6.A of this Agreement. Such termination shall herein be referred to as a termination "for cause." Notwithstanding the use of the term "cause" herein, nothing herein contained shall be deemed to create or establish a property right or a right to continuing employment in the position of employment of Engeland or affect City's right to terminate the employment of Engeland with or without cause in accordance with this Agreement.

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3. Termination of this Agreement shall require at least three affirmative votes of the City Council at a lawfully called meeting, as provided by the provisions of the Ralph M. Brown Act (California Government Code §54950 et seq.). Effective date of Termination is at the discretion of the City Council. Except for a "for cause" termination pursuant to Section 6.A.2, the City shall take no action to terminate the services of Engeland before the second Tuesday of March immediately following a regular election at which one or more new members are elected to the City Council, thereby allowing new Councilmembers adequate time to assess Engeland's performance.

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4. In the event that the City Council formally asks Engeland to resign and he is willing and able to perform his duties under this Agreement and the Los Altos Municipal Code, then Engeland shall be entitled to resign and still receive the severance benefits outlined in section 6.A, provided he agrees to the release and waiver requirements in section 6.A.

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5. In the event that, at the time of termination, Engeland is under investigation by any law enforcement agency for any reason that would meet the definition of a “for cause termination” as defined in Section 6.2, City may withhold all or part of such severance pay until it is determined if charges will be filed, and if charges are filed, until final judgment is rendered.

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6. Upon termination or expiration of this Agreement, Engeland agrees to cooperate with the City in any pending lawsuit or legal matters in which he may have relevant information.

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B. **Termination by Manager.** Due to the important nature of Engeland’s duties to the City, Engeland shall not terminate this Agreement during the initial two (2) year Term of this Agreement without cause, unless City agrees to such termination in writing. Thereafter, Engeland may terminate this Agreement through a resignation by giving the City notice of his intent to resign and providing an effective date for his resignation that is at least thirty (30) days’ after he provides notice of his intent to resign. Engeland and the City agree that the City has discretion to select an effective date for the resignation that is earlier than the effective date stated by Engeland.

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If Engeland terminates this Agreement through a resignation, he is not entitled to receive any severance payment.

In the event Engeland terminates his employment under this Agreement, the provisions of this Agreement and all compensation and benefits owed Engeland under it shall cease upon the effective date of such termination as determined by City.

SECTION 7. GENERAL PROVISIONS

A. **Indemnification.** City agrees to defend, hold harmless and indemnify Engeland against any tort, professional liability claim or demand, or other legal action, whether groundless or otherwise, arising out of an alleged act or omission occurring in the performance of Engeland’s duties. City is not required to indemnify Engeland for any illegal acts committed by Engeland but may agree to do so, in its discretion.

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B. **Bonding Requirements.** City shall bear full cost of the fidelity bond required of Engeland under any law or ordinance in connection with his duties hereunder. This Agreement shall be deemed void and of no effect if Engeland is unable to qualify for any such fidelity bond prior to the Effective Date.

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C. **Other Terms and Conditions.** The Council, in consultation with Engeland shall fix any such other terms and conditions of employment as it may determine from time to time, relating to the performance of Engeland provided such terms and conditions are not inconsistent with or in conflict with the provision of this Agreement or State law.

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All provisions of the City Code and regulations and rules of City relating to vacation and sick leave, retirement and pension system contributions, holidays and other fringe benefits and working conditions pertaining to City Department Heads as they now exist or hereafter may be

amended, except as otherwise set forth herein also shall apply to Engeland.

D. **Severability.** If any provision, or portion thereof, contained in the Agreement is held unconstitutional, invalid, or unenforceable, the remainder of this Agreement, or portion thereof, shall be deemed severable and shall remain in full force and effect.

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E. **Notices.** Notices pursuant to this Agreement shall be given by deposit in the custody of the United States Postal Service, postage prepaid, addressed as follows:

Mayor and City Council City of Los Altos One North San Antonio Road Los Altos, CA 94022	Gabriel Engeland City Manager City of Los Altos One North San Antonio Road Los Altos, CA 94022 (or to Engeland's home address on file)
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Notices also may be personally served in the same manner as applicable to civil judicial practice. Notice shall be deemed given as of the date of personal service or as of the date of deposit of such written notice in the course of transmission by the United States Postal Service. Either party hereto may change their respective address of record by providing written notice thereof in accordance with this Section.

F. **Amendments.** Any amendments to this Agreement must be in writing and executed by both Parties.

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G. **General Provisions.** The text herein shall constitute the entire Agreement between the Parties.

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1. No provisions of this Agreement may be modified, waived, or discharged unless such waiver, modification or discharge is agreed to in writing by the City and Engeland. No waiver of either party at any time of the breach of, or lack of compliance with, any conditions or provisions of this Agreement shall be deemed a waiver of other provisions or conditions hereof.

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2. This Agreement contains the entire agreement and understanding between the Parties and contains all of the terms and conditions of the Parties' agreement and supersedes any other oral or written negotiations, discussions, representations, or agreements. Engeland acknowledges that he has not relied on any promises, statements, representations, or warranties except as set forth expressly in this Agreement.

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3. This Agreement shall be binding upon and shall inure to the benefit of the respective heirs, executors, administrators, successors and assigns of the Parties, provided, however, that Engeland may not assign his obligations hereunder.

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4. This Agreement shall be governed by and construed in accordance with the laws of the State of California, and venue for any action concerning this Agreement shall be limited

to the Superior Court for the County of Santa Clara.

5. If any provision, or any portion thereof, contained in this Agreement is held unconstitutional, invalid, or unenforceable, the remainder of this Agreement, or portion thereof, shall be deemed severable, shall not be affected and shall remain in full force and effect.

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6. The Parties hereto acknowledge and agree that, although this Agreement has been drafted by City's legal counsel, Engeland has reviewed, or had an opportunity to review, the terms of this Agreement with his legal counsel. Consequently, the doctrine that ambiguities in an agreement should be resolved against the drafting party shall not be employed in connection with this Agreement and this Agreement shall be interpreted in accordance with its fair meaning.

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7. Unless provided for otherwise by this Agreement, all provisions of the Los Altos Municipal Code Chapter 2.01 (as amended) entitled "City Manager," which are applicable to the City Manager shall remain in full force and effect.

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8. Required provisions of California Government Code 53243-53243.4 (and as subsequently amended) are hereby agreed to and expressly made a part of this Agreement.

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IN WITNESS WHEREOF, the undersigned have executed this Agreement. This Agreement may be executed in counterparts, and each counterpart shall be deemed a duplicate original. A copy of a signature shall be deemed equivalent to an original signature. Electronic, fax and email signatures are equally binding as originals.

CITY

GABRIEL ENGELAND

By:

Jonathan WeinbergSally Meadows, Mayor

ATTEST

Melissa Thurman, City Clerk

APPROVED AS TO FORM

Jolie Houston, City Attorney